2009 Diocesan Convention

November 6 & 7

Cathedral Church of St. Paul
Burlington, Vermont

Convention Journal
The Journal of the
219th Annual Convention of the
Episcopal Church of Vermont

Being the
177th Annual Convention of the
Diocese of Vermont

Held at the
Cathedral Church of St. Paul
Burlington, Vermont
November 6 – 7, 2009

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
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REPORTS TO CONVENTION

DIOCESAN ALTAR GUILD

This was the 52nd annual meeting because there was no meeting held in 2008 due to conflicts with the date being the Saturday of Memorial Day Weekend. We must be sure this doesn’t happen again because Louise Clark of Saint John’s, Randolph, provided a great amount of planning and expense for the proposed meeting which only eight people would be attending, including the Saint John’s women.

Registration of the 52nd meeting of the Diocesan Altar Guild (DAG) began at 9:30 am with coffee and scones made by Bill Bridges. A display depicting the life of the first Diocesan Altar Directress Carolyn Kerr was presented. This will be added to as the present directress can find information from the archives and her family.

After greeting by Kathie Peltz, Directress of Zion Church, Manchester’s Altar Guild, the meeting was opened by DAG Directress Sarah Maynard of Saint Andrew’s Church, Saint Johnsbury. The minutes of the 2007 annual meeting were accepted as printed. Treasurer Carol Walters presented her report showing a balance on hand of $3,246.61 and proposed budget for 2009-2010. The report was accepted as printed. There was a question as to why there was no savings account and Carol reported that the account was too small for the Chittenden Bank to accept as a savings account. She said that the North Country Credit Union would accept smaller amounts. A guideline committee to consider how to use the funds was chosen: Kathie Peltz, Carol Walters and Sarah Maynard. Funds may be used for church supplies and other needs of poorer parishes.

Old Business: A committee consisting of Louise Clark, Carolyn Murray, Carol Walters, Katherine Webster, Sarah Maynard and Betty Maynard had been appointed to revise the bylaws. But the committee had been unable to find a mutual meeting time. Carolyn Murray commented she felt there was no need for a change. The bylaws were looked over and it was agreed that no change was needed at this time.

It was decided that holding the annual meeting on a weekday was best because it was more convenient for the Bishop.

Having a new Altar Guild banner made had been discussed at the previous meeting. Carol Walters reported that Judith McManus was willing to create such a banner.

Concerning regional workshops, the consensus was that a questionnaire be sent by Sarah to Altar Guilds asking them what they would like to do at such a workshop, i.e., needlepoint kneelers, flower arranging, creating church calendars, altar guild handbook, etc.

New Business: both of the representatives at large are no longer able to serve. Past Directress Carolyn Murray of Saint Luke’s Church, Saint Albans was chosen and it was suggested that Helen Thomas of Trinity Church, Rutland be contacted to see if she would be willing to serve. Carolyn noted that during the time she had been a member of the DAG there had been no time that the representative at large had been called upon to act on anything and the positions were filled only because it was a bylaw requisite.
Sarah asked if having a paperless meeting, as the Convention had done, was anything we might be interested in considering.

The 2010 DAG meeting is scheduled to be at Saint Martin’s Church, Fairlee
Program: After a short break, Kathie Peltz introduced the speakers, Dr. Joe and Sue Bamford who presented one of the most interesting programs we had ever been privy to. They spoke about their Kagando Foundation which provides a 250-bed hospital in southwest Uganda. This is sponsored by the Anglican Church. The program is unique because, instead of just taking over, it trains the local women and men to be nurses and midwives. They go out and provide treatment for malaria, tuberculosis and AIDS, immunizations, delivering babies, furnishing basic medicine and prenatal care, teaching health care, how to prevent AIDS. The hospital and clinic is available for surgery and more serious illnesses. There is also a leper treatment facility.

A woman named Dorothy, who was given high praise by Dr. Bamford, has an orphanage and she personally raises the food in her own garden. The average income per family is $300 and there is a program to lend money to start small businesses, for example – a knitting machine, a grist mill for grinding corn, a saw to be able to cut boards. They have helped pipe clean water from springs in the mountains, shown them how to build latrines, raise pigs and goats, and furnished seed plants for gardening.

The program was highlighted with pictures shown as they talked, with the help of Shawn Warren, their “technical genius.”

A wonderful lunch was served by the ladies of Zion: soups, Jane Bridges and Jane Davis; sandwiches, Sally Brown and Luanne Hardy; salads, Vera Crawford and Kathie Peltz, desserts, Barbara Powers and Jane Childs. The Right Reverend Thomas C. Ely, Bishop of Vermont, and the Bamfords joined us for lunch.

The Holy Eucharist was celebrated by Bishop Ely, with organist, Christopher Lewis, the lector, Margaret Hitchcock and Eucharistic minister, Sarah Maynard, assisting. As money received from the offertory ordinarily goes to the Bishop’s Discretionary Fund, the bishop announced that it would be given to the Kagando Foundation.

Thanks to: Kathie Peltz for everything she did to prepare for this meeting, especially with the personal tragedy she was undergoing with the severe accident that had happened to her sister (we are praying for both of them); Rose Lewis for all her help, answering questions and giving us information to use for the worship bulletin; the other Altar Guild members; Zion Church for allowing us to use their beautiful church and rooms for our meeting; Joe and Sue Bamford for the wonderful program they presented; Bishop Tom Ely for celebrating the Holy Eucharist and for his insightful sermon about Saint Monica whose day we were observing; Christopher Lewis for bringing forth such delightful music; and Bill Bridges for baking those yummy scones for our registration time.

Attending: Carol Walters from the Cathedral of Saint Paul in Burlington; Eunice Crosby. Eleanor McIntyre and Joan Sabens from Christ Church in Montpelier; Sarah and Betty Maynard from Saint Andrew’s in Saint Johnsbury; Carolyn Murray from Saint Luke’s in Saint Albans; Adelaide Johnson and Dee Robinson from Saint Luke’s in Chester; Winnie Grace from Trinity Church in Rutland, and from Zion: Sally Brown, Jane Childs, Vera Crawford, Luanne Hardy, Margaret Hitchcock, Carol Munson and Kathie Peltz.

Betty Maynard, secretary
Diocesan Altar Guild
BISHOP’S REPORT OF OFFICIAL ACTS
July 2008 – June 2009

On September 12, 2008, the Rev. Wm. Kevin Fisher (the Church of Good Shepherd, Barre) was received from the Diocese of Nevada.

On October 14, 2008, Diane Rooney (Trinity Church, Shelburne) was admitted as a Postulant for Holy Orders.

On November 4, 2008, the Rev. E. Angela Emerson (Diocesan Minister for Stewardship Development) was received from the Diocese of Atlanta.

On November 4, 2008, the Rev. Alan Kittelson (St. Paul’s Church, Vergennes) was received from the Diocese of Minnesota.

On January 6, 2009, J. Stannard Baker (Cathedral Church of St. Paul’s, Burlington), Armand J. Henault (St. Andrew’s Church, St. Johnsbury), and Beth Ann Maier, M.D (Christ Church, Montpelier), were ordained to the Diaconate at the Cathedral Church of St. Paul’s, Burlington, VT.

On April 18, 2009, the Rev. Margaret A. L. Fletcher (St. Peter’s Church, Bennington), was ordained to the Priesthood at St. Thomas and Grace Church in Brandon, VT.

On June 25, 2009, the Rev. William A. Davidson (St. Paul’s Church, Wells) was received from the Diocese of New York.

In this twelve month period (July 1, 2008, through June 30, 2009), the Rev. Regina Christianson was called as Priest in Partnership at St. Peter’s Church in Lyndonville, the Rev. Lee Crawford was called as Priest in Partnership at Trinity Church in Rutland, the Rev. Bill Davidson was called as Priest in Partnership at St. Paul’s Church in Wells, the Rev. Margo Fletcher was called as Priest in Partnership at St. Thomas & Grace Church, Brandon, the Rev Kevin Fisher was called as Rector of Good Shepherd Church in Barre, the Rev. Alan Kittelson was called as Rector of St. Paul’s Church in Vergennes, and the Rev. Jean MacDonald was called as Priest in Partnership at St. Andrew’s Church in St. Johnsbury.

In this twelve month period (July 1, 2008, through June 30, 2009), the following Lay Participant Licenses in the Liturgy were issued: 2 Worship Leaders, 7 Eucharistic Ministers, and 1 Eucharistic Visitor.

In this twelve month period (July 1, 2008, through June 30, 2009), 29 official visitations were made. At these visitations, 9 adults and 15 youth were confirmed, 23 were received into the Episcopal Church, and 69 recorded reaffirmations of baptismal vows.

In this twelve month period (July 1, 2008, through June 30, 2009), consents were given to the elections of three diocesan bishops, and the resignation of three bishops. Consent was withheld from the resignation of one bishop.

Respectfully submitted,
The Right Reverend Thomas Clark Ely 10th Bishop of Vermont
Over the last year, Brookhaven has successfully graduated three clients from our residential program. These three young men entered good homes with caring families who understood the emotional needs and familial expectations of our clients.

Throughout last summer, Angie Ryan directed Camp Haven 2008 our on-site day-camp for residents and children of need from the surrounding community. The focus of camp was to provide a safe, holistic setting for children to learn and grow socially, in the community and independently. These goals were attained by social-skills building groups, trips into the local community and engaging in day trips that tested and challenged our campers to better themselves through teamwork and communication. The graduation from Camp Haven 2008 was a deliciously catered event as our own NECI chef, Sara hosted all the families, teachers and staff in the pavilion. Great food and even better desserts were had!

For Halloween 2008, Altrusa, a non-profit women’s organization who donates their time and energy to community projects and the community as a whole, visited the boys, bringing each a special gift and spending time with them. The boys truly welcome Altrusa as special guests and visitors, and often ask when the “Altrusa ladies” will be coming to visit.

At Christmas 2008, the boys enjoyed various visits from relatives and the Board of Trustees during our annual Christmas party. This Christmas we put on “Away in a Manger”, a one-act play and sing-along where the boys acted and sang, providing a warm and heartfelt performance to all who watched. The boys also helped to set up tables and chairs for the play and the party, as well as presenting Board members with small gifts. Before eating the celebratory meal, Christmas carols filled the building as child and adult alike sang together, sharing the celebration and experience. The boys truly enjoyed themselves and spent quite a bit of time chatting with the families and Board members who visited throughout the afternoon.

June 5th, 2009 was school graduation. Board members, staff, families, and significant others joined in the celebration, offering praise, visiting with the boys and exploring the young men’s schoolwork which was on display.

This summer, the theme for Camp Haven 2009 was Agriculture, Community and Collaboration. Activities were based on differing therapeutic themes such as active listening, self-esteem, sportsmanship, responsibility and celebrating our talents. Boys expressed themselves creatively with bright, frozen paints to develop posters to share at the upcoming BBQ, played capture the flag and frisbee golf, and enjoyed sharing their unique talents such as singing, riding scooters and basketball during our Camp Haven 2009 talent show!

Our field trip one week was to Boulder Beach in Groton, VT and the weather finally cooperated and we all had a blast! Our cook Sara even met us there and cooked us up some wonderful hot dogs for lunch! The next week at Camp we were working on the themes: teamwork, confidence in each other, following directions, safety first, and Community. As our last week of camp wound down, all the boys were asked to rise to the challenge to work and play hard so every single camper could earn the field trip to the Alpine Slide where they zoomed down the mountainside, did rock climbing, bounced on the trampolines and played some mini golf! The following Friday brought our Camp to a close with our annual Camp BBQ and Celebration where family and friends were invited to come and take part in our last day of Camp Haven 2009!

Finally, we are happy to announce the launch of our new website at www.brookhaventlc.org. Please visit our site to access program information, and news about the day to day happenings at Brookhaven Treatment and Learning Center.

Warmest regards,
Dr. Anthony N. Iazzo, Executive Director
CATHEDRAL CHAPTER

The Cathedral Chapter’s mission as the “symbol and center of the bishop’s pastoral, liturgical, and teaching ministry” is to “strengthen the life of this diocese.” The Cathedral Chapter understands that this mission encompasses three ministries. The Cathedral Without Walls program which invites all Vermont Parishes to partner with the ministries of the Cathedral. The Cathedral University program utilizes cathedral and diocesan talent to provide courses that tap the public’s hunger for in-depth discussion of contemporary religious questions. The Cathedral Meditation Center communicates meditation as passed on through the Christian tradition in the spirit of serving the unity of all.

Some of the initiatives from these programs have been the following:
- Calvary Underhill Day at the Cathedral
- Icon Weekend
- Epiphany Quiet Day
- St Michael’s Brattleboro Day at the Cathedral
- Holy Trinity Swanton Day at the Cathedral
- Christian Meditation Days at St Peter’s Bennington and the Cathedral
- Taizé evening prayer
- Diocesan ordinations on the Feast of the Epiphany
- Concert by Christ’s College Choir, Cambridge University

Events that are planned for the coming program year are:
- St Peter’s Bennington Day at the Cathedral
- Quiet Day led by Abbot Andrew Marr, OSB
- “Roots of Christian Mysticism” – a six session course
- “Introduction to Christian Meditation” – a 5 week course
- Christian Meditation Days
- School for Teachers – Essential Teaching Workshop
- “Bible as Literature” – a 6-8 session course in spring

Please consult the Cathedral’s website (www.stpaulscathedralvt.org) for further information.

I am grateful to the members of the Cathedral Chapter who have envisioned, planned and managed these programs: Lynn Bates, Thomas Brown, Thomas Ely, Mark Howe, Reid Farrell, Mark Johnson, Diane Rooney, Eadie Templin, Tanya Wallace, and Jakki Flanagan.

The Very Reverend Kenneth W. Poppe, Dean
kpoppe@stpaulscathedralvt.org

REPORT ON CANONICALLY-RESIDENT CLERGY IN SPECIALIZED MINISTRIES, RETIRED AND NON-PAROCHIAL

For the calendar year 2008, 38 clergy reports were received. Of those reporting, 21 identified themselves as retired, 6 as being engaged in specialized ministries, and 10 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, teaching, 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: retail, investment manager, editor, entrepreneur, chaplain, student, writer, academic services coordinator, physician, shepherd, consultant and counselor.

Respectfully submitted,
The Rt. Rev. Thomas C. Ely,
10th Bishop of Vermont

CONGREGATIONAL SUPPORT AND RESOURCE COMMITTEE
7/01/08 - 6/30/09

The Congregational Support and Resources Committee of the Diocesan Council is responsible for evaluating grant applications for three funds: Initiatives II and III of the McClure Discipleship/Discovery 2000 Fund, and the Walter P. Irish Trust for assistance to congregations in small communities. During the past year we were able to award 17 grants totaling $36,946 to 14 congregations. Grant awards ranged in size from $250 to $5,000 and contributed funds to a wide variety of projects including: consultant fees, vestry and choir retreats, sewer and roof repairs, asbestos removal and ADA improvements.

Bob Halverson
CS&R Committee Chair

COMMISSION ON MINISTRY: COMMITTEE ON CHRISTIAN FORMATION

The Commission on Ministry: Committee on Christian Formation (COM: CCF) worked on several projects during this report year.

We began our meetings with the DVD-“Wade in the Water”. This is a DVD which was produced by Episcopal Divinity School through the Pastoral Excellence Project. It is a resource about Baptismal Ministry. The COM: CCF is working with the Ministry Developers to see how best to use this resource in parishes.


The COM: CCF continues to support the work of the Diocesan Resource Center and Education for Ministry (EfM). The Diocese is now a member diocese of EfM and The Rev. Joel Hill is trained as an online mentor for online EfM classes.

The COM: CCF worked on the process for Continuing Education Grants. We set dates to receive grants to match the ones used by the Congregational Support and Resource Committee. We are also using the same grant reporting form as CS&R. Continuing Ed Grants included support for EfM students, priests on sabbatical and those attending a storyteller’s conference.

In January and February we met by web conference/teleconference and are continuing to evaluate this form of meeting as a committee.
The programs for this year’s Ministry Fair Workshops and Diocesan Convention were developed jointly by the COM: CCF and the Dismantling Racism Commission of the diocese. The theme for the convention and workshops is “Formed for Ministry…Transforming our Culture.

Respectively submitted,
Jennifer S. Ogelby
Joel Hill (Co-Chairs of the COM: CCF)

COMPANION MINISTRY PROGRAM

The Companion Ministry Program of the Diocese of Vermont is based on the theological principles found in the Baptismal Covenant. Companion Ministry encourages and supports a shared ministry for mission that calls all baptized Christians to be ministers of God’s reconciling love in the world.

Companions in the Diocese of Vermont walk alongside a congregation as partners in a relationship designed to expand the ministry of the Diocese to congregations and to offer an incarnation of Baptismal Ministry as they demonstrate their own ministry as baptized persons and celebrate the ministry of others. In the period from June 30, 2008—June 30, 2009, Companions worked with 15 congregations in our Diocese.

Companions each bring their unique skills to this ministry and work in a collaborative way with a Ministry Developer. There are currently seven Companions in the Program: Leslie Black, Vershire; Beau Bowler, Westminster; Jean Hancock, Chester; Laura Hunter, Marlboro; Rolfe Lawson, Gansevoort, NY; Diane Nancekivell, Bridport; and Jean Smith, Brattleboro.

The Diocese believes the Companion Ministry Program leads to
• congregations which are strengthened in their understanding of baptismal theology as a basis for mission in the wider community and
• individual members who have a deeper knowledge and understanding of the baptismal covenant and how it forms their lives not only as active members of the Church but also as Christ’s representatives in the world.

Companions in Vermont …
• work with congregations as they move through transitions of clergy leadership,
• further enhance and support all leadership within the congregations,
• assist congregations in discerning and forming local ministry support teams emerging from practices of baptismal ministry,
• guide and support congregation members as they develop connections between baptismal ministries and the ways of living daily life outside of the public church setting.

The Program, initiated in summer 2007, is funded through the Diocese and the Roanridge Trust of The Episcopal Church. More information about the Companions Ministry is available at http://www.dioceseofvermont.org/Orgs/Companions.html

Respectfully submitted,
Susan Ohlidal
Canon for Ministry Development,
Coordinator of the Companions Ministry

DIOCESAN COUNCIL
Diocesan Council met five times during the reporting period. Meetings begin with a time of prayer and reflection. A report from the Bishop and the Diocesan Treasurer are received at each meeting. Council is organized around the mission of the diocese and meets during each meeting in Cluster Groups of Prayer, Mind, and Deed to build community and discuss agenda items.

The Diocese is represented on Council by active, committed members from all geographic areas of Vermont. Council continues to be challenged by vacancies in the seats for Deanery representatives.


The paragraphs following include discussion and action items specific to each Council meeting during this year:

Meeting of September 6, 2008, Trinity Church, Rutland

Diocesan Treasurer, Steve Smith, reported the new health plan has generated savings of approximately $25,000. He reported a cash flow problem based chiefly on lack of payment on the BBCC line of credit. He anticipates that the diocese will begin to draw on the Rock Point Board Anniversary Fund, held as collateral on the line of credit.

Steve also noted that the 2006 diocesan audit is not yet complete, due to the impact on staff time of the move in administration of the Unit Trust and in building the new health plan. Auditors will conduct the 2006 and 2007 audits simultaneously.

Council continued its review of the diocesan Strategic Plan for Growth and Ministry with Key Ministry Area #5: Organizational, Structural, Financial Ministries:

Goal 1: Establish fund raising strategy, support planned giving in parishes, assess potential for capital campaign. Progress noted: Development Minister has been hired and is conducting workshops and parish visits related to stewardship; the diocesan budgeting process moved to mission-based budgeting, including a Budget Summit which encouraged further collaboration and non-traditional thinking.

Goal 2: Revise parish assessment policies for effectiveness and consistency. Accomplished: a new policy was approved by Convention in 2006, moving to flat rate system with annual increase cap.

Goal 3: Implement strategy to deepen baptismal ministry and alleviate sense of isolation of some parishes. Progress on baptismal ministry: several new documents related to baptismal ministry have been written; our Commission on Ministry (COM) was restructured to include two committees – Committee on Christian Formation (COM:CCF) and Committee on Discernment (COM:COD), with ongoing discussion of baptismal ministry in and between both committees and a task force of COM representatives and Ministry Developers; baptismal ministry presentations have been part of Ministry Fairs; “Wade in the Water” conference was held and resources made available; creation of Diocesan Loan Review Committee was based on individual gifts as peer review process; Living Stones partnership.

Progress on isolation issues: creation of Companions Program; diocesan resources and workshops for wardens and treasurers; support for conference calls for committees; diocesan meetings (e.g., Anglican Covenant, Lambeth Report, Ministry Fairs) held in varying locations about diocese; decision to hold Convention outside Burlington every three years; Council meetings centralized in WRJ and Rutland; two clergy conferences held in southern part of state; Ministry Developers engaged in parish ministry reviews.
It was noted that developing an on-going process for discernment of gifts at local level should be added to this area as a goal. There was discussion regarding the flow of communication from diocesan decision-making bodies to all members of congregations.

**Strategic Plan Key Ministry Area #3: Outreach and Social Justice** – restated goals were approved.

**Strategic Plan Key Ministry Area #4: Communication** - work on restating goals based on Council discussion continues, and will be presented at a future meeting.

The draft **2008 Diocesan Budget and Narrative** was approved by Council for Convention action.

The draft **Resolution on Minimum Clergy Compensation** setting the 2009 minimum clergy compensation levels, reflecting a 5.0% COLA over levels approved for 2008 was approved by Council for Convention action.

A report on the **Bishop Booth Conference Center** was received, including:

- The Rock Point Board Finance Committee continues its work of analysis and recommendations; there is a projected $90,000 loss for 2008. The original $125,000 line of credit approved by Council was extended by Council vote to $150,000, although the Rock Point Board has not formally accepted this extension. Total credit extended to date is approximately $129,000. As reported earlier, the diocese will begin to draw against the collateral within the quarter.
- The repairs to the Van Dyke building resulting from the roof leaking have been completed and the building is now fully functional.
- The Rock Point Board recently participated in a facilitated retreat designed for focus on long-term planning and vision. Short term and long term planning are not mutually exclusive. The Rock Point Board appears committed to go into 2009 without a deficit budget for the BBCC.

Council accepted the **Diocesan Loan Review Committee’s** recommendation to approve a request from Church of the Good Shepherd, Barre for a 10-year loan of $170,000 for purchase of a new rectory, at 3.6% interest, subject to the conditions specified in the Committee’s report.

**Retiring Council Members/Vacancies**

Bishop Ely expressed his deep appreciation for the ministries of those members leaving Council due to term limits: Steve Reynes, Don Crofut, Roy Morgan, Pat Saul.

Canon Bates noted that Diocesan Canon 6, which covers Council, does not allow a mechanism for filling Deanery Representative positions other than election by the deanery. Several positions remain vacant due to lack of deanery activity. Council agreed to review Canon 6 to consider suggested revisions.

**Meeting of January 24, 2009, White River Junction**

Following a new member orientation at 9:00, Canon Lynn Bates called the meeting of the full Council to order at 10:10, noting the bishop’s unexpected absence due to the serious illness of his father-in-law. The morning was devoted to review and discussion of Council reorganization.

**Council Structure and Role** as defined by Canons 6 and 6A, an organizational document approved by Council in 2002 defining the role of the Executive Committee, and the use of Cluster Groups was reviewed by Canon Bates. Small group discussion of structure followed, with the following needs or questions identified: review Deanery structure and Council membership; clarify role of liaison to Committees of
Council; general clarification of mission and activity of committees; effectiveness of our communication to congregations.

An overview on the development, ongoing review and accomplishments of the five year **Strategic Plan for Growth and Ministry** adopted by Convention in 2004, was presented by Canon Bates. Working in small groups, Council reflected on the process and next steps, identifying the following: the Plan comes alive as we review it, and changes in response to the review; the Plan informs the work of Council; continued review of remaining Ministry Areas necessary, then return to review of all Areas on ongoing basis; do not allow plan to end but keep it alive through continued review and modification; bring review of Plan to parish level; need to report back to Convention in either 2009 or 2010.

Council members developed **2009 Vision and Goals** as follows:

- Review Canons 6 and 6A with goal of making selection of Council members more effective; request canonical changes of Convention if appropriate
- Review role and purpose of Deaneries; research how other dioceses use them
- Increase Council’s more fully embracing its leadership role
- Continue to review Strategic Plan and strategize its ongoing review as we reach the five year mark
- Review mission and activity of Committees of Council for effectiveness
- Continue to modify the process for building the diocesan budget

Council created two ad hoc Task Forces to gather information and report back in March: one to research the history of Canons 6 and 6A, the history of Deaneries, and gather information from other dioceses, the other to canvass current Committees for mission statements, membership, meeting rhythm, etc.

**Executive Committee** members were selected from Cluster groups: Prayer: Terry Gleeson, Scott Neal; Mind: Reid Farrell, Helen Short; Deeds: Diane Rooney, Sr. Laurian Seeber

A draft December 31, 2008 year-end **financial report** was reviewed, showing a deficit of $4,564 prior to transfer of funds available to the bishop and/or funds from the Foster bequest. Following final review transfer of these funds will balance the budget. **Acceptance of the financial report subject to audit passed unanimously.**

Anita Schell Lambert presented on the goals and mission of the proposed **Committee on the Environment**, noting the tension between the values of popular culture based on financial worth and those of a faith perspective based on inherent worth. The Committee will focus its work on study, spiritual practice and action. Volunteers for membership are: Angie Emerson, Susan Gratz, Elizabeth Hilgartner, Frances Hussy, Daniel McDonald, Ron McGarvey, Denise Noble, Lisa Ransom, Anita Schell Lambert, Sr. Laurian, James Volk, and Bob Wertz. Once formed, the Committee will determine term limits and a method for incorporating new members as its work progresses. **Sr. Laurian moved and Reid Farrell seconded creation of the Committee on the Environment as a committee of Council and the appointment of the above individuals as its first members. Passed unanimously.**

**Bishop Booth Conference Center Update:** Lynn Bates reported Steve Antell has been hired as part-time manager and is working with the Rock Point Board and Program Committee to define structure and guidelines for the future. Economic sustainability is key to ongoing discussions. The 2009 summer camp curriculum has been selected and a brochure is in progress; the 2009 Director will be named soon. The role of a resident at the BBCC and the use of the apartment are under review to address desire for resident to be ongoing spiritual presence or environmental awareness presence in exchange for residence, versus current security/hospitality role.
Council reviewed a draft Covenant of Leadership reprinted from a publication of the Alban Institute. There was consensus that it was an admirable Covenant for Council use. A motion to adopt the Covenant, as amended, passed unanimously.

