2011 Diocesan Convention

June 4
St. Paul’s Cathedral
Burlington, VT

November 4 & 5
Grand Summit Resort at Mount Snow
West Dover, Vermont

Convention Journal
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
# Table of Contents

**JUNE 4, 2011 SPECIAL CONVENTION**

- FEASIBILITY STUDY: EXECUTIVE SUMMARY ........................................................................ 5  
- PROPOSED RESOLUTION ........................................................................................................ 6  
- BISHOP’S ADDRESS TO SPECIAL DIOCESAN CONVENTION – JUNE 4, 2011 ............. 6  
- MINUTES OF SPECIAL CONVENTION - JUNE 4, 2011 ......................................................... 10  
- JUNE 4, 2011 MINUTES ........................................................................................................ 12  
- CANONICALLY RESIDENT CLERGY REGISTERED ................................................................. 12  
- LAY DELEGATES REGISTERED .......................................................................................... 13

**NOVEMBER 4-5, 2011 DIOCESAN CONVENTION**

- MINUTES OF THE 55TH ANNUAL MEETING OF THE EPISCOPAL DIOCESE ALTAR GUILD OF VERMONT ........................................................................................................... 14  
  - BISHOP’S REPORT OF OFFICIAL ACTS .................................................................................. 15  
  - BROOKHAVEN TREATMENT AND LEARNING CENTER ...................................................... 16  
  - COMMISSION ON MINISTRY: COMMITTEE ON DISCERNMENT ........................................ 18  
  - THE COMPANION MINISTRY PROGRAM, 2010-11 .............................................................. 19  
  - CONGREGATIONAL SUPPORT AND RESOURCES COMMITTEE .................................... 20  
  - DIOCESAN COUNCIL .......................................................................................................... 20  
  - REPORT OF