In compliance with the requirements of Canon 10, the Oversight and Audit Committee submitted a report on outstanding audits, noting eight parishes delinquent, some with several years outstanding, and the diocese delinquent with 2006 and 2007 outstanding. Attached was a letter from the diocesan audit firm, outlining the process for the completion of the 2006 audit by January 31, and completion of the 2007 and 2008 audits by July 31. Council discussed options for encouraging compliance with the requirement for annual audits, noting the only sanction for lack of compliance is a parish’s ineligibility for diocesan grants.

Lynn Bates presented a verbal request from the Rock Point Board for use of $4,300 remaining in funds made available by Council for life safety improvements at BBCC (carbon monoxide detectors; new fire alarm system) to replace defective room heaters. Nicole Stevens moved and Terry Gleeson seconded approval of the remaining funds for this use. Passed unanimously.

Meeting of March 28, 2009, Trinity, Rutland

Bishop Ely reported on the recent meeting of the House of Bishops. Bishops will be sending out pastoral letters to parishes addressing the difficulties of the economic times, acknowledging reality and reminding of hope during this time. The Bishops are preparing for the General Convention. The Archbishop Rowan Williams will be present at the beginning of convention to observe. There will be changes in the communications office to be proactive in getting information out instead of reactive. In our own diocese, the Bishop strongly encouraged all parishes to send kids to the Rock Point Summer Camps this year.

Council reviewed the year to date financial reports as of 02/28/2009. It was noted that most parishes paid in full their assessments for 2008. For the few who make payments in 2009 for 2008, those funds stay in the 2008 figures NOT 2009. Acceptance of the financial reports; passed unanimously.

Cluster groups of prayer, mind, and deed met to discuss strategies to use as a Council to be good stewards of the budget; being responsible and proactive in our stewardship to avoid a crisis down the road, with the following ideas suggested as a result: affirm the work of the audit and Oversight and Audit Committee, continual education – mission programs the diocese funds within the state and greater world – explaining how the assessment is figured (current is based on 2 years previous parish audits –), having parishes submit mid-year written statements of where they are – successes and challenges, involve the Minister for Stewardship Development, the Diocesan Treasurer, and the Chair of Oversight and Audit Committee as resources for education both at the parish and diocesan levels, develop a consultation team to help parishes explore options for either increased revenue or decreased expenditures.

Preliminary Canons 6 and 6A Task Force Report included the history of the deanery system in Vermont, which was set up to allow people from different areas of the state to serve on council and to get neighbor parishes together for meetings and fellowship. Some of the deanery systems in other dioceses are thriving and many are not. Parishioners at some of our parishes were asked what they see as the driving foundation of having deaneries. Most replied with mission-based projects. Questions being considered: Should we get rid of the structural form? Can we draw from the state those who really want to serve on Council instead of “forcing” service because they are elected as deanery delegates? Should we look at the numbers needed to serve on Council?

Review of Strategic Plan Key Ministry Area #6: Parish to Parish and Diocese to Parish Relationships: Canon Jeanette Tweedy joined us to review this ministry area. Current Ministry Developers are Jeanette Tweedy, Thad Bennett, Susan Ohlidal, and Connie Saeger-Proctor.
Goal 1: Visitation - Bishop Ely does 8 – 9 overnight parish visits per year. The Ministry Developers (MD) did not participate in these visits as some of them serve in parishes on Sundays and also because the parishes want to be with the Bishop during his visit.

Goal 2: MD visits to the Southern part of the state - Due to gas prices and stewardship of time, the MD was not out and about to visit parish leaders as proposed. The half-time Ministry Developers positions add to the difficulty of making this goal a reality.

Goal 3: Mutuality of decision making – changes to clergy days with quarterly retreats, Fresh Start for clergy in new cures (18 month program), Fresh Start for congregations, new companion ministry.

There was further discussion about baptismal ministry and how the MD can support this area and be a resource.

2009 Parish Assessments: Council reviewed letters from St. Barnabas Norwich parish and St. Andrew’s Colchester parish regarding potential difficulties in paying their 2009 assessments. Immanuel Church, Bellows Falls, requested that their 2009 assessment be reduced due to an error in their financial report in 2007. Oversight and Audit Committee verified that it was an accounting mistake and recommends approval of the request. Approval to reduce the 2009 assessment for Bellows Falls as recommended; passed unanimously.

The Diocesan Committee on the Environmental requested assistance from Council regarding the function of the newly formed committee. Suggestions were: being a resource to parishes as they do renovations to properties in order to think green, to assist with energy audits, have representation on other diocesan committees (not just Council), and publicize itself as a resource on our website and in the Mountain Echo. A motion to charge the Diocesan Environmental Committee to manage the follow through of parish energy audits per the approved resolution from Diocesan Convention and to refer the goals from the Strategic Plan Key Ministry Area #3 to the Committee passed unanimously.

Meeting of May 2, 2009, White River Junction

Bishop’s Report included discussion of the loss of the Canon Educator position at the Cathedral and questions about Tanya Wallace being a clergy delegate at General Convention. As Tanya is canonically resident in Vermont and will still be at the time of General Convention, she will continue to as one of Vermont’s deputies; a group has been convened by Canon Bates to address the H1N1 virus and to develop a diocesan preparedness plan in the event of any disaster; twenty-one people have been invited to join a diocesan capital campaign committee.

Bishop Ely introduced Wallace H Good, Jr. who discerned and put stepped forward for appointment as Diocesan Treasurer. Wallace Good was presented to the council by the Bishop for election as Diocesan Treasurer, passed unanimously.

Council reviewed the year to date financial reports as of 03/31/2009.

Rock Point/Bishop Booth Conference Center Update: Bookings for the conference center are good. Only one group has had to cancel. Steve Antell, manager, is the only staff person at present – a 20 hours/week position. Hospitality teams are developing. Registrations for summer camp are low; however, it is typical to get last minute bookings.

Bishop Ely led council in three areas of discussion to assist executive committee in the 2010 budget formation.
Question 1: What is the mission/purpose of the diocesan budget? – some ideas that came out were – Gospel is free and ministry is not, to show what we are doing and what we value, supporting and building up, a blueprint, what we are doing concretely.

Question 2: What are the values we want to see expressed in the Diocesan budget? Equality, compensated fairly, respect, mission/outreach beyond ourselves, respect, supporting parishes, maintaining connections, volunteer services being held up and supported, facing reality, previously donated funds – honor those desires, reflection of hopes/values/aspirations of diocese, responsibility/accountability, balancing time/money/talent, rewarding volunteerism, clarity, model our Christianity in our “business,” transparency, communication, cooperation, collaboration, keep God in it.

Question 3: What are the important things we want to fund through our Diocesan Budget? Growing the faith, seminarians, mission, education, communication, celebration, baptismal ministry, National Episcopal Church fund, we are Episcopalians – We belong to something more, support of regional ministries, Rock Point/Bishop Booth Conference Center.

Two surveys were completed by council members – first to list ministries in order of importance and second to rate how important is it to fund each ministry area. The survey results will be collated and used by the executive committee in its role as program and budget.

There was considerable discussion in response to the Deanery Task Force memo presented to council. Council affirmed that the more urgent issue was/is how to get council members elected. The group proposed to revamp the current deanery mapping into four geographical locations and to decrease the current 26 elected council members down to 12. The Task Force will continue its work by considering how to map four geographical regions of the diocese.

Meeting of June 13, 2009, Trinity Church, Rutland

The Bishop’s Report included:

- the withdrawal of the Roman Catholic diocese from the Vermont Ecumenical Council and Bible Society (letter distributed) will be a loss in ecumenical relations. The removal of their portion of dues from the budget may further decrease the ability of the VECBS to continue its work
- Lynn Bates is coordinating the Diocesan Emergency Planning Working Group, to consider appropriate measures related to the H1N1 virus.
- The number of parishes in transition is down slightly, and reflects natural cycles of transition
- The bishop made available copies of the 2008 Episcopal Congregations Overview, and DVDs from the Kanuga Conference Creative Models of Sacramental Leadership in Small Congregations

Financial Reports through May 31 reflect a cash deficit of $73,000 - pending receipt of quarterly distributions from investment funds will rebalance the cash flow; employee benefits is over budget due to additional individuals covered by the health plan; office supplies appears over budget due to accurate accounting of support for the Stewardship Minister, expenses covered by the grant funding for the position; all other budget categories are at or below target to date

Acceptance of the financial report subject to audit was passed unanimously.

The Executive Committee, serving as the Budget Committee, presented the first draft of the 2010 Diocesan Budget, with a deficit of $84,500. Executive Committee noted that salary and benefits for the Diocesan Ministry Support team is 60% of the total budget. To achieve a balanced budget they propose that salary and benefits budget be reduced by 60% of the deficit amount ($50,700), with the remaining 40% ($33,800) coming from reductions in other categories. A motion that Council accept the recommendation of the Executive Committee and present this first draft to Convention Delegates and Diocesan Leadership with the
recommendation that 60% of the deficit amount come from reduction in employee salary and benefits, and that a Budget Summit meeting be held with representation from entities supported by the budget to discuss further budget reductions was passed unanimously.

Canons 6 and 6A: The Task Force presented a draft plan for restructuring Council, noting:
• Need for structure to ensure rolling membership for continuity
• Need for plan to transition to new structure
• Need for mechanism for filling vacancies
• Suggestion that nominations to Council come from current Council members from each mission area rather than vestries
• Suggested that election of Council members take place at Convention, with delegates electing the appropriate number from each mission area
• Five mission areas, with a resulting Council of 15, seemed appropriate
• Consultation with the Canons Committee will be helpful, and revisions would most likely be presented at Convention in 2010

Bishop Ely presented names of those agreeing to serve with him on the Capital Campaign Committee: Krissa Bolton, Laurel Broughton, Wayne Cook, Angela Emerson, Reid Farrell, Peter Galbraith, Amy Hastings, Preston Kelsey, Jean MacDonald, Mary Robb Mansfield, Ned McElroy, John Mitchell, Brett Murphy, Jenny Ockert, Jim Theodore. Diane Rooney moved and Helen Short seconded appointment of the above named individuals to the Capital Campaign Committee. It is anticipated that the Committee will begin its feasibility study and report to the 2009 Diocesan Convention.

DIOCESAN LOAN REVIEW COMMITTEE

There were no requests for loans, so the DLRC did not meet this past year. When the committee does meet we review the loan request and their current financial status, as well as making sure they are current with their obligations to the Diocese. Our job is to make recommendations and suggestions to the parish and forward our decision to the Council for their approval. At times, the Council may ask the committee to review and suggest an action plan for an outstanding loan which is past due.

Currently working on DLRC are the following: Kevin Bisaccio, Bennington; Tom Dyett, Manchester; Ned McElroy, Wilmington; Steve Smith; Dorset and Joanna Taylor, Arlington.

Respectfully submitted,
Joanna Taylor, Chair

DISMANTLING RACISM COMMISSION

2008 was a rather up and down year for the Dismantling Racism Commission. In February 2008 we held a very successful and well attended training workshop at St. James in Essex with over 40 people attending from the diocese and from the community. We also helped organize and sponsor the Vermont Day at the National Cathedral at the end of March. However, our workshop at the Vermont Historical Society in April of 2008 on how to research the extent of our diocese's and parishes' support (however tacit) in slavery and segregation was very poorly attended by members of the diocese although about a dozen members of the public attended.

Given the nature of our efforts in 2008, the Commission spent a good amount of time brainstorming about how we could better reach members of the diocese and encourage more participation in our training workshops and other activities. We decided to see if we could have the 2009 convention theme be about
racism. This would expose many more people in the diocese to anti-racism work and hopefully reinvigorate our efforts. The Christian Formation Committee, however, had the same idea. After some creative discussions, our two groups decided to team up and create a joint theme for our 2009 convention and ministry fairs: "Formed for ministry: Transforming Culture."

Members of both groups have met every month in 2009 (except for July) to figure out our theme, workshops and worship at the Ministry Fair days, as well as implications for worship and structure of our diocesan convention. We also worked hard to get a great speaker for convention and were ecstatic when the Rt. Rev. Steven Charleston accepted our invitation. We have also organized several showing of "Traces of the Trade" at convention on Friday.

We hope that, by helping to shape these Ministry Fair Days and convention itself, there will develop a deeper appreciation for the need for continued anti-racism work and efforts at racial harmony within our church and state. We would like to provide more training in 2010 for parishes or other groups. If you are interested in learning more, please talk to Connie Quinby, a member of our commission who organizes the workshops.

In addition to our commission work, several members also do anti-racism work in the community. Margy Zabriskie is active in a community based initiative in Burlington called Uncommon Alliance and Stew Wood continues to serve on the Vermont Advisory Committee to the U.S. Civil Rights Commission.

As always, we welcome new members and any questions or suggestions for our commission.

Peace,
Nancy Vogele, Chair

EARTH STEWARDS COMMITTEE

At the 2008 Diocesan Convention, guest speakers and diocesan representatives boldly laid out the enormous challenges of environmental stewardship facing us as individuals, communities, parishes, dioceses, and nations. In response to these urgent messages, Bishop Tom Ely re-established the diocesan Committee on the Environment and charged it with keeping the subject of healing the planet before the diocese, both in terms of education and action. People were invited to submit their names to the chair of the committee and state why they wished to serve on the committee. The Committee was named at Diocesan Council on Saturday, January 24, 2009.

The first meeting of the committee was held as a retreat at the Bishop Booth Conference Center at Rock Point on March 14 with members outlining the scope of their work. Chuck Courcy, Rock Point Property Manager, attended part of this initial meeting.

At the March 14 meeting the committee adopted an organizational framework for meetings and communication with parishes and the diocese as well as recommending best practices to minimize our carbon footprint. We also adopted guiding principles for our ministry as a committee of the diocese. It was generally agreed that a three-pronged approach of spiritual practice, study, and action should guide the scope of the committee’s work. It was the consensus of the Committee on the Environment that: environmental and ecological consciousness shall be integrated into diocesan decision-making, and the committee be used as a resource in that process.

As one of its first actions, the committee asked every parish to fulfill its responsibility to report on its energy assessment and environmental plan (per Resolution Calling for Climate/Carbon Neutrality Energy Audits of Convention 2007). A sub-committee, under the direction of members Ron McGarvey, Denise Noble and Bob
Wertz, created an on-line survey that provided a means for each parish to report its findings and for the Committee on the Environment to compile this information for reporting to the 2009 Diocesan Convention. The on-line survey was designed for effective data collection and minimizes the use of paper.

Many of the audits conducted in our parishes and resources that are used are a result of a close collaboration with Vermont Interfaith Power & Light (www.VTIPL.org). This state affiliate of the national parent organization, the Regeneration Project, seeks to educate faith communities and individuals about the threat that global warming presents to Creation and Earth, and to engage communities of faith in promoting energy conservation, energy efficiency, and renewable energy as a solution. The goal of VTIPL is to “move Vermont's faith communities toward sustainable energy use and reduction of greenhouse gas emissions, while living out our covenant with the Creator.”

As part of its educational component, the committee has assembled resources for the diocesan website. These resources include stories from congregational life and educational opportunities as well as programs for deeper engagement in raising ecological consciousness, practice and advocacy. In addition, the committee is championing the www.350.org campaign, which was described in its infancy by the speakers at 2008 Diocesan Convention.

Advocacy includes not only the committee’s encouragement of green resolutions to be presented to 2009 Diocesan Convention, but also implementation of the environment-related resolutions of concern or interest to the Episcopal Ecological Network on liturgy and earth care that were passed at General Convention 2009. For more information on resources in The Episcopal Church and to review environment-related resolutions from General Convention, visit the Episcopal Ecological Network (www.EpEN.org).

For more information about the Committee on the Environment and what you can do as an environmental steward, please visit the diocesan website. We are looking for your stories of spiritual practice, environmental stewardship, local food and models of sustainability. Photos are particularly welcome.

Respectfully submitted,
Anita Schell-Lambert, Chair
Committee: Angela Emerson, Susan Gratz, Beth Hilgartner, Frances Huessy, Daniel MacDonald, Ron McGarvey, Denise Noble, Lisa Ransom, Sr. Laurian Seeber, Bob Wertz (Jay Vos served on the Committee from March until June)

EPISCOPAL CHURCH WOMEN TRIENNIAL “GROW IN GRACE”

I am at this moment flying home from Anaheim, California. I attended the 46th Triennial of the Episcopal Church Women which was held at the same time as General Convention, July 8 to July 17th. This is the fourth Triennial I have attended, since we do not have an organized ECW in Vermont it is very difficult to find women interested in going. ECW is going strong in other parts of the country and they are very focused on women's ministry in the church.

On the first day of Triennial Presiding Bishop Katherine Jefferts Schori presented every women present with a lovely cross. Plenary I (the business part of Triennial) was followed by the Welcoming Dinner that evening. After dinner the ECW National Board put on a play depicting the history of the ECW, it showed just what a strong voice women have had in church history. During Plenary 2 a by-law amendment was presented “Section 3 Voting Members A.” Certified delegates from each diocese, not to exceed four; Dioceses with at least one certified delegate in attendance shall have four votes. This by-law change would have helped a diocese like Vermont; however, the by-law change did not pass. The United Thank Offering dinner was on Friday night with North Carolina Bishop Michael Curry as the keynote speaker. Bishop Curry is always a
vibrant speaker and his message to us was to “GO”. To go and continue the work we are called to do for the church.

We had two wonderful speakers during Plenary meetings. The Right Reverend Stephen Charleston, retired Dean of Episcopal Divinity School, currently assistant Bishop in the Diocese of California. He spoke on his view of Mary the mother of Jesus, only one word will describe what he had to say, awesome. The second speaker was author Phyllis Tickle. Workshops began Saturday afternoon; the last workshop was Tuesday afternoon. There were many workshops offered with a very varied range of topics. The workshops I attend were very interesting and worthwhile.

Sunday was the Eucharist with the ingathering for the United Thank Offering. Once again, I was honored to represent Vermont and walk across the stage to present our offering to the Presiding Bishop; this is always such a thrill for me. Vermont's UTO contribution for 2006-2009 was $44,451.67. Sunday night was the ECW evening of entertainment. Elisabeth vonTrapp performed and all donations went to the Jericho Road project. I should explain that Jericho Road is a project to rebuild homes in New Orleans that were destroyed by Hurricane Katrina. The ECW National Board hopes to raise 110,000 to build a home in the Jericho Road project, so far $73,780.55 has been raised. Elisabeth's concert was wonderful and helped greatly in this project.

One of the highlights at Triennial was the Honored Women celebration. Our Honored Woman from Vermont was Julia Mentzer Fifield from St. Martin's in Fairlee. Julia is 103 years old and still very active at St. Martin's. Julia was our first Honored Woman from Vermont. Start thinking now of whom you would like to nominate for the next Triennial.

In the final days of Triennial there were reports from the United Thank Offering Committee and the committee appointed by the Presiding Bishop and the President of the House of Deputies to study the United Thank Offering. After Ian Douglas spoke about the oversight committee there was quite a discussion. The ECW felt there should be more representation on the commission from UTO and ECW. The following resolutions were passed and then sent to the House of Deputies and House of Bishops:

Whereas, The United Thank Offering and the Episcopal Church Women have been in ministry together for over 120 years; and Whereas, The Presiding Bishop and the President of the House of Deputies have appointed ad hoc Study Committee INC 055 to study the relationship of the United Thank Offering to the Episcopal Church; and Whereas, Study Committee INC 055 has limited representation from United Thank Offering and has no specific representation from the Episcopal Church Women; RESOLVED, That the Delegates of Triennial Meeting 2009 strongly recommend the Presiding Bishop and President of the House of Deputies increase the membership of Study Committee INC 055 by adding one additional United Thank Offering representative and two Episcopal Church Women representatives from current leadership; and RESOLVED, That in the Spirit of Ubuntu the findings and report of Study Committee INC 055 be presented to the 2012 General Convention and the 2012 Triennial Meeting simultaneously. This passed unanimously .

The second resolution Whereas, In the Spirit of Ubuntu; RESOLVED, That the 2009 Triennial Meeting Delegates invite the Executive Council of the Episcopal Church to reactivate their liaison representation on the United Thank Offering Board and the National Board of Episcopal Church Women in order to uphold current by-laws of the respective organizations. This passed unanimously. The third resolution Whereas the Women's Ministries Desk of the Episcopal Church Center has been eliminated there is a greater need for the networking of the women of the Episcopal Church. RESOLVED, That the women of the 2009 Triennial Meeting Delegates invite the Presiding Bishop and the President of the House of Deputies to appoint a member of the National Board of the Episcopal Church Women as one of the members of the Committee on the Status of Women for the 2009-2012 Triennium. This passed unanimously.
Triennial ended with the election of the ECW National Board and commissioning of that board and the United Thank Offering Board. I feel so privileged to be able to represent Vermont at the ECW Triennial. It is so hard to tell all in this short article and it is difficult to reach all the women in Vermont because we don't have an organized ECW. I would love to share my experiences with all of you, please don't hesitate to get in touch with me. Please call 802-483-6150 or e-mail donnaabramov@yahoo.com. We were commissioned by the ECW National Board to “take it home”.

The next Triennial will be in 2012 in Indianapolis, Indiana. It would be wonderful for more women to experience Episcopal Church Women Triennial.

Donna Abramov

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**EPISCOPAL RELIEF AND DEVELOPMENT**

6/30/09

As usual, your diocesan co-coordinators, Kristin Wood and Kit Cooke, communicated the news of Episcopal Relief and Development by forwarding news from headquarters to parish representatives, by manning a booth at diocesan convention (and ministry fairs), and by offering to visit parishes. We attended the annual training meeting for coordinators held in April in Denver, Colorado. Our former coordinator, Margy Zabriskie, was specially honored at this meeting for her long and faithful service.

Special relief assistance was provided this past year to Myanmar (cyclone), dioceses in the southwest for Hurricane Ike, and to Sri Lanka and Pakistan where many people have been displaced from internal conflicts and civil war. As usual, Episcopal Relief and Development partners with local Anglican/Episcopal dioceses. On the development side, Nets for Life has grown to be in 42 countries with over one million distributed. In 2008 26 parishes contributed a total of $20,273.67. (This does not include contributions from individuals.)

Finally, the resolution to set aside the first Sunday in Lent as Episcopal Relief and Development Sunday (passed by our 2008 convention) passed General Convention with some slight alterations to give dioceses some “wiggle room” to choose a different Sunday.

Kristin Wood

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**REPORT OF THE HISTORIOGRAPHER AND REGISTRAR**

The largest part of my time continues to be spent in working with the Trustees of the Diocese, lawyers, paralegals and individuals to trace ownership of the various SPG leases held by the Trustees. As new or additional information is received, it is added to the existing data bases of current lease holders and original deeds.

In addition, time is spent researching the terms of the various gifts and endowments held by the Trustees for the benefit of the Diocese and for various congregations and as well answering questions about the titles and terms of local parish and mission property held by the Trustees. Again, as new or additional in-formation is received, these two data bases are also updated.
As time permits, I continue to answer requests for genealogical information and since Episcopal church records prior to 1840 are scarce, I try to suggest alternate sources for this information.

In June, I attended the annual meeting of the National Episcopal Historiographers and Archivists in Racine, Wisconsin. This was my visit to the so-called "Biretta Belt" with its Anglo-Catholic heritage. As always, the workshops and presentations were interesting while the timeliest one, obviously responding to the serious damage caused by the recent floods and hurricanes in various parts of the country, dealt with the critical need to have a disaster plan. The field trip day included visits to several historic churches and to Nashotah House where one of its recent Deans, Gary Kriss, whose Diocesan ministry included the Cathedral and St. Mark's/St. Luke's, Castleton/Fair Haven, greeted us from his portrait hanging above the Library shelves. Having been nominated once before to be a member of the Board of Trustees, this time I was elected for a three year term.

To commemorate, the 155th anniversary of the acquisition of the Rock Point Property by the Trustees of the Vermont Episcopal Institute as well as the 80th anniversary of the formal beginning of the property's use, as envisioned by Bishop Booth, for various diocesan activities which included the beginning of the summer conferences, work is progressing on a history of the property which will be available for distribution at forthcoming Diocesan Convention.

And finally, much to my surprise, I received and responded to a request from the nationally known Allen County Library of Fort Wayne, Indiana for a copy of "To Have A Bishop of Our Own" to be added to its holdings.

Respectfully submitted,
Elizabeth E. Allison
Historiographer and Registrar

LIVING STONES

Living Stones is a partnership of dioceses, communities of faith, and Episcopal seminaries formed to support, challenge, and strengthen the development of baptismal ministry in our local contexts. Because so many bishops, seminary deans, and faculty leaders are involved it’s a group that can and has had significant influence on the emerging shape of our Church.

The Living Stones annual meeting engages us in intensive consultation with bishops, ministry developers, consultants, seminary deans, faculty and professional staff, spiritual directors and religious, all reflecting on specific ‘on the ground’ work in baptismal ministry settings, including our own. In February of 2009 we sent a team of five people sharing the work this diocese has done on the new Companions program. We heard helpful reflections and suggestions, and a great deal of affirmation for this creative use of the skills and talents of these members of our diocese. This is just the latest of our local ministry development efforts that have benefited from such consultation. It builds on earlier steps, including the development of a process and resources for forming local ministry teams, and the clarification of Ministry Developers and Commission on Ministry roles as covenant groups and local ministry teams emerge.

Respectfully submitted,
Diane Root, Living Stones coordinator for Vermont
OVERSIGHT AND AUDIT COMMITTEE

The Oversight and Audit Committee works to assure that adequate procedures are in place, and adhered to, regarding diocesan and parish financial audits, financial reporting, and funds management. To this end, the committee makes itself available to provide advice, guidance, and education to parish treasurers and audit committees.

The committee met several times throughout the year, while continuing to do more of its business by email to be more efficient and to reduce the driving miles of its members. In addition to audit work, committee members also participated in the diocesan workshop for treasurers held at White River Junction in April of this year.

The committee, in monitoring the audit process of the Diocese and Unit Fund finances, became active in finding a solution to some of the problems that, over the past years, have lead to the late completion of these audits. The committee, diocesan staff and audit firm have made adjustments to help solve this problem.

Audits submitted by diocesan parishes for the year 2007 were reviewed and processed. The percentage of those submitting audits to the diocesan office and eventually being accepted by this committee remains high: 94% for 2006 and 90%, so far, for 2007. Audit results are posted in The Mountain Echo. They are also reported to the Bishop and Diocesan Council for their information and any appropriate action that needs to be taken.

Parishes are reminded of the Canonical requirement for an annual financial audit. This audit process is designed to help the parish in the financial stewardship of its congregation and helps to safeguard Rectors, Vestries, and Treasurers from unnecessary liability exposure. It is also a requirement to have a current, approved audit on file in the diocesan office in order to be eligible for diocesan loans and grants.

Respectfully submitted,
James Harder, Chair

ROCK POINT BOARD

June 2008 – June 2009

• In June 2008, a leak in the roof of Van Dyke Hall at Bishop Booth Conference Center (BBCC) is repaired and new carpet installed.
• In June 2008, the drafting of a Procedures Manual for the board is approved.
• In the Summer of 2008, 83 individual campers register for and attend the 2008 Rock Point Summer Camp: an increase from the previous year.
• In August 2008, board goes on retreat to focus on mission and vision of board.
• In September 2008, Bishop Ely presents a two-year plan for stabilizing the finances at BBCC. This plan includes a reduction in the level of staffing. These decisions are very difficult to make but seen as best for the future of the BBCC.
• In October 2008, board reviews draft position description for new position of BBCC Manager. BBCC Manager to be hired by end of 2008.
• In December 2008, Van Dyke Hall shut down for winter months.
• In December 2008, a new Group Leaders Guide for those staying at BBCC is approved.
• In December 2008, an increase in 2009 BBCC rates (having not changed since 2007) and the adoption of new deposit procedures is approved.
• In December 2008, board approves a motion to empower Bishop Ely to work on renewable energy/sustainability at Rock Point.
• In January 2009, Development Committee is formed.
• In March 2009, board approves Camp Director and Assistant Camp Director positions for 2009 Rock Point Summer Camp.
• In March 2009, board approves new mission statement for BBCC. “Bishop Booth Conference Center at Rock Point exists to provide hospitality and respite, opportunity for education, formation of community, and restoration of body and spirit in a unique natural environment.”
• In May 2009, board approves increase in BBCC Manager’s hours.
• In the Summer of 2009, 75 individual campers register for and attend the 2009 Rock Point Summer Camp.
• In June 2009, program committee of board begins work on BBCC website and marketing strategy.

Respectfully submitted,
The Rock Point Board

ROCK POINT SCHOOL

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

The thirteen people who earned diplomas are:

Chelsea Bernstein East Northport, NY Beloit College
Bear Bruun Chevy Chase, MD City Year Program in New Hampshire
Peter Carey Colchester, VT Castleton State College
Sarah Carpenter Springfield, VT Simmons College
Amanda Delgado Providence, RI Rhode Island College
Amanda Foster Winchester, NH Champlain College
Elizabeth Hook Jericho Center, VT Maine College of Art
Jessica Hurwitz Houston, TX Blinn College
Madeline Lueck Lafayette, CA Mills College
Kyle Perrapato South Burlington, VT Wheaton College
Julian Sirkin Sharon, MA Rochester Institute of Technology
Cassandra State Boca Raton, FL Paramedic Training
Shane Walker Holden, MA New England School of Communications

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 $1,629,705. Private tuition and Endowment and Gifts provided the great majority of our funding. The school community was the grateful recipient of $188,260 in individual donations and grants, of which $1,693 was given by seven Vermont Parishes.

We completed our sixth Senior Initiative. This year’s juniors and seniors raised $7,050 which used to upgrade the library. They refreshed the offerings on the shelves, bought new furniture and installed a computer based card catalog. This year also saw the raising of a traditional post and beam style sugar house, located behind

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the school building. With the help of two fine timber framers, the students, staff, families and other volunteers put raised a beautiful building. When it is completed it will house the sugar making operation in one end and the honey processing operation in the other. There will be space for providing demonstrations for groups of children from local schools and programs such as the Girls and Boys Club.

The school continues its work on the school building and grounds. In May the Board of Trustees authorized a line of credit loan of $100,000 to renovate and improve the rooms in the girls’ and boys’ dormitories.

The school continues to provide scholarship help to as many students as possible. This year the school awarded $149,620 to nine 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 scholarship funding.

The school follows a lively and supportive curriculum, both in the classroom and in dormitory life. We are blessed with a highly competent, caring and ethical staff. With the support of the Bishop and the Board of Trustees, we work hard to provide a relevant, loving and healthy place for the youngsters in our care.

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, spiritual 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

STANDING COMMITTEE

Below is a list of the official acts of the Standing Committee, June 2008 - June 2009

Consented to these Episcopal elections:
1. Idaho to the ordination and consecration of Brian James Thomas as Bishop.
   Texas to the ordination and consecration of Charles Andrew Doyle as Bishop Coadjutor.
   Southern Virginia to the ordination and consecration of Herman Hollerith IV as Bishop.
   Northwest Texas to the ordination and consecration of James Scott Mayer as Bishop.
   Northern Michigan to the ordination and consecration of Kevin Lee Thew Forrester as Bishop.
3. Consented to the election of a Bishop Coadjutor of the Diocese of Long Island.
4. Consented to the election of two suffragan bishops of the Diocese of Los Angeles.

Holy Orders:
Eugenia Rounds Rayner agreed to serve as liaison to the Commission on Ministry’s Committee on Discernment.
1. Consented to the candidacy of Stan Baker and Beth Ann Maier to Holy Orders.
2. Recommended to the Bishop Stan Baker, Armand Henault, and Beth Ann Maier for ordination to the diaconate.
3. Recommended to the Bishop Margaret Fletcher for ordination to the priesthood.
4. Consented to the candidacy of Donna Reidt to Holy Orders.

**Property items:**
Alice Winn agreed to serve as the Standing Committee’s liaison to the Real Estate committee of the Diocesan Trustees.
1. Consented to the sale of property of Adams House to owners of the LeFlamme House in Wells.
2. Consented to the request from Christ Church Guilford Society, Inc. for a boundary adjustment in exchange for a right-of-way to be more formalized.
3. Consented to the request between St. Paul’s, White River Junction and The Haven to execute the right-of-way swap contingent upon approval of the Diocesan Trustees and appropriate title search.
4. Consented to the conveyance by Quitclaim Deed of the Trustees of the Diocese of Vermont to Eleanor A. Ott and Cynthia Steed of all right, title and interest conveyed to the Society for Propagation of the Gospel in Foreign Parts as referenced in the Quitclaim Deed from Leonard Fisher and Mary S. Fisher to Issacher R. Dunesmoor.
5. Consented to the proposed rehabilitation and re-structure of Cathedral Square Senior Living as a tax credit project.
6. Consented to an easement for the maintenance of the Brookhaven well, the underground pipe and utility lines, and the pump station, on the property of the Brookhaven Home in Chelsea, Orange County, Vermont.
7. Consented to the conveyance by Quitclaim Deed of the Trustees of the Diocese of Vermont to the Vermont Land Trust of all right, title and interest conveyed to the Society for Propagation of the Gospel in Foreign Parts.

In addition to its acts and role as a council of advice to Bishop Ely, the Standing Committee received at its April 2009 meeting, with deep regret, the resignation of Eugenia Rounds Rayner as Secretary.

At its June meeting The Standing Committee elected Elizabeth VanDyk to serve as Secretary to the Standing Committee until Convention 2009. In keeping with the *Constitution and Canons of the Diocese of Vermont*, the Bishop had contacted six individuals to nominate for the vacancy to fill Eugenia’s position. Bob Wertz was elected to the serve on the Standing Committee until Convention 2009.

Respectfully submitted,
Anita Schell-Lambert, President (term ends 2010)
Standing Committee of the Diocese of Vermont

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<thead>
<tr>
<th>Year</th>
<th>Name</th>
<th>Position</th>
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<tr>
<td>2009</td>
<td>Kenneth W. Poppe</td>
<td>Duncan Tingle</td>
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<tr>
<td>2011</td>
<td>Donald A. Morris</td>
<td>Alice Winn</td>
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<tr>
<td>2012</td>
<td>H. Paul Brannock-Wanter</td>
<td>Elizabeth VanDyk</td>
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**TRUSTEES OF THE DIOCESE**

The Trustees of the Diocese meet quarterly throughout the year. The Board welcomed Steve Reynes to its membership this year, replacing Lawrin Crispe, whose seven-year term and ended. We appreciated Lawrin’s real estate expertise during his tenure on the Board. We also thank Steve Smith for his years of service as Diocesan Treasurer. Steve stepped down from that position in November.
At the end of each quarter the Investment Committee (Trustees Neal Robinson, Ron Calise and Franklin Sanders) meet with representatives from Advisors in Financial Planning, Inc., of Hickok and Boardman Financial Planning to review the prior quarter’s investment return and to review any recommendations on rebalancing of the portfolio. They also review additions to or withdrawals from the unit funds, and review the dividend to be paid to the unit fund participants. The Investment Committee provides its report to the full Board for approval by the Board.

Other business which has come before the Board over the past year has includes real estate transactions, including a final agreement for a boundary adjustment for Christ Church, Guilford, which took over a year to accomplish. Most of the leased lands agreements that the Board has been seeing is transferring the lands into either the Vermont Land Trust or the Nature Conservancy, so the lands will remain protected.

The Board gave approval to the Town of Chelsea to dig a well on Brookhaven School property.

The Board receives a quarterly update of activity and concerns regarding the Rock Point property from Board member Laurel Broughton.

Respectfully submitted,
Carolyn Fouts
President

UNITED THANK OFFERING

I recently returned from attending the Episcopal Church Women's Triennial in Anaheim, California. As United Thank Offering Coordinator for the Diocese I wanted to update you on UTO.

I was privileged to represent Vermont at the UTO ingathering at the Sunday Eucharist. It is such an honor to walk across the stage and hand the Presiding Bishop the offering from Vermont. Vermont’s contribution for 2006 to 2009 was $44,451.67.

As the outgoing UTO president put it, it has been a rough three years. All non-profits are being scrutinized and a committee has been appointed by the Presiding Bishop and the President of the House of Deputies to study the United Thank Offering. As a result of the presentation to the Episcopal Church Women by Ian Douglas, who chairs the committee, two resolutions were passed to add one more United Thank Offering women and two Episcopal Church Women to the committee. The women at Triennial felt there should be more representation from women who knew what UTO was all about.

Please, I encourage you to continue to have United Thank Offering in-gatherings in the spring and fall if at all possible. I understand how small some of our churches are but every little bit helps. The United Thank Offering does amazing things both in this country and throughout the world. Please do not hesitate to contact me, I am here to help. I can be reached at 802-483-6150, donnaabramov@yahoo.com or 245 Holden Road, Chittenden, VT 05737.

Donna Abramov
UTO Coordinator
VERMONT ECUMENICAL COUNCIL AND BIBLE SOCIETY

Will the Vermont Ecumenical Council & Bible Society survive to another year? The answer must come from each Member Denomination: American Baptist, Episcopal, Evangelical Lutheran, Greek Orthodox, Presbyterian USA, Society of Friends, United Church of Christ, and United Methodist.

The crisis is here. Decisions critical to the VEC&BS and its future must be made now. The work and witness for a more visible Christian unity in Vermont, and its representative participation in the larger ecumenical movement are in jeopardy and cannot be sustained at the current level of funding.

By the end of 2009 the series of deficit budgets (previously reported) will exhaust the VEC&BS cash reserve which has supplemented diminishing financial support from Member Denominations. With less participation by several judicatory executives and on-going committee vacancies, VEC&BS work for sharing and cooperation in the cause of Christian unity is further strained.

What will VEC&BS be able to sustain in 2010? What is the vision and expectation of the Diocese of Vermont? And other Members? What level of participation and financial support will be offered to maintain this vital ecumenical presence?

Successor to the VT Council of Churches (congregations) in 1969, VEC&BS has a notable and rich history of voice in religious and public life. Encouraged to share, create joint programs, worship and planning during these forty years, Member Denominations sponsored important studies, programs, statements, legislation, and public worship. Bringing judicatory executives and representatives to the same table on a regular basis, VEC&BS offers an opportunity not otherwise available in Vermont. Fellowship, trust, mutual understanding and reconciliation benefit. These, with the exchange of ideas and recognition of gifts in the on-going dialogue on matters of peace, justice, integrity of creation, faith and order, prayer and worship, all serve the ecumenical calling.

Recognition of the role of religion in public life was made more evident by the VT Human Rights Commission’s invitation to VEC&BS to participate in a series of meetings on bullying and harassment in 2008. This year Trustees affirmed their support for the substance abuse treatment and prevention program extensively researched and documented by Walter Gardner, and supported by Bishop Ely, Philip Hoff and Peter Galbraith of this Diocese. There is a role for churches and cost saving to the state. VEC&BS support is considered critical by the VT Health and Welfare Committee and is necessary to secure funding.

In dialogues, Trustees explored God’s call to community and prayer, the uniqueness of the VEC&BS, and that though deeply diverse, they are deeply united. Their acceptance of the “Covenant with Codicil” affirms interdependence. This is also the document offered for reception/acceptance in each Member Denomination, and currently under study by Diocesan Council.

Peace, Justice, Integrity of Creation has gathered denomination documents in developing a statement on water, noting secular and spiritual qualities, and providing a theological basis for environmental concerns. Prayer & Worship is creating a brochure, shares and studies liturgical forms, and organizes the annual Week of Prayer For Christian Unity observance. Faith & Order, after extensive work on the WCC study text “The Nature and Mission of the Church”, will be forwarding its invited response to WCC, Geneva; monitors ecumenical concerns and developments, and assists Trustees as called upon. Bible Society’s free distribution program (funded by restricted trust) provides Scripture and Bibles in several languages to churches, clergy, individuals, groups and institutions. (Inquiries: 802-434-7307). Diocesan representation: PJC – The Ven. Catherine Cooke; 1 vacancy, P&W – Laura Chase; 1 vacancy; F&O – Peg Hamlin; 1 vacancy. BS – 2 vacancies.
Ending a relationship built over forty years, the midyear withdrawal from VEC&BS membership by the Roman Catholic Diocese of Burlington was unanticipated and a distressingly sad occasion. In response, Trustees communicated their desire for continuing dialogue. With permission, individuals may continue participation with committees.

The ecumenical imperatives of the Episcopal Church and the Anglican Communion and their enduring affirmation for Christian unity, our full and interim-communion agreements, and the continuing local, national/international dialogues are visible and important milestones in the ecumenical movement. Here in Vermont, the VEC&BS and the “Covenant with Codicil”, which is based on the Lund Principal of cooperation and interdependence, provide continuing hope, vision, and response to Our Lord’s high priestly prayer “That all may be one … that the world may believe.”

Your prayers and consideration are invited as the VEC&BS looks to the future and its ability to continue in service to its members and the wider ecumenical calling.

Respectfully submitted,

Peg Hamlin
Trustee
Convention Registration

Lay Delegates Registered

Alburgh, St. Luke’s (Mission)  Greg Saylor, Patricia Saylor, Dorothy Wootton
Arlington, St. James            Leroy Hush, Jutta Tiesenhausen-Hush, Jane Sherwin
Barre, Good Shepherd           Linda Cobb, Jane Fisher, Alban Richey
Bellows Falls, Immanuel        Janet Hunter, Rick Hunter
Bennington, St. Peter’s        Colleen Gates, Emily Kennedy
Bethel, Christ Church          Kathy Hassey
Brandon/Forestdale             Barb Brown, Peter Orvis, Stan Sherwood
Brattleboro, St. Michael’s     Christine Hart, Linda Neilson
Burlington, Cathedral Church of St. Paul  Jakki Flanagan, Alice Rouleau, Jay Vos
Canaan, St. Paul’s             Rita Lee
Castleton/Fair Haven           Michael Austin, Melanie Combs, Catherine McCauley
St. Mark’s/St. Luke’s (Mission)
Chester, St. Luke’s            Marija Cunningham, Mike Saul, Pat Saul
Colchester, St. Andrew’s       Carolyn Barnes, Alice Daly, Michael Daly
Enosburg Falls, St. Matthew’s  Gloria Bergeron, Ruth Burfoot, Kitten Ellison
Essex Junction, St. James      Michael Hechmer, Heather Ogelby, Margy Zabriskie
Fairlee, St. Martin’s          Susan Morris, Howard Sussman, Jacqueline Wren
Hardwick, St. John the Baptist Marilyn May, Renee Wahler
Island Pond (Mission)          Muriel O’Gorman
Killington, Our Saviour (Mission)  Donna Abramov, Anne Brown, Betsy Tonkin
Lyndonville, St. Peter’s (Mission)  Sandra Densmore, Elise Roessler, Janet Smith
Manchester, Zion               Joe Bamford, Sue Bamford
Middlebury, St. Stephen’s      Glenn Fulop, Jessica Hoagland, Ceil Murdock
Montpelier, Christ Church      Laura Buel
<table>
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<tr>
<th>Location</th>
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<tbody>
<tr>
<td>Newport, St. Mark’s</td>
<td>Carol Bailey, Dolly Corkins, Gayle Phillabaun</td>
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<td>Northfield, St. Mary’s</td>
<td>Jane Bryant, Brett Murphy</td>
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<td>Norwich, St. Barnabas</td>
<td>Blanche Cooper, Kathleen Peterson</td>
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<td>Poulney, Trinity</td>
<td>Susan Gratz, Sylvia Rupe</td>
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<td>Proctorsville, Gethsemane</td>
<td>No Registered Lay Delegates</td>
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<td>Randolph, St. John’s</td>
<td>Ellen Baker, Jacalin Baker, Nancy Wright</td>
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<td>Rutland, Trinity</td>
<td>Wendy Grace, Bryony North, Kit Wakefield</td>
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<td>Shelburne, Trinity</td>
<td>Laurie Broughton, Gil Mathys, Abby Miller</td>
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<td>Sheldon, Grace Church</td>
<td>Elisabeth Crane, Lori Derry</td>
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<td>So. Burlington, All Saints’</td>
<td>Josh Cheney, Don Crofut, Jason Lockwood</td>
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<td>Bill Flanders, Sherry Flanders, Boris von York</td>
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<td>Linda Ballard, Herk Dunsmore, Carolyn Fouts</td>
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<td>Karen Cheney, Sarah Maynard, Nicole Stevens</td>
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<td>Elizabeth Hoffman, Ali Mahra, Jan Tichansky</td>
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<td>Swanton, Holy Trinity</td>
<td>Natalie Good, Sandi Kenyon, Dale Willard</td>
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<td>Underhill, Calvary</td>
<td>Jeff Hill, Jack Manning</td>
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<td>Vergennes, St. Paul’s</td>
<td>Bob Laidman, Margaret Lowe, Jeanne Wisner</td>
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<td>Waitsfield, St. Dunstan’s</td>
<td>Beth Phillips</td>
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<td>Wells, St. Paul’s (Mission)</td>
<td>Michelle Morey, James Sears</td>
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<td>White River Junction, St. Paul’s</td>
<td>Kate Conner, Kathy Detzer, Dan Mackie</td>
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<td>Wilmington, St. Mary’s in the Mountains</td>
<td>Helen Eddy, Elizabeth McEwen</td>
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<td>Windsor, St. Paul’s</td>
<td>Ben Bollinger, Meredith Bollinger, Maggie Giffin</td>
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<tr>
<td>Woodstock, St. James</td>
<td>Laura Kent, Jane Wolfe</td>
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Canonically-Resident Clergy Registered

The Rev. Keri Aubert
The Rev. Stan Baker
The Rev. James Ballard
The Rev. Lisette Baxter
The Rev. Canon Thad Bennett
The Rev. Arthur Boone
The Rev. Paul Brannock-Wanter
The Rev. Janet Brown
The Rev. Reed Brown
The Rev. Thora Chadwick
The Rev. Regina Christianson
The Rev. Molly Comeau
The Rev. Dr. Lee Crawford
The Rev. Hayward Crewe
The Rev. William Davidson
The Rev. Martha Dyson
The Rev. Timothy Eberhardt
The Rev. Russell Ellis
The Rt. Rev. Thomas Ely
The Rev. Canon Angela Emerson
The Rev. Reid Farrell
The Rev. Lee Ferry
The Rev. Kevin Fisher
The Rev. Margo Fletcher
The Rev. Robert Freeman
The Rev. Steve Fuller
The Rev. David Ganter
The Rev. Paul Gratz
The Rev. Mary Haas
The Rev. Penelope Hawkins
The Rev. Armand Henault
The Rev. Beth Hilgarter
The Rev. Joel Hill

The Rev. Ken Hitch
The Rev. Sarah Horton
The Rev. Victor Horvath
The Rev. Canon Stanley Irving
The Rev. Alan Kittelson
The Rev. David Larcombe
The Rev. Rolfe Lawson
The Rev. Robert Lee
The Rev. Jean MacDonald
The Rev. Beth Ann Maier
The Rev. Linda Maloney
The Rev. Peggy Mathauer
The Rev. John Mitchell
The Rev. Don Morris
The Rev. John Morris
The Rev. George Moyser
The Rev. Scott Neal
The Rev. Sherry Osborn
The Rev. Lucy Pellegrini
The Very Rev. Ken Poppe
The Rev. Lisa Ransom
The Rev. Shelie Richardson
The Rev. Canon Diane Root
The Rev. Dr. Anita Schell-Lambert
The Rev. Sr. Laurian Seeber
The Rev. Craig Smith
The Rev. Canon Jeanette Tweedy
The Rev. Lee Udell
The Rev. Gunnar Urang
The Rev. Nancy Vogele
The Rev. Carole Wageman
The Rev. David Walters
The Rev. Larry Yarbrough

Licensed Clergy Registered

The Rev. Molly Bidwell
The Rev. Paul Evans
The Rev. David Hamilton
The Rev. Dewitt Mallary
The Very Rev. Diane Nancekivell

The Rev. Mark Preece
The Rev. Gary Strubel
The Rev. Brendan Whittaker
The Rt. Rev. Stewart Wood
The Rev. Sandy Zabriskie
Diocesan Convention Address
The Right Reverend Thomas C. Ely
November 7, 2009

On Monday night of Holy Week this past spring, I arrived home to an intriguing message left on our answering machine. It went like this: “Hi there, my name is Barry Adams from Corporate Acquisitions. I’m calling you because we represent buyers in searches for businesses all over the country and we feel we have a buyer interested in your type of business there in Vermont. And, I wanted to give you a quick call to find out if you are interested in selling at this point. Give me a call back (phone information left). I would love to chat with you if you are interested in selling your business. If you’re not interested in selling right now, no need to call me back.”

Ann and I shared a good laugh and a few interesting ideas in response to the call. I didn’t delete Barry’s message right away and actually used it as part of my Easter sermon. I thought about it again as I was preparing this Convention Address.

At one level, of course, it was just a pre-recorded cold call from an enterprising guy trying to make a living, with no idea of whose phone number his computer had just dialed. On the other hand, the prospect that I had a business to sell and that someone might be interested in buying it gave me pause. I thought about calling Barry back and exploring his offer; but then I began to think about how I would describe “my business,” and what might actually be for sale to “someone interested in my type of business there in Vermont.” What would you have said to Barry?

Here’s what I imagine my call to Barry would be like if I were to call him today:

Hello Barry. My name is Thomas Ely and I’m returning your call from last spring about your interest in buying my business here in Vermont. (Pause) I know it’s been a while, but at least I haven’t forgotten you! Is this a good time to talk? (Pause) Great.

Well, I think the first thing you should know is that it’s not really my business, but rather something more like a co-op that I’m involved in here in Vermont. Also, you should know that our business is not for sale, but we’d love for you to share in it if you are interested. You see, I’m the Episcopal Bishop of Vermont and the “business” I’m involved in is God’s mission here in Vermont.

(Pause) That’s right, Barry, I’m talking about God, Yahweh, the Lord Almighty, Creator of Heaven and Earth. (Aside) I want to make it clear that it’s big business that we’re involved in.

(Pause) No, Barry, we’re not the only ones involved in that business here in Vermont. However there are about 8,000 of us Episcopalians who are. I have to be honest with you, Barry, only about 3,000 of us show up each Sunday for team meetings at our 48 locations, but those who do are really motivated. If you’ve got some time now, I’d like to tell you a bit more about us and what we’re up to. (Pause) Excellent!

I guess you could sum up our business approach in one phrase – “to love God with all our heart and soul and mind and strength and to love our neighbors as ourselves.”

(Pause) Sure, we have a mission statement: “To Pray the Prayer of Christ, Learn the Mind of Christ and Do the Deeds of Christ.” I actually like that mission statement a lot; but the loving God and neighbor focus of our
business really sums it up best. I’m not trying to boast here too much or anything, Barry; but I have to say, we are actually pretty good at it most of the time!

(Pause) I’ve been the CEO here in Vermont for over eight years now; my territory is the whole state of Vermont; and we have 48 home base locations that I visit on a regular basis. I have to tell you, Barry, that for a small business it is quite remarkable to see how much these folks care about what they are doing, how much they care about one another, and how much they care about others in their communities and beyond. Many of them are even engaged in work in Central America, the Middle East, Asia, and Africa! Folk here visit those places and many have given money (sometimes quite a lot) to different projects in those places. (Pause) You’re absolutely right, Barry, their generosity is quite remarkable.

(Pause) Business plan? (Pause) Do we have one? Oh yes, we have a plan! We call it “A Strategic Plan for Growth and Ministry.” It’s actually quite a good one – very comprehensive, although as we’ve discovered over the past few years it doesn’t cover everything. Lots of folks had a hand in creating it, and more importantly lots of folks have made sure we stick to it. We are now in the process of evaluating and updating it. The plan has five key themes: Formation, Liberation, Communication, Connection and Celebration. These themes are woven through the seven areas we call our action plan: Christian Education and Youth Ministry, Parish Life and Spiritual Growth, Outreach and Social Justice, Communications, Organizational, Structural and Financial, Parish to Parish and Parish to Diocese Ministry and Rock Point (our 130 acre property in Burlington). Perhaps it would help you better understand our mission (I mean business) if I shared a few things about what we are up to in these seven areas. Is that okay with you? (Pause) Great. Thanks. I’ll be direct as I can be.

First, we are totally moving forward in the whole area of formation and education. Our Annual Convention (that’s our church equivalent of the shareholders meeting) will consider a resolution on life-long Christian Formation. This is actually a big thing, Barry; because so many folks think that Christian Formation is just for children. Still, many of us have caught on to the fact that it is really a life-long process. This is now a centerpiece of our operation, and we have a great Committee on Christian Formation leading the way.

Second, our commitment to outreach and social justice continues strong. I know, Barry, that in many circles this is not a popular thing; but our folks here really do get it. They understand that caring for others and actually trying to transform the world is at the core of our mission (I mean business) as Christians. They take to heart what our founding partner, Jesus (I’m sure you’ve heard of him before), had to say about “Good News” to the poor and those in need and about social justice and social transformation. One of the key ideas that seems to have taken hold among those involved in our work here in Vermont, Barry, is an idea expressed by one of our earliest writers (Paul) who said, “Do not be conformed to this world, but be transformed by the renewing of your minds, so that you may discern what is the will of God – what is good and acceptable and perfect.”

That’s quite a provocative thought, don’t you think, Barry? People here seem to think it is and; like others who have gone before them, they are actually trying to make a difference in the world. You see, Barry, there is still a whole lot of prejudice and discrimination against people of color, gay, lesbian, bisexual and transgendered persons in our schools, communities and even in congregations of all faiths. Good folk are working hard to try and address those realities, and many see that as an important part of our mission (I mean business).

(Pause) What’s that Barry? (Pause) Oh, you get it that our business is mission. Super, thanks for picking up on that. Should I keep going? (Pause) Thanks.

One of the other substantial areas where many are trying to make a difference is in response to the global climate crisis. I don’t know if you agree or not, Barry; but I think caring for the earth as God’s creation is the
biggest moral challenge facing our world today. We must act for the sake of the planet. So, here in Vermont we are working hard at energy conservation, reducing our carbon footprint, exploring the use of renewable energy sources, supporting local and sustainable agriculture and striving to change people’s hearts and habits. We need to stem the tide of our careless and destructive ways. It’s not easy, and many are in denial; but still we press on because the future of our planet is quite literally at stake. (Pause) I’m glad to hear you agree.

A third promising area of our Strategic Plan is Spiritual Life and Parish Growth. Here our formation theme has really taken hold as well, Barry. For example, many of our members are involved in Bible study and adult programs like Education for Ministry. Likewise, many people throughout Vermont participate in the practice of Christian meditation, thanks to the leadership and witness of the Dean of our Cathedral. These are very encouraging signs. While we may not be seeing huge increases in the number of people attending our Sunday team meetings week after week, I do notice a deepening in the quality of life in our local base communities. Sometimes Barry, you have to look at growth not in raw numbers but in the transformed lives of those who are part of your organization.

(Pause) Not a problem Barry. I understand that you are a numbers guy. I’m just suggesting that there is more to our mission then numbers. May I keep going? (Pause) Thanks.

A fourth area of focus in our Strategic Plan is building stronger and better relationships among ourselves, our 48 base communities and our “headquarters” - what we call “the diocese.” Actually, Barry, all of us together are “the diocese,” but sometimes folks forget that. Connecting with one another throughout the state and cooperating in the many interests and activities we have in common is essential. We continue to look for new ways to strengthen those connections, including holding meetings and events in different parts of the state and increasing our use of telephone and video conferences.

(Pause) No, Heavens no, Barry, I’m not the only one doing all this work. I absolutely love my job, but obviously I can’t (and shouldn’t) do it alone. In addition to the many, many volunteers who work at the local and communal levels, I also work with a paid team who support, encourage and equip our local base communities in their efforts. I have a really great team, Barry. Some work in the Burlington Office at Rock Point while others work from field locations throughout the state. Each and every one of them contributes to our ministry.

Let me give you just one example, Barry. One of the new areas where we have provided significant support to our local base communities during the past couple of years is the area of financial stewardship. The accent has been on money as a spiritual component of our lives. One of the exciting programs, which ten of our local base communities (also known as congregations) are participating in, is a year-long training program called New Dollars/New Partners for Your Sacred Place. It’s a program designed to provide practical help on property care and stewardship to congregations with older religious properties. And it is aimed at helping them connect in new ways to their communities. It is off to a very good start.

(Pause) Thanks Barry. I’m glad you are finding this helpful in understanding us and our mission. I’d like to share more, if you have the time? (Pause) Terrific. I know I’m sharing a lot with you and I really appreciate your interest.

Another emerging resource, Barry, is our Companions program. This involves a small, but growing number of gifted folks from around the state who receive training and support in order to “companion” or “walk with” our congregations when we think the presence of another set of eyes and ears can be especially helpful. One of those key times is when a congregation goes through a time of clergy leadership transition. I know you experience this in the business community. Currently, seventeen of our congregations are in transition, and so the work of our Companions is expanding and becoming better known throughout our organization. (Pause) You’re right Barry, that’s a lot of openings!
Communications is a fifth key area of our Strategic Plan. We have an excellent company newspaper, an emerging E-Newsletter and a website full of information. The person responsible for communications in our organization will be on sabbatical part of next year; and that means some things will be different, like fewer editions of our newspaper. However, part of what she will do on sabbatical is work on a new design for our website, and I’ll work with a newly created Task Force to look at all aspects of our communication strategy in order to recommend changes and improvements for 2011 and beyond. Say Barry, would you like me to add you to our mailing and email lists? (Pause) Splendid. Send me your contact information and I’ll do that. Let me move on to another action area.

Because our enterprise connects and relates through structures and money, we’ve identified this as one of the action areas of our Strategic Plan. Each local congregation contributes to our common budget. That provides most of the resources needed to support and strengthen relationships and programs throughout the state, and even beyond through the work of our headquarters office in New York. One of the things I am quite proud of, Barry, is the way each local community takes to heart this financial commitment. We also connect through the many talented people who serve on our committees, commissions and boards. This organization simply could not operate without that participation and commitment. (Pause) Yes, it is a lot to keep track of; but it’s the nature of organizations like ours to involve lots of people and to count on their support. (Pause) You’re right, Barry, I am very fortunate to have such a high degree of cooperation and support.

The seventh and final area of our Strategic Plan for Growth and Ministry is really about a place – a special and sacred place called Rock Point. Rock Point is a magnificent 130 acre property on Lake Champlain in Burlington. Rock Point is home to Rock Point School, our business office, our camp and conference center, and several residences, including the Bishops’ House, where my wife Ann and I live.

Like each of our 48 local congregations, Rock Point is a center of much mission and ministry. It is an educational, spiritual and environmental laboratory for people of all ages, from all walks of life, and from all over the world. One of our hopes for Rock Point is that it can be a focal point for our work around renewable energy and sustainability. We’ve had some financial problems with our Camp and Conference Center over the past few years, Barry; but I think we’ve turned a corner there and hope to build on our success in this past year. There’s a lot that needs doing at Rock Point and thankfully good people are involved in that effort. So, Barry, that’s a lot of good stuff about our business plan, don’t you think? (Pause) Right, our Mission Plan.

(Pause) Excuse me? (Pause) Challenges? Oh yes Barry, of course we have challenges. I didn’t mean to skip over those. It’s just that I see so much that is positive that I tend to focus my attention there. I actually think I’ve pointed to some of the challenges we face in what I’ve already said to you. But I can be more specific if you have the time? (Pause) Thanks, I really do appreciate your interest.

We do have challenges: challenges around money; challenges around having enough people to do the various things that need to be done; challenges connected to our facilities and a lot of deferred maintenance; and even challenges with other Episcopalians here in the United States and abroad. You see, Barry, our organization is actually part of a larger association known as the Anglican Communion of churches spread all over the world; but that’s another long story for another day. Even some of our own folks are still working to understand the nature of our organizational relationships and connections around the world.

Here at home, one of the practical and immediate challenges we are facing, Barry, is the challenge of our budget. This past year has been particularly difficult on the financial front, as you well know. When I look ahead to next year, and the years after that, I realize that we need to make some adjustments in order to maintain a balanced budget. That means reductions in some of our program areas and reductions in our budget line items for salaries and benefits. Quite frankly, Barry, I don’t like this; but we’ve made some good progress in the last few years, and if we don’t want to put that in jeopardy I’m going to have to make some
difficult personnel decisions. The hardest part about this is that I deeply appreciate the gifts and skills of those with whom I work. I respect and value our relationships, and I know that much of what I have been able to accomplish in the work here in Vermont is due to the effort of these colleagues. I plan to announce some changes in the configuration of our team after the first of the year, after I’ve had an opportunity to inform them about the changes. (Pause) Thanks for saying that Barry. I know things will work out.

We’re also looking ahead to the possibility of a different kind of challenge; the possibility of a major fund raising effort. While nothing is fixed in stone yet, there is a dedicated group of folks trying to determine if and when we should move forward with such a venture. I hope they do decide to go ahead so that we can raise a lot of money for the future of our diocese. The last time our organization did this a number of funds were created that have helped the local communities in many ways. Indeed, during the course of the past ten years we’ve provided over a half million dollars in grants and over a million and a half dollars in loans to our congregations. Hey, for a small organization, Barry, that’s not bad, don’t you think? (Pause) Yeah, I agree. There’s a really good story here that we need to tell! Thanks.

Apart from everything else we’ve been talking about, Barry, perhaps the biggest challenge facing us is the changing nature of the world and organizations like ours. I don’t think our organization has spent enough time thinking about this. I know I haven’t. Our world is rapidly changing, and people are not turning to churches in the way they used to. Part of that is the nature of the postmodern world of globalization, technology and social networking that is changing the way people come at their life and living. Part of that is our own individual and institutional resistance to change. We’re good at making technical changes. It’s the adaptive changes that challenge us. To be honest with you, Barry, I worry that if we don’t change some of our ways and soon, our future could well be in jeopardy. Some very smart and thoughtful people are writing, blogging and saying that we are already in the midst of a cataclysmic shift, not just in the church, but in the world. I’m trying to listen and learn from what they are saying and writing so that we can strengthen our mission here in Vermont.

One key feature in all of this is the issue of authority in people’s lives (what is it, where does it come from and how do they relate to it?). Another is the shifting social patterns which value a more participatory, relational way of living, working and worshipping. There’s no doubt about it, Barry; the business I’m in is changing, and we have to pay attention to that. (Pause) Yeah, I know you’re right, Barry. We’re not alone. Thanks for the reminder.

Listen Barry, it’s been great talking to you. Thanks for listening to me go on and on about our work here in Vermont. And even though our business is not for sale, I would sure welcome you as a partner if any of what I’ve said connects with your passion.

(Pause) You’re welcome, Barry.

I should really let you go now, but there’s one more thing that I want to share with you. It’s really a concept, an idea, a way at looking at things that I picked up from a motivational leadership video I saw earlier this year. I think it connects to everything I’ve been trying to say to you about our mission here in Vermont. (Pause) Really, that’s great. Thanks.

DeWitt Jones, the man who made the video, was a photographer with National Geographic for over 20 years. His video is intended to inspire and motivate individuals and organizations to a new way of thinking about vision in their work. The video begins with DeWitt Jones saying, “For twenty years I was a photographer for National Geographic, shooting pictures all over the world, creating extraordinary visions. I learned a great deal from these visions about society, about geography and about people. But the vision that most changed my life was not a photograph. It was an attitude, a perspective that exists at the core of the Geographic – a vision so simple yet so profound – Celebrate What’s Right with the World.” That’s the title of his video.
At the heart of his inspiring message is the invitation to reconfigure our usual approach to things from “I won’t believe it until I see it,” to “I won’t see it until I believe it.” He said, “I believed the vision of the Geographic and then I began to see it.” His point is that to the degree that perception controls our reality; if we don’t believe something it is not likely that we will ever see it. As an antidote to the dominant cultural paradigm of scarcity and competition, Jones offers through his stunning photography - this vision of transformational possibility - of seeing the extraordinary in the ordinary. By way of further illustration, he quotes Michelangelo’s memorable line, “I saw the angel in the stone and carved to set it free.”

Sometimes I wonder, Barry, if our capacity to embrace something new is limited not by our lack of faith that something is true or even possible, but by our nagging fear that indeed it might be possible. If it were true, what would that really mean for our lives? “Celebrating What’s Right with the World” reminds me that incredible things happen when we’re open to possibilities. (Pause) I should have figured you’ve seen that video. Why didn’t you stop me? (Pause) Thanks. I’m glad to hear that it caught your imagination like it did mine.

Take care, Barry; don’t forget to send me your contact information; I hope to hear from you again soon. (Pause) You too, Barry; goodbye.

I’d like to invite you now to take a few minutes and turn to another person and share something that caught your interest and attention in that imaginary phone call with Barry.

Faithfully,
Thomas+

**MINUTES**

**Diocesan Convention 2009**

The 218th Convention of the Episcopal Church in Vermont, being the 177th Annual Convention of the Diocese of Vermont, was called to order at 10:24 a.m. on Saturday, November 7, by the Rt. Rev. Thomas C. Ely, Bishop of Vermont, at St. Paul’s Cathedral in Burlington, Vermont. Bishop Ely opened the Convention with prayer and greetings, followed by the Bishop’s address.

**Report of the Credentials Committee**

The Rev. Lisette Baxter, Member of the Credentials Committee, reported that there were 44 congregations registered and 63 canonically resident clergy 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**

The Bishop explained the seating on the floor. Clergy and lay delegates are seated by parish, other canonically resident clergy are in the choir area. The first row of seats is reserved for those who will give reports or presentations during Convention. Visitors and other observers may sit in the narthex area or the balcony.

_A motion was made to grant courtesy seats, 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

The Bishop introduced Sarah Gallagher as recording clerk. *A motion was made to elect Sarah Gallagher as the recording clerk for Convention. The motion was seconded and passed.*

Introduction of the Head Table and Announcements

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, Sarah Gallagher.

Introduction of New and Transferred Clergy

The Bishop then introduced new canonically resident clergy: Margot Fletcher, Priest (4/18/09)-Brandon/Forestdale; Stan Baker, Deacon (1/6/09)-Cathedral; Armand Henault, Deacon (1/6/09)-St. Johnsbury; Beth Ann Maier, Deacon (1/6/09)-Barre.

Transferred: Bill Davidson from the Diocese of New York, Priest, serving St. Paul’s, Wells; David Ganter from the Diocese of Central New York, Deacon, serving St. Matthew’s, Enosburg Falls; Lee Ferry from the Diocese of Massachusetts, Priest, serving at St. John the Baptist, Hardwick.

Transferred out: Kristina Lewis to the Diocese of Connecticut, Thomas Brown to the Diocese of Massachusetts, Harrison Heidel to the Diocese of Colorado, David Hall in process of transferring to the Diocese of Massachusetts, Tanya Wallace in process of transferring to the Diocese of Western Massachusetts. David Hamilton has been called to serve at All Saints’, South Burlington.

All first-time delegates were then asked to stand and be recognized.

Dean’s Welcome

The Bishop called upon Ken Poppe, Dean and Rector at the Cathedral, who welcomed the convention gathering to the Cathedral. Ken briefly outlined the programs of the Cathedral Chapter in their efforts to carry out the mission of the Cathedral to be an “outward, activist community of Christian faith.” These programs include Cathedral Without Walls – inviting other clergy in the diocese to the Cathedral for ‘parish days’ where they will preach and preside at services and speak about the mission and ministry of their own parish during Adult Forum; Cathedral University- offering courses at the Cathedral; the Cathedral Meditation Center-offering an introductory course on Christian meditation to parishes throughout the diocese, meditation days at the Cathedral and other parishes, Quiet Days at the Cathedral, a school for teachers of meditation, and a Roots of Christian Mysticism course. There have been 3 “Parish Days” – Calvary, Underhill, Day in October of 2008; a January, 2009, weekend with ….Brattleboro; Holy Trinity, Swanton, Day; and St. Peter’s, Bennington, Day. The Cathedral also does a number of Taizé and Evening Prayer services each year and hosted the Christ’s College Choir. The Bishop thanked the Cathedral staff and volunteers for their work in hosting convention.

Housekeeping Announcements

Jim Larkin made various housekeeping announcements concerning voting procedures, and courtesy resolutions. Jim reminded convention that the Bishop is to be addressed as Bishop Ely, or Right Reverend Sir, and that Canon 1.9#5 allows that “All deputies to the General Convention and all members of Boards and Committees elected by the convention shall be entitled ex officio to seats on the Convention floor and, with
the approval of the Chair, have the right to speak on subjects pertaining to their respective offices.” The 2009 Annual Report of the Church Pension Fund was made available for review at the head table. The Dispatch of Business Committee approved the minutes of the 2008 Annual Convention.

Members of the Resolutions Committee were asked to stand: Nanci Gordon, Mike Austin, Jane Garrett, Gunnar Urang, and Laura Chase (chair).

Other announcements concerning recycling, an on-line evaluation, and lunch procedure, were made. Bishop Ely’s address will be available on the Diocesan website and reprinted in the Mountain Echo.

**Courtesy Resolutions**

The Bishop introduced Nanci Gordon of the Resolutions Committee, who read the following Courtesy Resolutions:

**Kristina Lewis**: Resolved that this 177th Convention of the Diocese of Vermont bid farewell and send best wishes to Kris Lewis, who, while canonically resident in Vermont, was assistant rector of St. Mary’s, Barnstable, Massachusetts, as she begins a new ministry in Seymour, Connecticut; knowing that at heart she is more a city girl, may she thrive in Seymour, Connecticut, and share her special gifts.

**Harrison Heidel**: Resolved, that this 177th Convention of the Episcopal Diocese of Vermont bid Godspeed and farewell to the Rev. Harrison Heidel, formerly of Calvary Church, Underhill, as he leaves our midst to answer the call to a new ministry in the Diocese of Colorado.

**Thomas Brown**: Resolved, that this 177th Convention of the Diocese of Vermont say a fond farewell and send its best wishes to the Rev. Thomas Brown, formerly of St. Michael’s, Brattleboro, and deputy to General Convention in both Columbus and Anaheim-among his many forms of service to our Diocese and the wider church. We wish him joy in his new ministry at Epiphany Church, Winchester, Massachusetts.

**David Hall**: Resolved, that the 177th Convention of the Diocese of Vermont extend best wishes and our collective gratitude to the Rev. David Hall, who since he arrived in Montpelier in 1989 has made many contributions to diocesan life, including offering generous hospitality to diocesan gatherings, and contributions to the State as well, especially in the area of housing and community development. May he flourish in his retirement, enjoy his new part-time ministry in Massachusetts, and perfect his already superb golf game.

**Judson and Sandra Pealer**: Resolved, that this 177th Convention of the Episcopal Diocese of Vermont express its thanks to the Rev. Jud Pealer, who from 2004 to 2009 served the people of St. Paul’s, Windsor, taking care of the chaos and shortening vestry meetings considerably – while sketching through them; by modeling open, respectful communication for the parish; by revamping the office entirely to bring it into the 21st Century; for being flexible with the altar guild, even lending a hand to set up and clean up himself; for giving memorable sermons, sometimes involving humorous props; for drawing most of the bulletin covers himself until Sandy painted a watercolor of the church which is now used; and most of all, for being so very, very pastoral and beloved to members of the parish. The people of St. Paul’s will never forget the blue lightning storm in which they disturbed the peace to let him know that he had been chosen as they formed a caravan and honked their horns all the way to the Pealers’ house. From their friends in Windsor, as well as Swanton, Alburg, Rutland and Fair Haven, Jud and Sandy are wished Godspeed and a fruitful ministry in their new home at the Church of the Good Shepherd in Rangeley, Maine.

**Tanya Wallace**: Resolved that this 177th Convention of the Episcopal Diocese of Vermont extend it cordial
greetings to the Rev. Tanya Wallace, who—having served at the Cathedral Church of St. Paul as Canon Educator for the past seven years—has left these parts, heading south all the way to South Hadley, Massachusetts, to take up her new responsibilities as rector of All Saints’ Church. By a nice coincidence, that’s where Mount Holyoke College is, where Tanya earned her undergraduate degree. Tanya’s seven years at the Cathedral are memorable for a number of things. First, the adoption, with her partner Kathy West (after many delays), of little Rebecca – baptized at the Cathedral by Tanya and remembered as coming with great excitement to the altar rail where her mother was administering the Sacrament. Her faithful and effective service, also, as liturgist and preacher and member of the Cathedral staff, and her involvement in diocesan affairs as member of Diocesan Council and its Executive Committee and as chair for a time of the Commission on Ministry. We wish Tanya all the best at All Saints’, confident that her many gifts, along with her welcoming presence and her passion for forming believers in their faith, will make her a fruitful and beloved spiritual leader of that congregation.

**Presentation of Agenda**

The Bishop called upon Jim Larkin, Chair of the Dispatch of Business Committee, to present the proposed order of business as Nominations, Canons Committee Report, Resolutions, Brookhaven Annual Meeting, 2010 Diocesan Budget. Other pertinent reports and items of interest will be presented throughout the day. **A motion to accept the agenda as proposed was made, seconded, and passed.**

**Presentation of the Rules of Order**

Jim Larkin presented the Rules of Order for this Convention as emailed and displayed on the screen. **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 Rules of Order continue to allow for Convention to determine whether or not it will consider any new resolutions that may be presented today (a two-thirds vote will be required to do so). **The motion passed.** The Rules of Order are included herein by reference.

**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. They were: Polly Larkin, Jennifer Ogelby, Ian Ogelby, Sandy Zabriskie, Mary Orvis, Bob Wertz, and Neal Robinson.

**Legislative Process**

Thomas Little, Chancellor and Parliamentarian, presented cautionary remarks on the legislative process, a review of the guidelines for discussion on the budget and resolutions, and suggested a time-limited discussion on these items of 20 minutes for each item (with a 2-minute limit on individuals) that can be extended by motion of Convention. There were no objections.

**Additional Nominations from the Floor**

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

**Additional Resolutions from the Floor**

There were two additional resolutions presented for consideration by Convention, previously sent to delegates via email. They are:
John Morris spoke about the Resolution on Health care, and a motion to add the resolution to the agenda was made, seconded and passed by Convention.

Jenny Ogelby spoke about the Resolution on Life Long Christian Formation, and a motion to add the resolution to the agenda was made, seconded and passed.

The Bishop referred the resolutions to the Resolutions Committee.

Report from Nominating Committee
The Bishop thanked the Nominating Committee for their work and called upon Polly Larkin, chair of the Nominations Committee, to introduce the nominees.

There was a motion to have the secretary cast one ballot for all the persons nominated in uncontested elections, except Brookhaven Trustees. The motion was seconded and passed. The secretary then cast one ballot for the election of all nominees in uncontested elections, as noted below.

Nominees:

**Diocesan Council** (4 at-large members to serve to 2011) Robert Bowler, Barbara Hoar, Allan Kittelson, Judith McManis.

**Diocesan Council** (2 members age 16-20 to serve to 2010) Cheyenne Garland.

**Standing Committee**: (1 clergy and 1 lay member to serve to 2013) Lee Crawford, Robert Wertz.

**Standing Committee** (1 lay member to fill a term to 2010) Duncan Tingle.

**Trustee of the Diocese** (1 member to serve to 2016) Ronald Calise.

**Oversight and Audit Committee** (1 clergy and 1 lay member to serve to 2012) Gary Eley, Carolyn Fouts.

**Ecclesiastical Court** (1 clergy member to serve to 2013) George Moyser.

**Ecclesiastical Court** (1 clergy alternate to serve to 2013) Alfred Stefanik.

**Rock Point Board** (3 members to serve to 2012) Alice Daley, Iris Darling, John King.

**Rock Point Board** (1 member to serve until 2011) Beth Garland.

**Rock Point School Trustees** (4 members to be elected to 2012) Frances Farnsworth, Margaret Mathauer, Barton Merle-Smith, Lisa Simon.

**Vermont Ecumenical Council and Bible Society Trustee** (1 member to serve to 2012) Peg Hamlin.

The Bishop thanked all the candidates for their willingness to serve, and recognized those who have completed recent terms as elected diocesan leaders:

Diocesan Council: Mary Ann Christian, Newport; Nicole Stevens, St. Johnsbury.

Rock Point School Trustees: Lisette Baxter

Standing Committee: Ken Poppe

Oversight and Audit: Jim Harder

The Bishop called upon Nanci Gordon of the Resolutions Committee to present a courtesy resolution:

**Honoring Jim Harder for his years of unstinting service on the Oversight and Audit Committee**
Resolved, that this 177th Convention of the Episcopal Diocese of Vermont commend and thank James Harder, Jr., for diligently working on necessary - although little-known or properly appreciated – ways to ease the process of assuring that Vermont parishes can maintain their financial records in keeping with federal and
national and Diocesan regulations; for using his best engineering skills to try to make audits, parochial reports, IRS rules and internal audit reviews make sense for everyone; for creating a yearly schedule of tasks required, and forms and responses to send to manage committee work, with what seemed like ease to the rest of the committee; for working closely with Diocesan Office staff to make sure that parishes get questions answered, and send their parochial reports and audit materials in a timely way; and for directing a total revision of the Diocesan Manual for Parish Treasurers that will soon be available on the Diocesan website. We thank him and Dot for giving up their dining room table to stacks and piles of paper and reports for so long… and trust that they have other decorating plans from now on.

The Bishop asked all who currently serve the Diocese on a committee or board to please stand to be recognized.

**Other Reports/Announcements**

The Bishop acknowledged the work and presence of our delegates at General Convention in Anaheim, CA, in July, and noted that with the departure of Thomas Brown and Tanya Wallace from the Diocese, the first and second clerical alternate deputies, Reid Farrell and Linda Maloney, become deputies.

**Episcopal Relief & Development.** Kit Cooke reported on the work of Episcopal Relief and Development around the world, noting in particular the response to the tsunami in Thailand, the typhoon in the Philippines, earthquakes in Indonesia, and the anti-malaria work in sub-Saharan Africa where $2.1 million has been invested in the Nets for Life Program which has delivered 5 million nets to 17 countries. Delegates were reminded that the first Sunday in Lent is ERD Sunday in the Episcopal Church. It was also announced that ERD has a donor who is matching all donations made through the end of November, up to $250,000, including purchases through the ERD gift catalogue. Margy Zabriskie was recognized by ERD with an award for her long and dedicated service.

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

At 11:55 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.

Jim Kennedy gave a short report for the Brookhaven Board, noting that enrollment has been steady last year, being full with 8-9 residential students and at 2/3 capacity with 8 day students. Brookhaven had a $46,000 budget deficit which was made up by Trust funds. They ran a successful summer camp and current enrollment is full. Their report from the State was 100% positive and delegates were encouraged to visit their website, brookhaventlc.org.

The Bishop called upon Polly Larkin, Chair of the Nominating Committee, to introduce nominees for the Brookhaven Board of Trustees. James Kennedy and Linda Runnion were nominated to run for 3-year terms. A third nominee had to withdraw and Polly invited delegates to contact her if they know of someone interested in serving.

A motion to cast one ballot to elect the nominees for the Brookhaven Board, as noted below, was made and passed unanimously.

Brookhaven Trustees (3 members to serve to 2012) James Kennedy, Linda Runnion.

At 1:36 p.m., a motion was made and seconded to adjourn the Brookhaven Annual Meeting. The motion passed.
The 218th Convention of the Episcopal Church in Vermont, being the 177th Annual Convention of the Diocese of Vermont was subsequently called back to order at 12:04 p.m.

The Bishop thanked the audio-visual team: Pete, Maryann and Mark, for their work in helping Convention be “green.”

Reports

Committee on the Environment. Anita Schell-Lambert reported that 32 parishes had participated in the on-line survey and the things most parishes are doing are: 1) setting back thermostats; 2) recycling; 3) using energy efficient bulbs.

Dismantling Racism. Nancy VogeLe spoke about the work of this committee in response to the 2006 Convention resolution to investigate slavery and racism. A workshop was held at the Historical Society; Michele Peattie researched her parish’s involvement; a resolution on racial profiling was passed in 2008 and the committee has been working with law enforcement officials. A 2010 workshop focused on teachers and mentors is planned.

The 218th Convention of the Episcopal Church in Vermont, being the 177th Annual Convention of the Diocese of Vermont recessed for lunch at 12:27 p.m. and was called back to order at 1:03 p.m.

Resolution #2. A Resolution on Diocesan Strategic Planning. Bishop Ely and the delegates gathered were entertained by visions of the Ghosts of Strategic Plan – past, present and future – by way of introducing the Resolution on Diocesan Strategic Planning. Laura Chase then presented the resolution, which passed.

A Resolution on Diocesan Strategic Planning

RESOLVED, That the Episcopal Diocese of Vermont at its 177th Convention acknowledge and celebrate the work throughout the diocese as we birthed and nurtured all elements of our Strategic Plan for Growth and Ministry, which was adopted at our 172nd Convention in 2004 for a five-year period, 2005-2010; and be it further

RESOLVED, That the 177th Convention request Diocesan Council to bring to the 178th Convention recommendations for a continuing diocesan strategic plan.

PROPOSER: Diocesan Council

Explanation:

Over the last 18 months, Diocesan Council has been systematically reviewing each of the Key Ministry Areas identified by the 2005-2010 Strategic Plan for Growth and Ministry. The review began with a look at all the goals listed in each area of the plan with the following questions as a lens: What have we achieved? Where have we made progress? What do we see as priority for the coming year; our highest priority? What’s missing that should be here? Presentations from diocesan leaders with ministry areas identified in the plan were also part of the review process.

When Council initiated this review process, it did so with the intention that it would be an on-going process, with each Key Ministry Area being discussed and reviewed in a regular cycle – further evidence of Council’s resolve to keep our Strategic Plan for Growth and Ministry a “living document”.

As the five-year timeframe of our adopted plan is drawing to a close, Council members are looking to build on the plan that was created - adapting and expanding some of the original goals to reflect the realities of our Diocese five years later, and adding new goals that were not envisioned when we put together our thoughts, hopes and dreams during 2003-04.

Canons Committee Report. Tom Little reported that the committee had been working on revisions to Title IV, Ecclesiastical Discipline, stating that the original wording was too extensive, legalistic, and lacking in
Christian thought. The resolution is to refer this revision to the Canons Committee for review with a final draft to be presented and voted on at the 2010 convention. There will be lots of opportunity for education and discussion between now and the next convention.

Resolution #4. A Resolution referring Title IV Revisions to the Canons Committee. Laura Chase introduced the resolution, with adoption recommended by the Resolutions Committee. Jenny Ogelby, Delegate to General Convention, spoke in favor of the resolution, which passed.

A Resolution referring Title IV Revisions to the Canons Committee
RESOLVED, That this 2009 Convention refer the draft Title IV revision of the Diocesan Canons, prepared by the Chancellor and posted on the Diocesan website, to the Committee on Canons for further revisions; and be it further
RESOLVED, that the Committee on Canons be directed to present a final Title IV draft for consideration and adoption by the 2010 Convention.

PROPOSER: Jennifer Ogelby, General Convention Deputy
Explanation:
Title IV, the disciplinary canon, was rewritten during the last triennium and passed by General Convention 2009. Each diocese is now charged with adapting Title IV to meet their canons. The draft revision is below.

TITLE IV
ECCLESIASTICAL DISCIPLINE
CANON 1 Title IV of General Canons.
Those provisions of Title IV of the General Canons which are applicable to the Diocese are hereby incorporated as part of this Title. To the extent, if any, that any of the provisions of this Title are in conflict or inconsistent with the provisions of Title IV of the General Canons, the provisions of Title IV of the General Canons shall govern.

CANON 2 Discipline Structure
Section 2.01 Disciplinary Board. The Board shall consist of three Lay and four Clergy persons. [or, 9 members?]
Section 2.02 Clergy Members. The Clergy members of the Board must be canonically and geographically resident within the Diocese.
Section 2.03 Lay Members. The lay members of the Board shall be adult Communicants in Good Standing, and geographically resident in the Diocese.
Section 2.04 Election. The members of the Board shall be elected by the Convention. Each member shall be elected for a three (3)-year term; except, if a member is elected to fill a vacancy, the term of such member shall be the unexpired term of the member being replaced. The term of the member shall commence on the first (1st) day of the year following election. The terms of office of the Board shall be staggered and arranged into three classes, two or three of which shall expire each year, as the case may be.
Section 2.05 Vacancies. Vacancies on the Board shall be filled as follows:

(a) Upon the determination that a vacancy exists, the President of the Board shall promptly notify the Bishop of the vacancy and request appointment of a replacement member of the same order as the member to be replaced.
(b) The Bishop shall appoint a replacement Board member in consultation with the Standing Committee [or, in consultation with the Disciplinary Board?].
(c) Persons appointed to fill vacancies on the Board shall meet the same eligibility requirements as apply to elected Board members.
(d) With respect to a vacancy created for any reason other than pursuant to a challenge as provided below, the term of any person selected as a replacement Board member shall be until the next annual Convention. With respect to a vacancy resulting from a challenge, the replacement Board member shall serve only for the proceedings for which the elected Board member is not serving as a result of the challenge.
Section 2.06 Preserving Impartiality. In any proceeding under this Title, if any member of a Conference Panel or Hearing Panel of the Board shall become aware of a personal conflict of interest or undue bias, that member shall promptly notify the President of the Board and request a replacement member of the Panel. The Respondent’s Counsel and the Church Attorney shall have the right to challenge any member of a Panel for conflict of interest or undue bias by motion to the Panel for disqualification of the challenged member. The members of the Panel not the subjects of the challenge shall promptly consider the motion and determine whether the challenged Panel member shall be disqualified from participating in that proceeding.

Section 2.07 President. Within forty-five (45) days following the annual Convention, the Board shall convene in person or by telephone conference call to elect a President to serve for the following calendar year.

Section 2.08 Intake Officer. The Intake Officer shall be appointed from time to time by the Bishop after consultation with the Board. The Bishop may appoint one or more Intake Officers according to the needs of the Diocese. The Bishop shall publish the name(s) and contact information of the Intake Officer(s) throughout the Diocese.

Section 2.09 Investigator. The Bishop shall appoint an Investigator in consultation with the President of the Board. The Investigator may but need not be a Member of the Church.

Section 2.10 Church Attorney. Within forty-five (45) days following each annual Convention, the Bishop, with the advice and consent of the Standing Committee, shall appoint an attorney to serve as Church Attorney to serve for the following calendar year. The person so selected must be a Member of the Church and a duly licensed attorney, but need not reside within the Diocese.

Section 2.11 Pastoral Response Coordinator. The Bishop may appoint a Pastoral Response Coordinator, to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Title IV.8 of the General Canons and this Title. The Pastoral Response Coordinator may be the Intake Officer, but shall not be a person serving in any other appointed or elected capacity under this Title.

Section 2.12 Advisors. In each proceeding under this Title, the Bishop shall appoint an Advisor for the Complainant and an Advisor for the Respondent. Persons serving as Advisors shall hold no other appointed or elected position provided for under this Title, and shall not include chancellors or vice chancellors of this Diocese or any person likely to be called as a witness in the proceeding.

Section 2.13 Clerk. The Board shall appoint a Board Clerk to assist the Board with records management and administrative support. The Clerk may be a member of the Board.

CANON 3 Costs and Expenses

Section 3.01 Costs Incurred by the Church. The reasonable costs and expenses of the Board, the Intake Officer, the Investigator, the Church Attorney, the Board Clerk and the Pastoral Response Coordinator shall be the obligation of the Diocese, subject to budgetary constraints as may be established by the Convention.

Section 3.02 Costs Incurred by the Respondent. In the event of a final Order dismissing the complaint, or by provisions of a Covenant approved by the Bishop, the reasonable defense fees and costs incurred by the Respondent, or a portion thereof, may be paid or reimbursed by the Diocese, subject to budgetary constraints as may be established by the Convention.

CANON 4 Records

Section 4.01 Records of Proceedings. Records of active proceedings before the Board, including the period of any pending appeal, shall be preserved and maintained in the custody of the Clerk, if there be one, otherwise by the Diocesan offices.

Section 4.02 Permanent Records. The Bishop shall make provision for the permanent storage of records of all proceedings under this Title at the Diocese and the Archives of the Episcopal Church, as prescribed in Title IV of the General Canons.

Note: the Resolution proposing these new Canons must also propose the repeal of the current Title IV of the Diocesan Canons.

The following is the current Canon governing amendments to the Canons:

CANON 37: AMENDMENTS TO CANONS

1. Amendments to these Canons may be proposed by any Delegate at any annual Convention. Every such amendment when proposed shall be referred to the Committee on Canons for consideration, to be reported on to the next annual Diocesan Convention. A simple majority of delegates present and voting shall be sufficient to effect the adoption of any amendment, except that, upon demand, the vote shall be taken by Orders, and majority of both Houses present and voting shall be necessary.

2. The Committee on Canons may submit proposed amendments to these Canons at any annual Convention for immediate adoption, instead of deferring action for one year, provided the submission of such proposed amendment is approved by a concurrent vote, by Orders, of two-thirds of those present and voting in each Order.
Capital Campaign. Peter Galbraith and Brett Murphy reported on the work of the Capital Campaign committee. The 2007 convention approved the creation of this committee to respond to the needs of the diocese. The McClure Discovery Fund was created with a capital campaign 10 years ago. There is opportunity now to look at energy issues, increase global mission, and funding for Rock Point. The committee has been looking at the Diocesan Strategic Plan and developing a discernment process. They will obtain more information through a survey process to determine what people think about the diocese, and they will look at the 2000 campaign to see what’s been learned from that experience, in order to determine whether or not to do a campaign, and if so, for what purpose. All are invited to share their thoughts with the committee.

United Thank Offering. Donna Abramov thanked congregations for their support of the UTO, noting that grants are still available with an application deadline of December 15. She also reported that an Episcopal Church Women representative will be added to Executive Council to provide more direct oversight of UTO funds.

Deacons’ Council. Archdeacon Catherine Cooke reported that the Council has been active, preparing a paper on formation, holding retreats and meetings, and preparing a brochure highlighting what it is to be a deacon. They plan to hold a workshop at the Ministry Expo in the spring and will work with Episcopal Divinity School to hold 2 courses.

Rock Point School. Marilyn, whose son attends Rock Point, spoke about the transformation of her son at Rock Point. He seemed to be a child who thrived everywhere except at school. St. John the Baptist, Hardwick, and St. Michael’s, Brattleboro, raised funds for his tuition at Rock Point where he is now a second year honor student in a place where he can be himself and fit in. She urged support of the Rock Point School fund so that others can benefit in the same way.

The Bishop spoke of the death of a dorm parent at Rock Point, and that of Janet Smith, who had been a teacher there for many years, expressing condolences to Jenny Ogelby, Craig Smith, Pam Chism and Mark Smith, her children. Nanci Gordon presented a Resolution to Honor Janet Smith.

Resolved, that the 177th Diocesan Convention of the Episcopal Diocese of Vermont express its deep regret and sympathy on the occasion of her death, to the family of Janet Smith, who for many years ministered to many in this Diocese, especially at the Rock Point School, and in her careful and accurate distribution and counting of ballots at our Conventions and elections. May she rest in peace and remain long in our memories.

Diocesan Ministry Support Team with the leadership of Angie Emerson, Connie Saeger-Proctor, and Thad Bennett, has designed the 2010 Ministry Expo to be held at Zion, Manchester, on April 24 and on May 1 at Church of the Good Shepherd, Barre.

Resolution #1, A Resolution to Endorse the Earth Charter. Laura Chase introduced Resolution #1, noting that the committee recommended adoption. Anita Schell-Lambert of the Committee on the Environment spoke in favor of the resolution and it passed.

A Resolution to Endorse the Earth Charter
RESOLVED, That the 177th Convention of the Episcopal Diocese of Vermont concur with the 76th General Convention in endorsing The Earth Charter, including its Preamble, and be it further
RESOLVED, That the 177th Convention encourage parishes, agencies and individual members to seek understanding of and inspiration from The Earth Charter, and to take actions consonant with The Earth Charter.

PROPOSER: Earth Care Ministry at Cathedral Church of St. Paul
Sylvia Knight, Coordinator (sknight@gmavt.net, 802-425-2068)

Explanation:
The theme of our 176th Diocesan Convention was Earth stewardship, demonstrating sustainable practices, and developing intentions to continue practicing stewardship at all levels of our communal life. To deepen and extend that stewardship, we now have support from the wider church in its endorsement of The Earth Charter.

Endorsed by towns, cities, nations and non-governmental organizations (NGOs) all over the world, the Earth Charter sets out a vision of Earth Community in which human beings commit themselves to realigning their relationship with the Earth and all living things, so that life on Earth may continue for all and for future generations. To quote from the Explanation for Resolution C064 of General Convention:

“The Earth Charter is a declaration of fundamental ethical principles for building a just, sustainable and peaceful global society in the 21st century (www.earthcharter.org). It developed from the grass roots, not the U.N. or NGOs and is the result of the most inclusive and participatory worldwide process ever associated with the drafting of an international declaration. The Earth Charter seeks to inspire in all people a new sense of global interdependence and shared responsibility for the well-being of the whole human family, the greater community of life and future generations. It is a blueprint for local and global ministry, a vision of hope and a call to action...

“Now is a critical moment in the history of God's creation, a time when we must choose our future. Our common destiny calls us to seek a new beginning, a fundamental change of heart and mind, a clear recognition of global interdependence and universal responsibility. We must act now to achieve sustainability, justice and peace.”

The Earth Charter is attached and can also be found at www.earthcharterinaction.org/content/pages/Read-the-Charter.html

THE EARTH CHARTER

PREAMBLE

We stand at a critical moment in Earth’s history, a time when humanity must choose its future. As the world becomes increasingly interdependent and fragile, the future at once holds great peril and great promise. To move forward we must recognize that in the midst of a magnificent diversity of cultures and life forms we are one human family and one Earth community with a common destiny. We must join together to bring forth a sustainable global society founded on respect for nature, universal human rights, economic justice, and a culture of peace. Towards this end, it is imperative that we, the peoples of Earth, declare our responsibility to one another, to the greater community of life, and to future generations.

Earth, Our Home

Humanity is part of a vast evolving universe. Earth, our home, is alive with a unique community of life. The forces of nature make existence a demanding and uncertain adventure, but Earth has provided the conditions essential to life's evolution. The resilience of the community of life and the well-being of humanity depend upon preserving a healthy biosphere with all its ecological systems, a rich variety of plants and animals, fertile soils, pure waters, and clean air. The global environment with its finite resources is a common concern of all peoples. The protection of Earth's vitality, diversity, and beauty is a sacred trust.

The Global Situation

The dominant patterns of production and consumption are causing environmental devastation, the depletion of resources, and a massive extinction of species. Communities are being undermined. The benefits of development are not shared equitably and the gap between rich and poor is widening. Injustice, poverty, ignorance, and violent conflict are widespread and the cause of great suffering. An unprecedented rise in human population has overburdened ecological and social systems. The foundations of global security are threatened. These trends are perilous—but not inevitable.

The Challenges Ahead

The choice is ours: form a global partnership to care for Earth and one another or risk the destruction of ourselves and the diversity of life. Fundamental changes are needed in our values, institutions, and ways of living. We must realize that when basic needs have been met, human development is primarily about being more, not having more. We have the knowledge and technology to provide for all and to reduce our impacts on the environment. The emergence of a global
Civil society is creating new opportunities to build a democratic and humane world. Our environmental, economic, political, social, and spiritual challenges are interconnected, and together we can forge inclusive solutions.

**Universal Responsibility**

To realize these aspirations, we must decide to live with a sense of universal responsibility, identifying ourselves with the whole Earth community as well as our local communities. We are at once citizens of different nations and of one world in which the local and global are linked. Everyone shares responsibility for the present and future well-being of the human family and the larger living world. The spirit of human solidarity and kinship with all life is strengthened when we live with reverence for the mystery of being, gratitude for the gift of life, and humility regarding the human place in nature.

We urgently need a shared vision of basic values to provide an ethical foundation for the emerging world community. Therefore, together in hope we affirm the following interdependent principles for a sustainable way of life as a common standard by which the conduct of all individuals, organizations, businesses, governments, and transnational institutions is to be guided and assessed.

**PRINCIPLES**

I. **RESPECT AND CARE FOR THE COMMUNITY OF LIFE**

1. Respect Earth and life in all its diversity.
   a. Recognize that all beings are interdependent and every form of life has value regardless of its worth to human beings.
   b. Affirm faith in the inherent dignity of all human beings and in the intellectual, artistic, ethical, and spiritual potential of humanity.

2. Care for the community of life with understanding, compassion, and love.
   a. Accept that with the right to own, manage, and use natural resources comes the duty to prevent environmental harm and to protect the rights of people.
   b. Affirm that with increased freedom, knowledge, and power comes increased responsibility to promote the common good.

3. Build democratic societies that are just, participatory, sustainable, and peaceful.
   a. Ensure that communities at all levels guarantee human rights and fundamental freedoms and provide everyone an opportunity to realize his or her full potential.
   b. Promote social and economic justice, enabling all to achieve a secure and meaningful livelihood that is ecologically responsible.

   a. Recognize that the freedom of action of each generation is qualified by the needs of future generations.
   b. Transmit to future generations values, traditions, and institutions that support the long-term flourishing of Earth's human and ecological communities. In order to fulfill these four broad commitments, it is necessary to:

II. **ECOLOGICAL INTEGRITY**

5. Protect and restore the integrity of Earth's ecological systems, with special concern for biological diversity and the natural processes that sustain life.
   a. Adopt at all levels sustainable development plans and regulations that make environmental conservation and rehabilitation integral to all development initiatives.
   b. Establish and safeguard viable nature and biosphere reserves, including wild lands and marine areas, to protect Earth's life support systems, maintain biodiversity, and preserve our natural heritage.
   c. Promote the recovery of endangered species and ecosystems.
   d. Control and eradicate non-native or genetically modified organisms harmful to native species and the environment, and prevent introduction of such harmful organisms.
   e. Manage the use of renewable resources such as water, soil, forest products, and marine life in ways that do not exceed rates of regeneration and that protect the health of ecosystems.
   f. Manage the extraction and use of non-renewable resources such as minerals and fossil fuels in ways that minimize depletion and cause no serious environmental damage.

6. Prevent harm as the best method of environmental protection and, when knowledge is limited, apply a precautionary approach.
   a. Take action to avoid the possibility of serious or irreversible environmental harm even when scientific knowledge is incomplete or inconclusive.
   b. Place the burden of proof on those who argue that a proposed activity will not cause significant harm, and make the responsible parties liable for environmental harm.
   c. Ensure that decision making addresses the cumulative, long-term, indirect, long distance, and global consequences of human activities.
d. Prevent pollution of any part of the environment and allow no build-up of radioactive, toxic, or other hazardous substances.

e. Avoid military activities damaging to the environment.

7. Adopt patterns of production, consumption, and reproduction that safeguard Earth's regenerative capacities, human rights, and community well-being.

a. Reduce, reuse, and recycle the materials used in production and consumption systems, and ensure that residual waste can be assimilated by ecological systems.

b. Act with restraint and efficiency when using energy, and rely increasingly on renewable energy sources such as solar and wind.

c. Promote the development, adoption, and equitable transfer of environmentally sound technologies.

d. Internalize the full environmental and social costs of goods and services in the selling price, and enable consumers to identify products that meet the highest social and environmental standards.

e. Ensure universal access to health care that fosters reproductive health and responsible reproduction.

f. Adopt lifestyles that emphasize the quality of life and material sufficiency in a finite world.

8. Advance the study of ecological sustainability and promote the open exchange and wide application of the knowledge acquired.

a. Support international scientific and technical cooperation on sustainability, with special attention to the needs of developing nations.

b. Recognize and preserve the traditional knowledge and spiritual wisdom in all cultures that contribute to environmental protection and human well-being.

c. Ensure that information of vital importance to human health and environmental protection, including genetic information, remains available in the public domain.

III. SOCIAL AND ECONOMIC JUSTICE

9. Eradicate poverty as an ethical, social, and environmental imperative.

a. Guarantee the right to potable water, clean air, food security, uncontaminated soil, shelter, and safe sanitation, allocating the national and international resources required.

b. Empower every human being with the education and resources to secure a sustainable livelihood, and provide social security and safety nets for those who are unable to support themselves.

c. Recognize the ignored, protect the vulnerable, serve those who suffer, and enable them to develop their capacities and to pursue their aspirations.

10. Ensure that economic activities and institutions at all levels promote human development in an equitable and sustainable manner.

a. Promote the equitable distribution of wealth within nations and among nations.

b. Enhance the intellectual, financial, technical, and social resources of developing nations, and relieve them of onerous international debt.

c. Ensure that all trade supports sustainable resource use, environmental protection, and progressive labor standards.

d. Require multinational corporations and international financial organizations to act transparently in the public good, and hold them accountable for the consequences of their activities.

11. Affirm gender equality and equity as prerequisites to sustainable development and ensure universal access to education, health care, and economic opportunity.

a. Secure the human rights of women and girls and end all violence against them.

b. Promote the active participation of women in all aspects of economic, political, civil, social, and cultural life as full and equal partners, decision makers, leaders, and beneficiaries.

c. Strengthen families and ensure the safety and loving nurture of all family members.

12. Uphold the right of all, without discrimination, to a natural and social environment supportive of human dignity, bodily health, and spiritual well-being, with special attention to the rights of indigenous peoples and minorities.

a. Eliminate discrimination in all its forms, such as that based on race, color, sex, sexual orientation, religion, language, and national, ethnic or social origin.

b. Affirm the right of indigenous peoples to their spirituality, knowledge, lands and resources and to their related practice of sustainable livelihoods.

c. Honor and support the young people of our communities, enabling them to fulfill their essential role in creating sustainable societies.

d. Protect and restore outstanding places of cultural and spiritual significance.

IV. DEMOCRACY, NONVIOLENCE, AND PEACE
13. Strengthen democratic institutions at all levels, and provide transparency and accountability in governance, inclusive participation in decision making, and access to justice.
   a. Uphold the right of everyone to receive clear and timely information on environmental matters and all development plans and activities which are likely to affect them or in which they have an interest.
   b. Support local, regional and global civil society, and promote the meaningful participation of all interested individuals and organizations in decision making.
   c. Protect the rights to freedom of opinion, expression, peaceful assembly, association, and dissent.
   d. Institute effective and efficient access to administrative and independent judicial procedures, including remedies and redress for environmental harm and the threat of such harm.
   e. Eliminate corruption in all public and private institutions.
   f. Strengthen local communities, enabling them to care for their environments, and assign environmental responsibilities to the levels of government where they can be carried out most effectively.

14. Integrate into formal education and life-long learning the knowledge, values, and skills needed for a sustainable way of life.
   a. Provide all, especially children and youth, with educational opportunities that empower them to contribute actively to sustainable development.
   b. Promote the contribution of the arts and humanities as well as the sciences in sustainability education.
   c. Enhance the role of the mass media in raising awareness of ecological and social challenges.
   d. Recognize the importance of moral and spiritual education for sustainable living.

15. Treat all living beings with respect and consideration.
   a. Prevent cruelty to animals kept in human societies and protect them from suffering.
   b. Protect wild animals from methods of hunting, trapping, and fishing that cause extreme, prolonged, or avoidable suffering.
   c. Avoid or eliminate to the full extent possible the taking or destruction of non-targeted species.

16. Promote a culture of tolerance, nonviolence, and peace.
   a. Encourage and support mutual understanding, solidarity, and cooperation among all peoples and within and among nations.
   b. Implement comprehensive strategies to prevent violent conflict and use collaborative problem solving to manage and resolve environmental conflicts and other disputes.
   c. Demilitarize national security systems to the level of a non-provocative defense posture, and convert military resources to peaceful purposes, including ecological restoration.
   d. Eliminate nuclear, biological, and toxic weapons and other weapons of mass destruction.
   e. Ensure that the use of orbital and outer space supports environmental protection and peace.
   f. Recognize that peace is the wholeness created by right relationships with oneself, other persons, other cultures, other life, Earth, and the larger whole of which all are a part.

THE WAY FORWARD
As never before in history, common destiny beckons us to seek a new beginning. Such renewal is the promise of these Earth Charter principles. To fulfill this promise, we must commit ourselves to adopt and promote the values and objectives of the Charter. This requires a change of mind and heart. It requires a new sense of global interdependence and universal responsibility. We must imaginatively develop and apply the vision of a sustainable way of life locally, nationally, regionally, and globally. Our cultural diversity is a precious heritage and different cultures will find their own distinctive ways to realize the vision. We must deepen and expand the global dialogue that generated the Earth Charter, for we have much to learn from the ongoing collaborative search for truth and wisdom.

Life often involves tensions between important values. This can mean difficult choices. However, we must find ways to harmonize diversity with unity, the exercise of freedom with the common good, short-term objectives with long-term goals. Every individual, family, organization, and community has a vital role to play. The arts, sciences, religions, educational institutions, media, businesses, nongovernmental organizations, and governments are all called to offer creative leadership. The partnership of government, civil society, and business is essential for effective governance. In order to build a sustainable global community, the nations of the world must renew their commitment to the United Nations, fulfill their obligations under existing international agreements, and support the implementation of Earth Charter principles with an international legally binding instrument on environment and development.

Let ours be a time remembered for the awakening of a new reverence for life, the firm resolve to achieve sustainability, the quickening of the struggle for justice and peace, and the joyful celebration of life.
**ORIGIN OF THE EARTH CHARTER** The Earth Charter was created by the independent Earth Charter Commission, which was convened as a follow-up to the 1992 Earth Summit in order to produce a global consensus statement of values and principles for a sustainable future. The document was developed over nearly a decade through an extensive process of international consultation, to which over five thousand people contributed. The Charter has been formally endorsed by thousands of organizations, including UNESCO and the IUCN (World Conservation Union). For more information, please visit www.EarthCharter.org

Resolution #3. A Resolution Establishing Minimum Clergy Compensation. Laura Chase introduced Resolution #3, noting that the committee recommended adoption. Reid Farrell of Council spoke in favor of the resolution; it passed.

A Resolution Establishing Minimum Clergy Compensation

RESOLVED, That the 177th Convention of the Diocese of Vermont approve the recommendation of the Diocesan Council that the minimum full time stipend for clergy in the Diocese of Vermont remain unchanged for the year 2010 at $36,950, and that travel allowance be reimbursed at the current IRS standard.

PROPOSER: Diocesan Council

Explanation:

Canon 6.7 of the Episcopal Diocese of Vermont requires that Diocesan Council review the minimum stipend for full-time equivalent clergy and the travel allowance and make recommendations to the Convention. Such a minimum shall be binding on all parishes and missions upon ratification of the Convention. Although the current Cost of Living Adjustment (COLA) of the Northeast Urban Index and the United States All Cities index is a 0.5% decrease, Council proposes that the minimum stipend remain unchanged.

According to the Church Pension Fund ("The 2007 Church Compensation Report," reflecting 2006 data), the national average median compensation for full-time Episcopal clergy was $64,507*, up from $62,793* in 2006. This figure includes cash stipend, fair-rental value of housing, utilities and payment of one-half of the Social Security/Medicare (SECA) tax.

*This figure is based solely upon the Church Pension Fund formula for calculating housing. It may in fact not reflect an accurate amount based on the actual expenses for housing and utilities in Vermont.

Schedule of Mandatory Minimum Cash Salaries for 2010

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Level 1*</th>
<th>Level 2*</th>
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<tr>
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<td>$ 49,957</td>
<td>$ 56,236</td>
</tr>
</tbody>
</table>
* Level 1 represents parishes with annual budgets below $143,000.
**Level 2 represents parishes with annual budgets of $143,000 and above.

The minimum cash salary is increased by 1.6% for each additional year of service

2010 Budget

Diocesan Treasurer, Wally Good, presented the 2010 budget, noting that there is a good budget process in place, thanks to Steve Smith. The budget, approved by Council, is mission focused and has re-set priorities. Income includes parish assessments, grants, and investment income. Expenses include ministry support around the diocese, salaries, and assessment to the National Church.

A motion to adopt the budget was seconded and passed by the delegates

Education for Ministry. Joel Hill spoke about the EFM program in the Diocese. There are 5 active groups which graduated 7 people last year and 3 more mentors are being trained. They are going to try an online group.

Rock Point Summer Camp. Camp Director Jenny Ogelby spoke about the camp program and a new sponsorship program, “Be an angel, change a life,” which provides donors the opportunity to sponsor a child at camp.

Resolution #5. A Resolution on Health Care in the United States. Laura Chase introduced the resolution, recommending adoption. John Morris spoke in favor of the resolution, which passed.

A Resolution on Health Care in the United States

Resolved, That the 177th Convention of the Episcopal Diocese of Vermont concur with Resolution DO88 (entitled “Health Care in the U.S.”) as adopted by the 76th General Convention, “urging the Congress of the United States of America, to pass, and the President of the United States, to sign legislation by the end of 2009 guaranteeing adequate healthcare and insurance for every citizen of the United States of America;” and be it further

Resolved, That the Secretary of Diocesan Convention be directed to forward a copy of this resolution to Vermont’s Senators and Representative.

PROPOSERS: John Morris, Anne Brown, Jennifer Ogelby, Nanci Gordon, Reid Farrell, Steve Smith, Lee Crawford, Diane Root, Beth Hilgartner, Nancy Voge

Explanation:

There are approximately 46 million Americans who are without adequate healthcare and health insurance. Many of these people are children who come from households that live below the poverty level. It is a negative reflection upon our society that we are unwilling or unable to care for the weakest among us, and it is important that we, as Christian people, call upon our elected leaders to affect a change that will bring health and justice to those most vulnerable. As many of our congregations work to bring adequate health care to our communities, they serve as a model of compassion for our elected leaders. In the spirit of our Diocesan Convention theme, this resolution calls upon those most able to effect change to take action for the transformation of our national health care system.

* FINAL VERSION – Concurred - Resolution: D088
Title: Health Care in the U.S.
Topic: Health Care
Committee: 09 - National and International Concerns
House of Initial Action: Deputies
Proposer: The Very Rev. Ronald Clingenpeel

53
Resolved, the House of Bishops concurring, That the 76th General Convention urge the Congress of the United States of America, to pass, and the President of the United States, to sign legislation by the end of 2009 guaranteeing adequate healthcare and insurance for every citizen of the United States of America; and be it further Resolved, That the Secretary of the General Convention be directed to forward this resolution to the President and congressional leaders.

EXPLANATION:
There are approximately 46 million Americans who are without adequate healthcare and health insurance. Many of these people are children who come from households that live below the poverty level. It is a negative reflection upon our society that we are unwilling or unable to care for the weakest among us, and it is important that we, as Christian people, call upon our elected leaders to affect a change that will bring health and justice to those most vulnerable. As many of our congregations work to bring adequate health care to our communities, they serve as a model of compassion for our elected leaders. This resolution calls upon those most able to affect change to make a difference.

Resolution #6. A Resolution on Life Long Christian Formation. Introduced by Laura Chase, the Resolutions Committee recommended adoption. Jenny Ogelby spoke in favor of the resolution and it passed.

A Resolution on Life Long Christian Formation
Resolved, that the 177th Diocesan Convention of The Episcopal Diocese of Vermont commend to the committees, commissions, deaneries and parishes within the diocese of Vermont The Charter for Lifelong Christian Formation (attached) for the purpose of study, collaboration and implementation over the next three years.

Proposers: Commission on Ministry: Committee on Christian Formation
Explanations:
THE CHARTER FOR LIFELONG CHRISTIAN FORMATION was adopted as Resolution A082 by the 76th General Convention of The Episcopal Church, meeting in Anaheim, California in July 2009. It can be found at www.dioceseofvermont.org/Resources/ResourcesIndex.html. Resolution A083 called upon all dioceses to promote and encourage lifelong formation.

The resolution follows:
Resolved, the House of Bishops concurring, That the 76th General Convention strongly encourage all dioceses to formulate a strategy for Lifelong Christian Formation in the next triennium; and be it further
Resolved, That such strategies should encompass and be suitable for all persons (e.g. various ages, languages and abilities). These strategies should be responsive to diocesan and societal contexts and accurately depict the current education and formation status. Because formation is not limited to a cognitive experience (classroom), formation should be holistic (encompasses learning, action and reflection); and be it further
Resolved, That the Congregational Life Center design an instrument and system of collection that will document currently available and successful programs, activities and resources. The instrument will pay special attention to resolutions adopted and resources highlighted at the 76th and each successive General Convention. In addition, such an endeavor will seek to gather the aspirations for diocesan future programs/activities concerning Christian formation; and be it further

Resolved, That the information and data collected be forwarded to the SCLEF by January 31, 2011.

Courtesy Resolutions. Nanci Gordon presented Courtesy Resolutions as follows:

Bob Halverson. Resolved, that the 177th Convention of the Diocese of Vermont extend best wishes to Bob Halverson on his retirement as Chair of the Congregational Support and Resource Committee and offer thanks for his long service and faithful efforts toward establishing guidelines for grants from the McClure initiatives and Irish Fund that provide much needed assistance to our parishes.

A Resolution Congratulating the Diocese of Massachusetts on its 225th Anniversary.

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Resolved, that the 177th Diocesan Convention of the Episcopal Diocese of Vermont send greetings and best wishes to the Diocese of Massachusetts as it celebrates its 225th Anniversary and express our appreciation of the ministries we share in Province One.

A Resolution Congratulating Dr. Ian Douglass on his Election as Bishop of Connecticut.

Resolved, that the 177th Diocesan Convention of the Episcopal Diocese of Vermont send its greetings, congratulations and best wishes to the Diocese of Connecticut and to the Rev. Dr. Ian Douglass on his election as their Bishop.

Resolution Thanking the Convention Planning Committee

Resolved, that this 177th Convention of the Episcopal Diocese of Vermont express heartfelt thanks to the Convention Planning Committee – John Morris, Connie Saeger-Proctor, Jen Ogelby, Nancy Vogele, Connie Quinby, and Blanche Cooper – for the outstanding ministry fairs held in October, and for so creatively transforming elements of the convention program at the last minute.


Resolved, that this 177th Convention of the Diocese of Vermont express its most hearty thanks to the Rev John Morris and the Rev. Nancy Vogele for their witness as the Odd Couple at the Convention Eucharist, preaching in the absence of Bp. Steven Charleston; and hereby let it be known to all that the Resolution Committee recommends that their names be submitted for national recognition at the Oscar Madison and Felix Ungar Annual Awards Dinner to be held in Washington, DC, in April 2010, shortly after Easter.

Honoring Bishop Stewart Wood

Resolved, that this 177th Convention of the Diocese of Vermont recognize and thank the Rt. Reverend Stewart Wood. Whereas the call to witnessing of Christ to the world is part of our baptismal responsibility and Christian example encourages us to live up to those ideals, we wish to express our public gratitude to the Right Reverend Stewart Wood for his courageous example in demonstrating civic and individual morality, so that all may more effectively share their gifts and talents and show that we are all children of God, and responsible to and for each other.

Resolution Thanking Bishop Tom Ely for his Address to Diocesan Convention.

Hello, Bishop Ely? Hi, this is Nanci calling on behalf of the 177th Convention of the Diocese of Vermont. We want to thank you for the great job you did of giving Barry the business….

Um… no, no…for giving Barry the good news about the business of which you are the CEO – er, Bishop – letting him know about the scope of the business – which is nothing less than God’s mission here in Vermont; about the many people involved in that mission; the extensive and bold business plan; reminding us that we are all the Diocese and we have a great story here that we need to tell; and your frank acknowledgement of challenges faced around money, people, property and church conflict…

Well, there’s a little more…
We were inspired most of all, perhaps, by your final appeal, urging us to adapt to the changing nature of the world and of organizations like ours, reconfiguring our approach from “I won’t believe it until I see it” to “I won’t see it until I believe it.”

Oh, and by the way, Bob Newhart wants his act back.

The Bishop announced that the film “Traces of the Trade” is available for parish use. Those interested should contact Nancy Vogele of the Dismantling Racism Committee.

Convention 2010. The Bishop announced that the theme for the 2010 Convention will be “Praying Your Life, Living Your Prayer,” and invited anyone who would like to help plan convention around this theme to contact him.

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 referred the assembly to the list of appointments on the screen. A motion was made and seconded to ratify these appointments. The list included the following:

Canons Committee (1-year terms): Steve Marshall, Charity Downs, Lindsey Huddle, Thomas Little, Don Morris, Howard Van Dine.
COM:CCF (3-year terms): Ann Ely, Kevin Fisher, Mary Gerisch
COM:COD (3-year terms): Beth Stanway, Bill Bridges; (unexpired term to 2010): Martha Dyson
Credentials Committee (1-year terms): John Rouleau, James Larkin, Lisette Baxter
Officers: Secretary of Convention, James Larkin; Assistant Secretary of Convention, Lynn Bates; Historiographer and Registrar, Elizabeth Allison; Associate Ecumenical Officer, Peg Hamlin; Chancellor, Thomas Little; Deputy Chancellor, William Meub
Dispatch of Business (1-year terms): James Larkin, Lynn Bates, Laura Chase, Sarah Gallagher, John Rouleau, Craig Smith
Nominating Committee (1-year terms): Polly Larkin, Tim Eberhardt, Barbara Hoar, Victor Horvath, John Mitchell, Stewart Pierson, George Spear, Laurie Broughton.
Resolutions Committee (1-year terms): Mike Austin, Laura Chase, Jane Garrett, Nanci Gordon, Gunnar Urang

Those retiring from appointed diocesan leadership positions were acknowledged and thanked:

Commission on Ministry-Committee on Christian Formation: Jenny Ogelby

The Bishop announced the scheduled ordination of Donna Reidt as Transitional Deacon, December 19, 11 a.m., St. Michael’s Church, Brattleboro.

2009 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.
Following final announcements, there was a motion to adjourn the 218th Convention of the Episcopal Church in Vermont, being the 177th Annual Convention of the Diocese of Vermont. The motion was seconded and passed at 3:04 p.m.

Blessing and dismissal.

Respectfully submitted,

Sarah S. Gallagher
Recording Clerk
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 EPISCOPAL DIOCESE OF VERMONT

Mission Statement

Pray the prayer of Christ,
Learn the mind of Christ,
Do the deeds of Christ.

The Diocesan Council exists to support and extend the work of the Bishop and Convention, to promote the health and well-being of the Diocese, and to lead and support the people of the Diocese in our mission.

To implement this, Council will:

1. work to improve the quality of life in the Diocese.
2. assist local congregations to hold up their faith and to be held up by it.
3. create opportunities for people to celebrate, share and learn about their faith, and to experience a new life within it.
4. help the Bishop and congregations to recognize challenge and marshal resources to support them in facing it.
5. strive to become an agent of reconciliation.
6. be faithful stewards of the financial and administrative resources of the Diocese.

Stewardship Statement originally adopted by Diocesan Council on June 12, 2004 (re-affirmed annually)

We believe that we are called to live in loving and intentional relationship with God and all creation,

and that, as God provides abundantly for us, God expects us to respond with generosity; therefore

We commit to the Episcopal Church’s teaching that the tithe is the minimum standard of giving:

and to an increase in our proportioned giving until we can attain that standard;

and to a course of prayer, study, and action regarding stewardship, including sharing our stewardship stories with others; and

We invite all people of the Diocese of Vermont to join us in this commitment to increased giving, open discussion, and ongoing transformation through worship, study, and prayer.
Dear Colleagues in Ministry,

The Bishop and Diocesan Council faced many challenges as we set about to craft the Diocesan Budget for 2010. Rising costs, reduced income and an unstable economy all contributed to that challenge. On a more positive note, the vitality of our diocese, our congregations, and the desire to expand ministry and mission point to our faithfulness to gospel discipleship and participation in the mission of God both within and beyond our diocese.

The 2010 proposed budget continues our commitment to the Episcopal Church budget, with an increase toward the goal of fully contributing our fair share of that budget. The 2009 General Convention set 19% of operating income (down from 21%) as a new target goal for diocesan contributions. In this proposed budget our contribution is 16.25%, so we are almost there!

Our proposed budget (the 4th draft) continues support for local and global outreach, financial and environmental stewardship development, formation, communications, ecumenism, dismantling racism, Rock Point, the Cathedral Chapter, and the various committees and commissions that are part of our diocesan life. None of these ministries is funded at the optimum level and we continue to look for additional sources of funding to support these ministries more fully.

The diocesan Ministry Support Team continues to be a strong priority for Council and yet the budget realities facing us in this and subsequent years require that we reduce our level of funding for salaries and benefits. This proposed budget provides no salary increases for the members of the diocesan Ministry Support Team and reduces the total line items for salaries and benefits by over $45,000 (net after adjustments for health insurance increases). Looking ahead to the 2011 budget the challenge becomes even greater as costs related to our stewardship ministry come fully on line in the budget, after three years of funding from off-budget grants. Council has asked the Bishop to make the necessary reductions for 2010 and 2011 during the course of the year, and I am presently consulting about how best to do that. I will have more detail to report at Convention.

I continue to give thanks for the ongoing commitment of our congregations to contribute their fair share of our diocesan budget. I know that this has not been easy, but it is a strong sign of our dedication to one another and our common life as a diocese that we honor the pledge we make to support the budget when we adopt it at Diocesan Convention. My continuing pledge to you is that we will manage those funds well in the service of our common life and mission.

I also want to take this opportunity to welcome Wally Good to the ministry of Diocesan Treasurer. Wally has engaged his new responsibilities with eagerness, competence and a spirit of service. The time commitment for this ministry is great and we are grateful for his willingness to serve.

I look forward to greeting you at one of our Ministry Fairs and at Diocesan Convention.

Faithfully,

+Thomas
Treasurer’s Note to Delegates:

The following pages attempt to give you all the information you need to consider the 2010 budget recommended for your approval by Diocesan Council. Please look over this material, and bring your comments and questions to one of the pre-convention Ministry Fairs.

In 2004, the Office of Diocesan Treasurer was reinstated; Steve Smith responded to the call. He has completely revamped the Diocesan budget format and began a new budget process. After these Herculean tasks, Steve believed it was time to release the helm, resigning gracefully after last year’s convention. Bishop Ely sent out a call for a new Diocesan Treasurer; in May presented me to Diocesan Council, which listened to my credentials and then unanimously approved me for this office.

Bishop Ely wished to go a step further in the development process for the 2010 Diocesan budget; the present economic climate gave us the energy, urgency and opportunity to follow his lead. Thus, he started the 2010 budget year process with a brief assessment of the anticipated revenue forecast and the further challenges he expects in the 2011 budget cycle. We believe that budgeting will now entail a multi-year framework, not just limited to the next fiscal year. Next he asked us to respond to the following three basic questions, casting assumptions aside:

1. What is the mission and purpose of our Diocesan budget?
2. What are the values we want expressed in our Diocesan budget?
3. What are the important things we want to fund through our Diocesan budget?

From the consensus of our responses, we established our priorities for 2010 and beyond. This evolving process involved more discussion among more people than ever before. Therefore, the 2010 Diocesan budget is built upward from a foundation defined by these priorities and projected revenues. Perhaps one might describe it as thanking God for what we have and visioning how we can all participate in Diocesan ministry together. The letter sent this summer with the First Draft budget briefly explained the whys and wherefores of all this; I pray you find useful this greater detail. You will notice we maintained the new budget categories established last year, being more coordinated with our Diocesan strategic plan.

The Narrative Budget that follows describes all those lines in the proposed budget that changed, in spite of generally level-funding most from the 2009 Diocesan budget. Also, some of the points noted in the narrative last year are reiterated. The narrative is designed to answer most of your questions. Please bring the rest of them to one of the forthcoming Ministry Fairs held around the state on three October Saturdays [3, 10 and 31] in preparation for the convention. Time and again, the most valuable discussions about the budget happen at these fairs.

Here are some things that strike me as most noteworthy about the budget proposed for 2010.

The process. Bishop Ely has led us through a completely new journey and understanding of Diocesan financial stewardship. He promises to make this technique available to your individual parishes, for use in your annual budget development.

It’s balanced. Anticipated inflows equal anticipated outflows.

Parish assessments are similar to those of 2009. The new formula, as intended, continues to produce lower increases in parish assessments than previously encountered.

Our march toward full participation in The Episcopal Church covenant continues. General Convention 2009 voted a revision to the assessment formula from 21% to 19% of Diocesan operating income. The 2010 Diocesan budget continues to increase our support of The Episcopal Church.

The priorities discerned by Diocesan Council that guided the 2010 budget process were:

1. Our commitment to the larger Episcopal Church.
2. Our support of congregations through the work of the Committee on Christian Formation, a re-visioned diocesan Ministry Support Team and progressive use of telecommunications technology.
3. Global Outreach in support of the Millennium Development Goals at 0.7% of all Diocesan revenues; equal funding of domestic [within Vermont] outreach.
4. Holding each of you in our prayers and consciousness, as we all adapt to our new economy.

Thanks to everyone who participated in this year’s budget process; for allowing me to fulfill this ministry with you.

Faithfully,
Wallace H Good, Jr, Diocesan Treasurer
DIOCESAN BUDGET DEVELOPMENT for 2010 utilized a wide-reaching process: including discerning the purpose and mission of the Diocese and its budget, stating the values we wish expressed in our prioritization and work, and gathering input from leaders involved with all aspects of Diocesan ministries. The Executive Committee and Diocesan Council are committed to building a budget collaboratively and presenting a clear vision of our evolving opportunities for ministry with a realistic picture of Diocesan financial stewardship for this 177th Convention’s consideration and action.

The process began late in the spring, culminating with final budget approval by the full Diocesan Council in September. The Executive Committee of Council (whose members are chosen by their peers) served as the Program and Budget Committee. It’s members this year are The Rev. Reid Farrell, Holy Trinity – Swanton, The Rev. Terry Gleeson, St. Stephen’s – Middlebury, The Rev. Sr. Laurian Seeber, Christ Church – Montpelier, The Rev. Scott Neil, St. James – Arlington, Diane Rooney, Trinity – Shelburne, Helen Short, Holy Trinity – Swanton, along with Bishop Ely, Canon Bates and the Diocesan Treasurer. Early in this year’s process, under Bishop Ely’s leadership, we determined that even level-funding the 2009 Diocesan budget for 2010 would not yield a satisfactory, balanced budget due to declining endowment and grant income. This provided the opportunity to re-envision our priorities and assumptions, laying the groundwork for a multi-year transition to a new era of Diocesan ministry and stewardship. This year’s deficit was absorbed within two broad areas representing each one’s portion of the 2010 Diocesan expenses: the majority [60%] from the Diocesan staff salaries and benefit package, and the balance [40%] from all other Diocesan expenses.

This year our process included a Budget Summit attended by many diocesan leaders who have spending authority over particular programs or missions. As a group, we continued a journey we hope will lead toward ever more creative stewardship of our financial resources. The end result is this balanced 2010 Diocesan budget placed before you.

Full reports on most Diocesan programs are available in the Pre-Convention Journal and other Convention materials.

REVENUES

Parish Support (Line 8) Episcopal congregations provide over 2/3 of the total revenues needed to support the mission, programs, and general administration of our Diocese. In 2006 your Convention approved a new assessment formula, the first since 1992. That formula defined a flat rate assessment of 15% for all congregations and a cap of 10% on annual increase in assessment for any parish. Parishes had five years, now two, to convert from the old formula to the new one; 38 of our 48 congregations have converted to date.

One objective of this new formula is to slow the overall increase in diocesan assessments, and so far it is succeeding, as there is no net increase in 2010 over 2009. The increase in 2009 over 2008 is 2%; 2008’s over 2007 was 3%. This compares with increases of 6% in 2005 and 7% in 2004.

There are two changes from 2008 in how parish support is budgeted. First, there is no provision for shrinkage on account of non-payment. The faithful commitment of our congregations to participate and pay fully their share of parish support for diocesan activities is a defining and envied characteristic of the Diocese of Vermont. Second, the Cathedral’s assessment for 2010 ($93,177) is shown gross; in 2008 and prior years it was shown net of an amount paid by the Diocese to the Cathedral for use of its facilities. An offsetting expense now appears in Line 93.
Appendix B shows parish support by individual congregations for 2010. The final figures for each congregation are subject to further review and adjustment based upon timely and accurate Parochial Report and financial audit data. There is an appeal process available through the Oversight and Audit Committee.

**Trust Revenues – (Lines 9,10)** The Unit Fund is a diocesan investment fund under the direction of the Trustees of the Diocese. Most diocesan and parish trust and endowment funds are invested in the Unit Fund. Distributions are received quarterly at a rate determined by the Trustees, currently 1.25% of the average market value of assets over the prior twelve quarters. A subsidiary of the firm of Hickock & Boardman has provided investment management services to the Trustees since October 1, 2006. Since then fund performance has generally exceeded relevant market indices. Trust revenues are shown in the proposed budget as restricted and unrestricted.

Trust Revenues - Unrestricted (Line 9) includes income that is available for any purpose from the Diocesan Endowment Fund and other investments held in trust for benefit of the Diocese.

Trust Revenue-Restricted (Line 10) has donor-designated instructions regarding how earnings on these assets must be used. These revenues help fund items noted in the budget as “Supported by Line #10” or “SBL #10.” Restricted funds included in Line 10 are these:

- The *Aged and Infirm Clergy Fund* for the benefit of older clergy.
- The *Bryant Fund* for helping small parishes that cannot support full-time clergy.
- *Campus Ministry* restricted for the benefit of University of Vermont campus ministries.
- The *Episcopal Fund*, which defrays compensation and associated expenses of the Bishop.
- The *Permanent Fund for Human Needs* used for outreach grants to food and warmth programs.
- The *Seminarian Fund*, for defraying educational costs for those from Vermont seeking Holy Orders.
- The *Wilder Fund*, which has been used at the Bishop’s discretion to cover maintenance expenses, particularly salary and benefits for maintenance staff.

Grants and Support for Stewardship Development Position (Line 13) This position is fully funded for its first three years (2008-2010) through grants from the Hunt Fund (around $50,000 for 2008) and from withdrawals of principal currently invested in the Diocesan Unit Trust; 2010 is the final year of this commitment. Incorporating and budgeting for this position within the 2011 Diocesan budget without this line of support will present a significant financial challenge.

Grants Supporting the Ministry Support Team (Line 14) The work of the ministry developers is partially funded by a grant from the Lilly Foundation for $10,000.

Other Income – Mountain Echo Contributions (Line 15) Until 2009, the Mountain Echo was funded in part through annual contributions from you and other readers through a special annual ingathering. This mechanism of income generation is terminated in the 2010 budget and beyond.

Support from Funds Available to the Bishop (Line 17) is graciously increased by Bishop Ely during this transition year of re-visioning our Diocesan mutual ministry.
EXPENSES

1. THE EPISCOPAL CHURCH

Episcopal Church Covenant (Line 20) The Episcopal Church budget, adopted at General Convention every three years, is funded primarily through support from the 108 dioceses that make up The Episcopal Church (TEC). In 2012, General Convention’s assessment formula is resetting to 19% of Diocesan operating income. Diocesan Council continues to be committed to increasing our percentage annually until we reach 19%. Our actual dollar increase in support over last year is $7450.

Province I Assessment (Line 21) is comprised of the Dioceses of Maine, New Hampshire, Massachusetts, Western Massachusetts, Rhode Island, Connecticut, and Vermont. The Provincial decision-making body is its Synod, made up of elected representatives from each Diocese. The Province facilitates networking among a variety of ministries and leaders in the seven dioceses. There are gatherings of people engaged in dismantling racism, environmental issues, deployment, safe church education, youth and social ministries, as well as diocesan administrators and finance personnel. We intend to fully meet our commitment in 2010.

Provincial Synod Deputies’ Expense (Line 22) Previously budgeted amounts ($300 in 2009) have covered a very small percentage of deputy’s actual expenses; this is deleted in 2010.

Oversight & Audit (Line 23) Annual audit of diocesan finances is required by national canon. The Oversight & Audit Committee selects and contracts with the independent auditor, and it receives and reviews the audit report. Recent accounting changes may create future savings. The projected expense is generally in line with that for other organizations the size and complexity of our Diocese. Auditing is complete through 2006; with 2007 scheduled for completion soon.

Reserve for General Convention (Line 106 and 107) General Convention met in Anaheim, California in 2009. This line supports travel expenses for our deputation to attend. The balance in the reserve at the end of 2009 will be dissolved. These items return to 9. APPROPRIATIONS.

2. OUTREACH

Continuing in the 2010 budget is the bifurcation of our diocesan outreach and social justice initiatives into two categories, Domestic and Global, enabling better tracking of our compliance with the 2005 Diocesan Convention resolution embracing the Millennium Development Goals. Both lines are now equally funded and more fully described below.

Outreach and Social Justice – Global (Line 27) We have resolved to invest 7/10ths of 1% of our diocesan budget to Millennium Development Goals. The Global Reconciliation Committee identifies and determines gifts to organizations, programs and causes directly supporting some such as Cristosal and the Global Aids Initiative, or providing matching funds for your individual parish’s initiated projects.

Outreach and Social Justice – Domestic (Line 28) This committee, in collaboration with subcommittees and local parishes, works to enhance our voice for social justice. Causes supported in prior years have included the Upper Valley Interfaith Project, Vermont Interfaith Action, affordable elderly housing, children’s advocacy, the Vermont Campaign to End Childhood Hunger, fuel assistance, the Vermont Low Income Advocacy Council, and Camp Agape, the latter serving Vermont children with incarcerated parents. Supported in part by Line 10.
The diocese also provides help for those in need in many other ways including through the McClure IV outreach initiatives, the Bishop’s Discretionary Fund and through local congregations.

3. MINISTRY SUPPORT TEAM

The personnel costs associated with the diocesan Ministry Support Team (dMST) comprise the largest [60%] portion of the Diocesan budget. Diocesan Council continues to make funding of the dMST a priority.

Currently, the full time members of the dMST are the Bishop, Canon to the Ordinary, Minister for Stewardship Development, Financial Administrator, Executive Assistant, and Administrative Assistant; part-time members of the dMST are four Ministry Developers, the Communications Minister, and the Office Receptionist. The Diocesan Registrar and Historiographer serves as a volunteer member of the dMST.

Seven members of the dMST have their primary office at Rock Point, while six members work from other locations in the Diocese. The full team meets together quarterly for continuing education and sharing. The Bishop, Canon, Stewardship Minister, Communications Minister and Ministry Developers meet monthly in different locations around the diocese for the purpose of coordinating their ministry to and with congregations and to support one another in various ministries. All members of the dMST have direct contact with congregations, committees, commissions and institutions of the diocese. All members of the dMST serve to support and encourage the mission and ministry of the diocese at the local level and beyond. The broad range of expertise and experience represented in this team is a key asset for our diocese. The team is here to support the ministry of the diocese as that ministry is carried out on the local, deanery, diocesan and national levels.

Diocesan Historiographer (Line 31) does research for various Diocesan Officers and is organizing, preserving, and restoring diocesan history. Many volumes have been restored and de-acidified to date. This budget line is for supplies and the costs of restoration. The time Elizabeth Allison, Diocesan Registrar and Historiographer, spends on these projects is truly a gift to our Diocese.

Personnel-Salaries and Benefits (Lines 32 and 33) Line 32 reflect a reduction in total personnel salaries and benefits from 2009 of over $45,000 in order to produce a balanced budget. The bishop is working to distribute these reductions, and once final determination is made, Appendix A will be made available. Supported in part by Lines 10, 13 and 14. The total reflects an anticipated 8% growth in healthcare plan costs.

Companions (Line 34) Seven Companions work in collaboration with the Ministry Developers. The Companions’ ministry includes working with congregations in transition, enhancing and supporting leaders within the congregations, assisting in discerning and forming local ministry support teams and guiding and supporting the development of connections between baptismal ministries and the ways of living daily life. The money budgeted helps to provide on-going training for the Companions.

Assimilation of Minister of Stewardship Development Expenses (Lines 39, 44, 46 and 47) These lines are adjusted to realistically account for the office support expenses incurred by the addition of this position within the dMST.

Telecommunications (Line 48) This line’s increase demonstrates our investment in enhanced efficient communications.
4. COMMISSION ON MINISTRY

The Commission on Ministry plays a key role in life of our Diocese, including:  a) assistance in the understanding that all baptized persons are called to minister in Christ’s name, to identify their gifts with the help of the Church and to serve Christ’s mission at all times and in all places; and b) assistance in understanding that all baptized persons are called to sustain their ministries through commitment to life-long Christian formation.

Seminarians (Line 51) are supported in full by Line 10.

Committee on Christian Formation (Line 52) helped to develop the program for this Convention. The Committee on Christian Formation assists congregations with resources and training for lay ministries, promotes continuing education and life-long Christian formation for persons of all ages, and helps to discern and equip baptismal vocations. This line increased due to its priority in Diocesan financial stewardship.

The Committee on Discernment (Line 53) works with and supports individuals and congregations involved in discernment processes involving vocations to ordained ministries.

5. ECUMENISM

Campus Ministry (Line 57) Our share of the cost for Cooperating Christian Ministry (CCM) at the University of Vermont is fully funded by earnings on restricted funds included in Line 10. The Cooperative Christian Ministry at the University of Vermont (UVM) is a welcoming and inclusive Christian presence serving all Protestants, as well as seekers and inquirers. The ministry seeks to build spiritual community, create safe and engaging environments for reflection, discussion, and action, and nurtures connections between faith and daily life. Its ministry is highly ecumenical and is sponsored by six mainline Protestant denominations: American Baptist, Episcopal, Lutheran, Presbyterian, United Church of Christ, United Methodist. CCM is dedicated to serving as a stimulus for the spiritual journey of UVM’s students, staff, administration, and faculty and as a voice of conscience within the university community. CCM does this regardless of gender, ethnicity, race, sexual orientation, age, religion, and able-bodiedness.

VT Ecumenical Council & Bible Society (Line 58). Eight member denominations affirm their support for the ecumenical movement: for Christian unity and its visible expression in common life, witness and vision. This organization creates the only regular meeting in Vermont of these denominational executives and representatives. Unfortunately, the Roman Catholic Diocese of Burlington has recently withdrawn its membership.

6. INSTITUTIONS

Brookhaven (Line 62) is an Episcopal sponsored residential and day primary education center for boys in distress; received full funding from the State of Vermont for 2010. Therefore, its board requested we continue our prayerful support, but without a financial contribution in 2010.

Bishop Booth Conference Center (Line 63) now includes the Diocesan grant for the Center’s Rock Point Summer Camp program, which is budgeted for $15,000 on this line. BBCC operated with a deficit in 2007 and 2008; as support to BBCC, Diocesan Council has provided an interest-free secured line of credit of $150,000, which has been partially repaid, leaving a balance of $85,000. This money still exceeds the total appropriated cash reserve of the Diocese; expenses normally defrayed by these funds must now be paid from present year operating cash.
7. PROGRAM MINISTRIES

Cathedral Chapter (Cathedral without Walls) (Line 66) The Chapter strives to serve as a model for innovation in liturgy and Christian formation, and as a catalyst for new initiatives. The “Cathedral without Walls” program includes the Christian Meditation Center which supports Christian Meditation Days and weekly groups throughout the Diocese, a school for meditation teachers, and various conferences. Other examples of the diverse programs and activities are a guest preacher program, music and arts events such as Taizé Evening Prayer, the African Children’s Choir, and various other conferences and retreats.

Communications (Line 67) In 2010 the Mountain Echo will be published only four times. The basic cost for printing and mailing is approximately $7.00 per household. The cost of the Mountain Echo is no longer partly offset by subscription revenues raised by this committee and previously shown in Line 15, which is now terminated. Our award-winning Communications Minister, Anne Brown, will be taking a well earned sabbatical; utilizing her educational component to gain further training in web-based technology.

Living Stones Partnership (Line 68) The Living Stones Diocesan Partnership is dedicated to providing mutual support for dioceses engaged in developing baptismal ministry. The Living Stones dioceses gather annually to share ideas, support, critique, and learn from one another.

Accessibility Committee (Line 69) continues to work on ways to make our parishes and missions more welcoming to all people. This diocesan resource is a place where new ideas, insights, and practical solutions can be studied and offered to all of our parishes. As another example of creative financial stewardship, this committee routinely finds alternative funding and materials resources.

Dismantling Racism Commission (Line 70) helped develop the program for this Convention. The Commission’s work includes identifying or creating and administering programs to foster an inclusive, diverse, anti-racist diocese. The Commission has embraced the idea of funding in two-year cycles of “low” years focused mainly on planning activities and “high” years focused mainly on implementation.

Fresh Start (Line 71) supports newly called priests and their congregations, providing program materials and facilitated meetings to create successful partnerships and to ease transition issues.

Retired Clergy (Lines 72-74) are supported by earnings from the Aged & Infirm Fund’s endowment, which is restricted to this purpose. The cost of providing medigap insurance and supplemental pensions to retired clergy has declined because of attrition in the population of retired priests and spouses receiving these benefits. As a result the earnings from this Fund are now adequate to fully fund Lines 73-74 and to provide support for the Chaplaincy to the Retired (Line 72).

Committee on Environment (Line 75) is a newly established committee resulting from the theme and action of last year’s Convention.

Treasurers & Wardens Workshop (Line 78) The budgeted amount will help provide updated resources for these annual workshops, including Vestry Handbooks and updated Treasurer and Audit Committee Handbooks.

8. DIOCESAN STRUCTURE

Rock Point Board (Line 83) and Rock Point Property Manager (Line 84) The Board oversees the protection and maintenance of the Rock Point buildings and grounds and the operation of the Bishop Booth Conference Center. They are funded in part by endowment earnings restricted for that purpose, but those earnings are never adequate to cover all the expenses the Board must incur in fulfilling its mission. Construction of new
sewer lines is an example of the sort of expenses faced by the Board. This grant from the diocesan budget helps the Board to balance their own budget. The Diocesan budget also pays compensation and benefits expense for the Rock Point Property Manager.

Committee Meetings (Line 89) is a previously unfunded line, but now has priority, as we envision utilizing telecommunications technology for improve efficiency, effectiveness and wider participation for every Diocesan committee.

Standing Committee (Line 91) will conduct a Diocesan Ministry Review with Bishop Ely in 2010, requiring increased expenditures for consultants and documentation.

Use of Cathedral Facilities (Line 93) The Diocese makes use of the Cathedral’s facilities, with attendant costs for utilities, set-up and take-down, and the like. For many years it has paid the Cathedral $6,000 annually to help defray these costs. Prior to 2009, budgets have simply deducted the $6,000 from the Cathedral assessment and shown the net amount in Appendix B. This budget continues the change implemented last year; includes the full Cathedral assessment ($93,177) in Parish Support (Line 8) and the offsetting expense in this Line 93. The net impact on the diocesan budget is zero.

9. APPROPRIATIONS

Lines 104-114 We set these amounts aside to build funds for large expenses that do not occur on an annual basis. This allows us to spread these costs evenly over several budget years. As explained in the Bishop Booth Conference Center (Line 63), these cash reserve funds were exhausted to create the operating loss secured interest-free loan to the BBCC. There are mechanisms for partial repayment, if these reserves are required in any quarter.
<table>
<thead>
<tr>
<th>LINE</th>
<th>REVENUES</th>
<th>TOTAL 2009 BUDGET</th>
<th>Proposed 2010 Budget</th>
<th>COMMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>8.</td>
<td>Parish Support for Diocesan Ministry</td>
<td>849,717</td>
<td>869,715</td>
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<tr>
<td>9.</td>
<td>Trust Revenues - Unrestricted</td>
<td>140,712</td>
<td>116,844</td>
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<td>10.</td>
<td>Trust Revenues - Restricted</td>
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<td>47,928</td>
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<td>11.</td>
<td>Administrative Support - Unit Fund</td>
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<td>15,000</td>
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<td>12.</td>
<td>Support from the Hunt Fund</td>
<td>15,000</td>
<td>15,000</td>
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<tr>
<td>13.</td>
<td>Grants/Support for Stewardship Development Pos.</td>
<td>110,000</td>
<td>110,000</td>
<td>3rd year of three-year funding commitment.</td>
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<tr>
<td>14.</td>
<td>Grants for Ministry Support Team</td>
<td>20,000</td>
<td>10,000</td>
<td>Lilly Foundation $10,000</td>
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<tr>
<td>15.</td>
<td>Communications (Mtn Echo Contributions)</td>
<td>8,000</td>
<td>-</td>
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<td>16.</td>
<td>Bank Interest Income/Other Donations</td>
<td>3,000</td>
<td></td>
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<td>17.</td>
<td>Support from Funds Available to the Bishop</td>
<td>15,000</td>
<td>27,288</td>
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<td>18.</td>
<td><strong>TOTAL REVENUES</strong></td>
<td><strong>1,231,372</strong></td>
<td><strong>1,211,775</strong></td>
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<table>
<thead>
<tr>
<th>EXPENSES</th>
<th>TOTAL 2009 BUDGET</th>
<th>Proposed 2010 Budget</th>
<th>COMMENT</th>
</tr>
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<tbody>
<tr>
<td>19.</td>
<td><strong>The Episcopal Church (TEC)</strong></td>
<td></td>
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<tr>
<td>20.</td>
<td>The Episcopal Church Covenant</td>
<td>161,077</td>
<td>168,527</td>
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<td>Province I Assessment</td>
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<td>7,224</td>
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<td>22.</td>
<td>Provincial Synod Deputies' Expense</td>
<td>300</td>
<td>-</td>
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<td>23.</td>
<td>Oversight &amp; Audit</td>
<td>12,500</td>
<td>12,500</td>
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<td>24.</td>
<td><strong>Total TEC</strong></td>
<td><strong>180,592</strong></td>
<td><strong>188,251</strong></td>
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<tr>
<td>25.</td>
<td><strong>Outreach (OUT)</strong></td>
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<td></td>
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<tr>
<td>26.</td>
<td>Outreach &amp; Social Justice - Global Reconciliation MDG</td>
<td>8,619</td>
<td>8,500</td>
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<td>27.</td>
<td>Outreach &amp; Social Justice - Domestic</td>
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<td>8,500</td>
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<td>28.</td>
<td><strong>Total OUT</strong></td>
<td><strong>19,519</strong></td>
<td><strong>17,000</strong></td>
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<td>29.</td>
<td><strong>Ministry Support Team (MST)</strong></td>
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<td>30.</td>
<td>Diocesan Historiographer</td>
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<td>3,400</td>
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<td>31.</td>
<td>Personnel - Salaries</td>
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<td>470,823</td>
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<td>32.</td>
<td>Personnel - Benefits</td>
<td>196,569</td>
<td>209,994</td>
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<td>33.</td>
<td>Diocesan Companions Training</td>
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<td>850</td>
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<td>Continuing Ed - Bishop</td>
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<td>1,200</td>
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<td>Deployment</td>
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<td>Professional Development - Ministry Support Team</td>
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<td>37.</td>
<td>Travel &amp; Meetings - Bishop</td>
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<td>11,881</td>
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<td>38.</td>
<td>Travel &amp; Meetings - Ministry Support Team</td>
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<td>40,000</td>
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<td>EXPENSES (cont'd.)</td>
<td>TOTAL 2009 BUDGET</td>
<td>Proposed 2010 Budget</td>
<td>COMMENT</td>
</tr>
<tr>
<td>-------------------</td>
<td>------------------</td>
<td>----------------------</td>
<td>---------</td>
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<tr>
<td>40. Computer Technology &amp; Equipment Costs</td>
<td>2,000</td>
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<td>41. Equipment Purchase - Office Equipment &amp; Technology</td>
<td>2,550</td>
<td>2,550</td>
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<td>42. Insurance - Diocesan Workers' Comp</td>
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<td>4,604</td>
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<td>43. Management Information System</td>
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<td>44. Office Supplies &amp; Expenses</td>
<td>8,500</td>
<td>16,000</td>
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<td>45. Payroll Service Fees</td>
<td>1,800</td>
<td>1,800</td>
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<td>46. Postage</td>
<td>4,250</td>
<td>4,000</td>
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<td>47. Printing</td>
<td>850</td>
<td>1,700</td>
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<tr>
<td>48. Telecommunications</td>
<td>6,800</td>
<td>10,000</td>
<td>Increase use of teleconferencing to avoid travel expense</td>
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<td><strong>Total MST</strong></td>
<td>793,147</td>
<td>790,937</td>
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<td>49. 4. Commission on Ministry (COM)</td>
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<td>50. Seminarians</td>
<td>2,095</td>
<td>1,812</td>
<td>Supported in full by Seminarian Fund (L10) EFM License (1500); Resource Ctr. (1000); CE (2500); Youth Ministry (2000)</td>
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<td>51. Committee on Christian Formation (COM:CCF)</td>
<td>8,500</td>
<td>10,000</td>
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<td>52. Committee on Discernment (COM:COD)</td>
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<td><strong>Total COM</strong></td>
<td>14,095</td>
<td>15,312</td>
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<td>53. 5. Ecumenism (ECU)</td>
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<td>54. Episcopal Ecumenical Assessment</td>
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<td>55. Campus Ministry</td>
<td>8,712</td>
<td>7,450</td>
<td>Supported in full by Campus Ministry Fund (L10)</td>
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<td>56. VT Ecumenical Council &amp; Bible Society Support</td>
<td>4,200</td>
<td>4,200</td>
<td>Future Uncertain</td>
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<td>57. Diocesan Ecumenical Officers</td>
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<td><strong>Total ECU</strong></td>
<td>13,112</td>
<td>11,850</td>
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<td>58. 6. Institutions (INS)</td>
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<tr>
<td>59. Brookhaven</td>
<td>1,000</td>
<td>-</td>
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<tr>
<td>60. Bishop Booth Conference Center (BBCC)</td>
<td>25,000</td>
<td>15,000</td>
<td>Contribution to summer camp program (15,000); No BBCC Subsidy for operations</td>
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<td><strong>Total INS</strong></td>
<td>26,000</td>
<td>15,000</td>
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<tr>
<td>61. 7. Program Ministries (PRO)</td>
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<td></td>
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<tr>
<td>62. Cathedral Chapter (Cathedral Without Walls)</td>
<td>2,500</td>
<td>2,500</td>
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<tr>
<td>63. Communications (The Mountain Echo)</td>
<td>27,450</td>
<td>12,000</td>
<td>Re-evaluate communication strategies</td>
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<tr>
<td>64. Living Stones Partnership</td>
<td>2,500</td>
<td>2,000</td>
<td></td>
</tr>
<tr>
<td>65. Accessibility</td>
<td>250</td>
<td>-</td>
<td></td>
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<tr>
<td>66. Dismantling Racism Commission</td>
<td>2,000</td>
<td>2,000</td>
<td></td>
</tr>
<tr>
<td>67. Fresh Start</td>
<td>2,500</td>
<td>2,000</td>
<td></td>
</tr>
<tr>
<td>68. Chaplain to the Retired Clergy</td>
<td>2,700</td>
<td>2,700</td>
<td>Supported in full by Aged &amp; Infirm Fund (L10)</td>
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<tr>
<td>69. Retired Clergy Medigap Insurance</td>
<td>10,000</td>
<td>7,150</td>
<td>Supported in full by Aged &amp; Infirm Fund (L10)</td>
</tr>
<tr>
<td>70. Retired Clergy Pension Supplements</td>
<td>4,200</td>
<td>4,200</td>
<td>Supported in full by Aged &amp; Infirm Fund (L10)</td>
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<tr>
<td>71. Committee on Environment</td>
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<td>500</td>
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<tr>
<td>72. Safe Church Training</td>
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<td>2,000</td>
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<tr>
<td>73. Stewardship Committee</td>
<td>1,000</td>
<td>1,000</td>
<td></td>
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<tr>
<td>74. Treasurers &amp; Wardens Workshop</td>
<td>500</td>
<td>500</td>
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<tr>
<td><strong>Total PRO</strong></td>
<td>58,100</td>
<td>38,550</td>
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</table>
### Expenses (cont'd.)

<table>
<thead>
<tr>
<th>EXPENSES (STR)</th>
<th>TOTAL 2009 BUDGET</th>
<th>PROPOSED 2010 Budget</th>
<th>COMMENT</th>
</tr>
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<tbody>
<tr>
<td>8. Diocesan Structure (STR)</td>
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<tr>
<td>81 Episcopal Relief &amp; Dev. Coordinator Expense</td>
<td>700</td>
<td>700</td>
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<tr>
<td>82 UTO Coordinator Expense</td>
<td>300</td>
<td>300</td>
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<tr>
<td>83 Rock Point Board</td>
<td>8,000</td>
<td>8,000</td>
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</tr>
<tr>
<td>84 Rock Point Property Manager</td>
<td>53,042</td>
<td>55,575</td>
<td>Includes estimated health insurance increase</td>
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<tr>
<td>85 Utilities - Dio Office/Bishop's House/Prop Mgr</td>
<td>28,000</td>
<td>30,000</td>
<td>Supported in part by Institute Fund (L10)</td>
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<tr>
<td>86 Insurance - Diocesan Property/Liability/Auto</td>
<td>5,115</td>
<td>5,600</td>
<td>Supported in part by Concord Fund (L10)</td>
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<tr>
<td>87 Dispatch of Business</td>
<td>3,400</td>
<td>3,400</td>
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<tr>
<td>88 Diocesan Chancellor</td>
<td>850</td>
<td>850</td>
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<tr>
<td>89 Committee Meetings</td>
<td>-</td>
<td>2,000</td>
<td>Use of technology for Committee Meetings</td>
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<tr>
<td>90 Legal Fees</td>
<td>-</td>
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<tr>
<td>91 Standing Committee</td>
<td>700</td>
<td>1,500</td>
<td>Diocesan Ministry Review due in 2010</td>
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<tr>
<td>92 Subscriptions and Dues</td>
<td>1,500</td>
<td>1,500</td>
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<tr>
<td>93 Use of Cathedral Facilities</td>
<td>6,000</td>
<td>6,000</td>
<td>Cathedral assessment (L8) and usage cost now shown gross.</td>
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<td>94 Total STR</td>
<td>107,607</td>
<td>115,425</td>
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<td>95 Appropriations (APP)</td>
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<td>Estimated Reserve Balances at 12/31/09</td>
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<td>96 Reserve - Bishop's House Maintenance Fund</td>
<td>750</td>
<td>1,500</td>
<td>750</td>
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<tr>
<td>97 Reserve - Bishop's Vehicle</td>
<td>2,500</td>
<td>2,000</td>
<td>3,819</td>
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<td>98 Reserve - Episcopal Election Expenses</td>
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<td>2,000</td>
<td>26,250</td>
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<td>99 Reserve - Ecclesiastical Court</td>
<td>100</td>
<td>100</td>
<td>3,050</td>
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<td>100 Reserve - Lambeth Conference</td>
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<tr>
<td>101 Reserve - Legal Expenses</td>
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<td>102 Reserve - DMST Sabbatical Fund</td>
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<td>103 Reserve - Office Equipment/Technology</td>
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<td>6,000</td>
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<td>104 Reserve - Triennial Deployment Conference</td>
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<td>350</td>
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<td>105 Reserve - Triennial EYE</td>
<td>1,000</td>
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<td>4,407</td>
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<td>106 Reserve - Dio Youth - General Convention</td>
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<tr>
<td>107 Reserve - Triennial General Convention +ECW</td>
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<td>10,000</td>
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<tr>
<td>108 Total APP</td>
<td>19,200</td>
<td>19,450</td>
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<tr>
<td>109 TOTAL EXPENSES &amp; APPROPRIATIONS</td>
<td>1,231,372</td>
<td>1,211,775</td>
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</tbody>
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### Budget Summary

<table>
<thead>
<tr>
<th>BUDGET SUMMARY</th>
<th>BUDGETED 2009</th>
<th>PROPOSED 2010</th>
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<tbody>
<tr>
<td>110 TOTAL REVENUES</td>
<td>1,231,372</td>
<td>1,211,775</td>
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<tr>
<td>111 TOTAL EXPENSES &amp; APPROPRIATIONS</td>
<td>1,231,372</td>
<td>1,211,775</td>
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<tr>
<td>112 SURPLUS (DEFICIT)</td>
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<td>TOWN</td>
<td>PARISH</td>
<td>2009 SUPPORT</td>
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<tr>
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<tr>
<td>ALBURGH</td>
<td>ST.LUKE'S</td>
<td>1,220.00</td>
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<td>ARLINGTON</td>
<td>ST.JAMES'</td>
<td>17,981.00</td>
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<td>BARRE</td>
<td>GOOD SHEPHERD</td>
<td>9,339.00</td>
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<td>BELLOWS FALLS</td>
<td>IMMANUEL</td>
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<td>BENNINGTON</td>
<td>ST.PETER'S</td>
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<td>BETHEL</td>
<td>CHRIST CHURCH</td>
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<td>ST.THOMAS &amp; GRACE</td>
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<td>BRATTLEBORO</td>
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<td>ST.ANDREW'S</td>
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<td>ST.JAMES'</td>
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EPISCOPAL DIOCESE OF VERMONT  
Year 2010 Budget  
APPENDIX B continued

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*  No Parochial Report Received  

NOTE: 2010 Assessments are Subject to Change
CANONICALLY RESIDENT CLERGY as of 6/30/09

AUBERT, The Rev. Keri (12/18/05) Interim Priest, All Saints, South Burlington
BAKER, The Rev. Stan (1/6/09) Deacon, St. Paul’s Cathedral, Burlington
BAXTER, The Rev. Lisette (03/27/1984) Priest, Rector and Pastor, St. Andrew’s, Colchester
BENNETT, The Rev. Canon Thaddeus (10/15/2001) Priest, Rector, St. Mary’s in the Mountains, Wilmington
BOONE, The Rev. Arthur (06/02/1969) Retired Priest
BORDEN, The Rev. Robert (07/14/2001) Priest, Christ Church, Bethel
BOYER, The Rev. Canon Donald (11/22/1958) Retired Priest
BOYER, The Rev. Marcia (07/01/1976) Retired Priest
BRANNOCK-WANTER, The Rev. Christina (10/04/2000) Priest, Rector, St. James, Woodstock
BROWN, The Rev. Dr. Reed (06/11/1963) Retired Priest
BROWNE, The Rev. Janet Kelly (06/02/1974) Priest in Partnership, Grace Church, Sheldon
CHADWICK, The Rev. Thora (01/01/1995) Priest, Vicar, St. Luke’s, Alburgh
CHASE, The Rev. Benjamin (10/19/1973) Retired Priest
COLLINS, The Rev. Diana L.G. (06/15/1993) Deacon, St. Mark’s, Springfield
COMEAU, The Rev. Molly (05/29/1982) Priest
CRANE-COYNE, The Rev. Canon Peggy (05/31/1994) Retired Priest
CREWE, The Rev. Hayward (06/15/1958) Retired Priest
DAVIDSON, The Rev. Willaim A. (Diocese of Vermont) Retired Priest
DYSON, The Rev. Martha (02/18/1999) Priest
EBERHARDT, The Rev. Timothy (01/04/1981) Priest, Rector, St. John’s, Randolph
ELLIS, The Rev. Russell (03/07/1956) Retired Priest
EMERSON, The Rev. Angela (11/4/08) Priest, Diocesan Minister for Stewardship Development
FARRELL, The Rev. Reid (07/21/04) Priest, Rector, Holy Trinity, Swanton
FERRY, The Rev. Margaret Lee (10/9/09) Priest in Partnership, St. John the Baptist, Hardwick
FISHER, The Rev. Kevin (08/14/08) Priest, Rector, Church of the Good Shepherd
FLETCHER, Margaret (04/18/09) Priest in Partnership, St. Thomas & Grace, Brandon
FULLER, Sr., The Rev. Steven (11/19/2002) Priest, Bellows Falls Ministry Support Team
GANTER, The Rev. David (Diocese of Vermont) Deacon, St. Matthews, Enosburg Falls
GANTER, The Rev. Terence P. (3/27/06) Priest, Rector, St. Stephen’s, Middlebury
GRAZ, The Rev. Paul (06/12/1971) Interim Priest, Slate Valley Ministry
HAAK, The Rev. Mary (06/07/2003) Deacon, Bellows Falls Ministry Support Team
HALL, The Rev. David (10/15/1989) Priest, Rector, Christ Church, Montpelier
HAWKINS, The Rev. Penelope (06/22/1988) Deacon, St. Peter’s, Bennington
HAYWARD, The Rev. Dennis (11/06/1990) Retired Priest
HENRAULT, The Rev. Armand (01/06/2009) Deacon, St. Andrew’s, St. Johnsbury
HILL, The Rev. Joel (10/16/06) Deacon, St. Michael’s, Brattleboro
IRVING, The Rev. Canon Stanley (03/01/1961) Retired Priest
KEENAN, The Rev. Dr. John (05/20/1966) Priest-in-Charge, St. Mark’s, Newport
KEIZER, The Rev. Garret (06/16/1992) Retired Priest
LARCOMBE, The Rev. David (12/07/04) Priest
LEE, The Rev. Robert (10/22/2000) Priest, St. Paul’s, Canaan. 51 Park Street, Canaan
LLOYD, The Rev. Sharon (04/01/1988) Priest
MACDONALD, The Rev. Jean (12/12/1997) Priest in Partnership, St. Andrew’s, St. Johnsbury
MALONEY, The Rev. Linda (03/04/2005) Priest, Enosburg Falls
MARANVILLE, The Rev. Irvin (10/19/1986) Retired Deacon
MARQUESS, The Rev. Judith (01/03/2005) Retired Deacon
MORRIS, The Rev. Donald (08/01/1991) Retired Priest
MORRIS, The Rev. John C. (01/03/1972) Priest, Rector, St. Martin’s, Fairlee
MOYSER, The Rev. George (05/31/1994) Retired Priest
OSBORN, The Rev. Sherry (10/16/06), Priest, Rector, St. Mark’s, Springfield
PELLERGRINI, The Rev. Lucy (06/05/2004) Deacon, St. Paul’s, Vergennes
PICKUP, Jr., The Rev. Ezra Alden (04/17/1960) Retired Priest
PIERSON, The Rev. Stewart (09/24/2001) Retired Priest
PRATT, The Rev. Mary (01/30/1981) Deacon
RANSOM, The Rev. Lisa (08/02/2001) Priest, Vicar, St. Dunstan’s, Waitsfield
RICHARDSON, The Rev. Melvin (10/30/1983) Retired Priest
RICHARDSON, The Rev. Shelie (12/01/2001) Priest, Christ Church, Bethel
RIDDICK, MD, The Rev. Daniel (06/18/1986) Retired Priest
ROOT, The Rev. Canon Diane (08/20/1998) Priest, Canon Missioner Three Rivers Regional Ministry, Canon Missioner, Church of Our Saviour, Killington
ROSE-CROSSLEY, The Rev. Ramona (04/07/1999) Retired Priest
SCHELL-LAMBERT, The Rev. Anita (10/14/2005) Priest, Rector, St. Peter’s, Bennington
SHERWIN, The Rev. Lawrence (06/15/1968) Priest, Counselor
SMITH, The Rev. Craig (05/21/1983) Priest, Rector, Trinity, Shelburne
STEFANIK, The Rev. Alfred (06/10/2008) Retired Priest
SUÁREZ O’HAGIN, The Rev. Zarina (05/21/2002) Deacon
UDELL, The Rev. C. Leland (10/19/1991) Retired Priest
VAN DINE, JR. The Rev. Canon Howard (06/11/1963) Retired Priest
WALTERS, The Rev. David (07/31/1971) Retired Priest
Diocesan Listings as of December 1, 2009

Accessibility Committee
Andrew Crane, Chair
The Rev. Dr. Reed Brown
Alice Daley
Kevin Morris

Alcohol and Drug Abuse Committee
Joe and Penny Hauser, Co-Chairs
Leslie Bryant
Anna Caleb
Martha Holden
Roy Morgan

Altar Guild (Diocesan)
Sarah Maynard, Directress
Betty Maynard, Secretary
Carol Walters, Treasurer
Suzanne Houston
Barbara Merrill

Bishop Booth Conference Center
20 Rock Point Circle, Burlington, VT 05408
Steve Antell, Manager

Brookhaven Treatment & Learning Center
Dr. Anthony Iazzio, Director PO Box 127, Chelsea, VT 05038

Brookhaven Trustees
James Kennedy, President (Term 1 to 2009)
Dale Willard, Vice President (Term 2 to 2010)
Sharon Ross, Secretary (Term 2 to 2009)
Brett Murphy, Treasurer (Term 2 to 2010)
Howard Clarke (Term 2 to 2011)
The Rev. Diana Collins (Term 1 to 2011)
Pam Macy (Term 1 to 2010)
Sue Rogers (Term 2 to 2011)
David Shuffleburg (Filling term to 2009)
The Rt. Rev. Thomas Ely, Ex Officio

Canons Committee (Terms to 2009)
Steve Marshall, Esq., Chair
Charity Downs, Esq.
Thomas Little, Esq., Chancellor
Lindsey M. Huddle, Esq.
The Rev. Don Morris
The Rev. Canon Howard Van Dine, Jr.

Cathedral Chapter
The Very Rev. Kenneth Poppe, Cathedral Dean
The Rt. Rev. Thomas C. Ely, Bishop
Lynn Bates, Canon to the Ordinary

Communications Committee
Anne Clarke Brown, Mountain Echo Editor
Leslie Black
Barbara Hoar
Judy Krum
Randall Krum
Marjorie Matthews
The Rev. John Morris

Commission on Ministry:
Commission on Christian Formation
The Rev. Joel Hill, Co-Chair,
(Term 1 to 2010)
Jenny Ogelby, Co-Chair, (Term 2 to 2009)
Colleen Gates (Term 1 to 2011)
Maggie Giffin (Term 1 to 2010)
The Rev. John Morris (Term 1 to 2011)
May Morris (Term 1 to 2011)
The Rev. Jud Pealer (Term 1 to 2009)
Genie Rayner (Term 2 to 2009)
Veronika Travis (Term 1 to 2010)
Alice Van Tuy (Term 2 to 2009)
Canon Lynn Bates, (Liaison to Bishop)
Connie Saeger-Proctor, Canon for Ministry Development
Lay Vacancy to 2011

Commission on Ministry:
Committee on Discernment
The Rev. Canon Tanya Wallace, Chair (Term 1 to 2010)
Beverly Barton (Term 1 to 2010)
Michael Hechmer (Term 1 to 2009)
The Rev. Harrison Heidel (Term 1 to 2011)
Libby Hillhouse (Term 2 to 2011)
The Rev. Victor Horvath (Term 1 to 2010)
The Rev. Sherry Osborn (Term 1 to 2010)
The Rev. Lucy Pellegrini (Term 1 to 2010)
The Rev. Shelie Richardson (Term 2 to 2011)
Beth Stanway (Term 2 to 2012)
Jon Sweeney, (Term 1 to 2009)

Congregational Support and Resources Committee
Bob Halverson, Chair
Don Crofut
Winnie Grace
Dorothy Wootton
The Rev. O. Larry Yarbrough
Canon Lynn Bates
The Rt. Rev. Thomas C. Ely, Ex Officio

Credentials Committee (Terms to 2009)
James Larkin, Secretary of Convention
The Rev. Lisette Baxter
John Rouleau

Deaneries and Deans
NORTHWEST DEANERY
The Rev. Linda Maloney, Dean

OTTER CREEK DEANERY
Vacant, Dean

SOUTHWEST DEANERY
Vacant, Dean

SOUTHEAST DEANERY
Pat Saul, Dean
The Rev. Jud Pealer, Sub Dean
Marija Cunningham, Secretary
Mary Dalton, Treasurer

THREE RIVERS DEANERY
Marjorie Matthews, Dean

CENTRAL VERMONT DEANERY
Vacant, Dean

NORTHEAST DEANERY
Glenn Christian, Dean

CHAMPLAIN DEANERY
Jenny Ogelby, Dean

Diocesan Companions
Susan Ohlidal, Coordinator
Leslie Black, Esq.
Jean Hancock
The Rev. Rolfe Lawson
The Very Rev. Diane Nancekivell

Diocesan Council Members
The Rt. Rev. Thomas C. Ely

Deanery Council Representatives:
Central Vermont Deanery
The Rev. Kevin Fisher
The Rev. Sr. Laurian Seeber
Champlain Deanery
Diane Rooney
Vacant
Northeast Deanery
Mary Ann Christian
Vacant
Northwest Deanery
The Rev. Reid Farrell
Helen Short

Otter Creek Deanery
The Rev. Terry Gleeson
Vacant
Southeast Deanery
Charlie Cunningham
Marija Cunningham
Southwest Deanery
2 Vacancies
Three Rivers Deanery
2 Vacancies
Members at Large
Sarah Benton
Lisa Eash
The Rev. Victor Horvath
The Rev. Scott Neal Scott
Alan Paul
Nicole Stevens
Vacant

Youth Representatives
2 Vacancies
Ex Officio Members
Lynn Bates, Canon to the Ordinary
Thomas Little, Esq., Chancellor
Wallace Good, Diocesan Treasurer

Diocesan Loan Review Committee
Joanna Taylor, Chair
Kevin Bisaccio
Tom Dyett
Bruce Howard
Ned McElroy
Bob Torrey

Diocesan Ministry Support Team
The Rt. Rev. Thomas C. Ely, Bishop
Canon Lynn Bates, Canon to the Ordinary
Elizabeth Allison, Registrar and Historiographer
Anne Clarke Brown, Communications Minister
Jackie Risen, Administrative Assistant
Angela Emerson, Minister for Stewardship Development
Julie Giguere, Financial Administrator
Jan Lawrence, Receptionist
Canon Susan Ohlidal, Canon for Ministry Development
Canon Connie Saeger-Proctor, Canon for Ministry Development
Patrick Sims, Executive Assistant
The Rev. Canon Jeanette Tweedy, Canon for Ministry Development

Diocesan Officers
The Rt. Rev. Thomas C. Ely, Bishop
Canon Lynn Bates, Canon to the Ordinary
Thomas Little, Esq., Chancellor
William Meub, Esq., Deputy Chancellor
Wallace H. Good, Jr., Diocesan Treasurer
Elizabeth Allison, Registrar and Historiographer
The Rev. Canon Thaddeus Bennett, Canon for Ministry Development and Deployment
The Rev. Thomas Brown, Ecumenical Officer
Peg Hamlin, Associate Ecumenical Officer
James Larkin, Secretary of Convention

Dismantling Racism Committee
The Rev. Nancy Vogele, 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
Margy Zabriskie
The Rt. Rev. Thomas C. Ely

Dispatch of Business Committee
James Larkin, Secretary of Convention Canon Lynn Bates, Assistant Secretary
The Rt. Rev. Thomas C. Ely
Laura Chase
Sarah Gallagher
John Rouleau
The Rev. Craig Smith

Earth Stewards Committee
The Rev. Angela Emerson
Susan Gratz
The Rev. Elizabeth Hilgartner
Frances Huessy
Daniel MacDonald
Ron McGarvey
Denise Noble
The Rev. Lisa Ransom
The Rev. Anita Schell-Lambert, Chair
The Rev. Sr. Laurian Seeber

Ecclesiastical Court
The Rev. Marsha Boyer, Presiding Judge
The Rev. Paul Brannock-Wanter
Bert Cicchetti
The Rev. Dr. Lee Alison Crawford
Martha Holden
The Rev. Mary Mansfield
Christopher Wesolowski

Leslie Black, Esq., Alternate
The Rev. Robert Borden, Alternate
Donna Reidt, Alternate
The Rev. Carole Wageman, Alternate

Episcopal Relief and Development
Co-Coordinators Kathleen Cooke, Kristin Wood

Fresh Start
Facilitators Canon Lynn Bates
The Rev. Elizabeth Hilgartner
The Rev. Canon Jeanette Tweedy

General Convention Deputies 2009
Thomas Little, Esq., Head of Deputation Anne Clarke Brown
Nanci Gordon
Jennifer Ogelby
The Rev. John Morris
The Rev. Dr. Lee Alison Crawford
The Rev. Thomas J. Brown
The Rev. Canon Tanya Wallace
Alternates:
The Rev. Reid Farrell
The Rev. Linda Maloney
The Rev. Carole Wageman
The Rev. Jud Pealer
Steven Smith
Scott Paul
Duncan Tingle
Mary Carlson

Living Stones
The Rev. Canon Diane Root, Coordinator

Mountain Echo
Anne Clarke Brown, Editor

Nominating Committee
Polly Larkin, Chair
Laurel Broughton
The Rev. Timothy Eberhardt
Barbara Hoar
The Rev. Victor Horvath
The Rev. John Mitchell
The Rev. Stewart Pierson
George B. Spear

Outreach & Social Justice Committee: Global Mission
The Rev. Dr. Lee Alison Crawford, Chair Richard E. Bower
Anne Brown
Laura Chase
The Ven. Catherine Cooke
Margo Fletcher
Mary Gerish
Susanna Grannis
Craig Hammond
The Rev. Joel Hill
Diane Nancekivell
Michelle Peattie
Marcia Stone
Margy Zabriskie
Sandy Zabriskie

Outreach & Social Justice Committee: Domestic
Laura Chase, Chair
Lori Borden
Nancy Bower
The Ven. Catherine Cooke
Ron Corkins
Peter D. Galbraith
The Rev. Mary Haas
Bob Halverson
The Rev. Stewart Pierson
Marcia Stone
Margy Zabriskie

Oversight & Audit Committee
James Harder, Chair
The Rev. Gary Eley
The Rev. Peter McLean
The Rev. John Mitchell
Alice Rouleau
Cynthia Watters
Diocesan Treasurer, Ex Officio

Province One (New England)
Marge Burke, President
Susan Ohlidal, Executive Director

Province One Stewardship Conference Design Team
The Rev. Angela Emerson
Roy Morgan
The Rev. Congreve Quinby

Provincial Synod
The Rev. Dr. Lee Alison Crawford
Michelle Peattie
The Rev. Anita Schell-Lambert

Resolutions Committee
Laura Chase, Chair
Mike Austin
The Rev. Jane Garrett
Nanci Gordon
The Rev. Judson Pealer

The Rev. Gunnar Urang

Retired Clergy Pastoral Support
The Rev. Stewart Pierson
The Rev. Al and Claire Stefanik

Rock Point Board
The Rev. Ken Hitch, President (Term 1 to 2010)
Iris Darling, Vice President (Term 1 to 2009)
Carol Hood-Cross, Treasurer (Term 2 to 2010)
Laurel Broughton (Term 1 to 2011)
Alice Daley (Term 1 to 2009)
John King, Chair Bldg/Grounds (Term 1 to 2009)
Bob Laidman, Jr., Chair Program (Term 1 to 2010)
Travis Lamberton (Term1 to 2011)
The Rev. David Larcombe (Term 1 Bishop’s Appointment to 2010)
Charlie Roff (Term 1 Bishop’s Appointment to 2011)
The Rev. Craig Smith (Term 1 to 2011)
The Rt. Rev. Thomas Ely, Ex Officio
Vacancy (Bishop’s Appointment to 2009)
Board Resources: Canon Lynn Bates, Chuck Courcy, Property Manager, John Rouleau, Rock Point School

Rock Point Managers Group
Canon Lynn Bates, Canon to the Ordinary
Chuck Courcy, Rock Point Property Manager
The Rt. Rev. Thomas Ely
John Rouleau, Headmaster, Rock Point School

Rock Point School
John Rouleau, Headmaster
C.J. Spirito, Dean of Students

Rock Point School Board of Trustees
Liza Rixon, President
(Term 2 expires 2010)
Franci Farnsworth, Vice President
(Term 2 expires 2012)
Richard McGuire, Treasurer
(Term 1 expires 2010)
The Rev. Margaret Mathauer
(Term 1 expires 2012)
Barton Merle-Smith
(Term 1 expires 2012)
Mark Archambault
(Term 2 expires 2010)
Marylen Grigas
(Term 1 expires 2011)
Barbara Grimes
(Term 1 expires 2011)
Ann Guillot
(Term 1 expires 2010)
Lindsey M. Huddle, Esq.
(Term 1 expires 2011)
Lisa Simon
(Term 2 expires 2012)
John Rouleau
The Rt. Rev. Thomas Ely
Ex Officio Neal Robinson, Treasurer (term to

Safe Church Training Coordinator
Canon Connie Saeger-Proctor

Standing Committee
The Rev. Anita Schell-Lambert, President (Term 1 to 2010)
The Rev. Paul Brannock-Wanter
(Term 1 to 2013)
The Rev. Don Morris (Term 1 to 2011)
The Very Rev. Kenneth Poppe
(Term 1 to 2009)
Genie Rayner (Term 1 to 2010)
Duncan Tingle (Unexpired term to 2009)
Elizabeth Van Dyk (Term 1 to 2013)
Alice Winn (Term 1 t 2011)

Trustees of the Diocese
Carolyn Fouts, President (Term 1 to 2010)
Laurel Broughton, Secretary (Term 2 to 2014)
Ron Calise (Unexpired Term to 2009)
Michael Huffman (Term 1 to 2013)
Steve Reynes (Term 1 to 2015)
Franklin Sanders (Term 1 to 2012)
The Rt. Rev. Thomas C. Ely, Bishop
Diocesan Treasurer, Ex Officio

United Thank Offering
Donna Abramov
Vacancy

Vermont Ecumenical Council and Bible Society
Trustee
Peg Hamlin (Term to 2009)
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## Vital Statistics of Congregations and Missions

**Year in parentheses is last year of filing if not 2009**

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<th>Others</th>
<th>Average Sunday Attendance</th>
<th>Sunday Eucharists</th>
<th>16 yrs and Older</th>
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**Total** 7,368 8,097 2,439 2,581 5,494.00 18 80 2,519.00
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<th>Revenue Income</th>
<th>Operating Revenue</th>
<th>Total Revenue</th>
<th>Operating Expense</th>
<th>To the Diocese</th>
<th>Outreach &amp; Development</th>
<th>Total Expense</th>
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### Financial Statistics of Congregations and Missions

Year in generation is last year of filing as of 2009

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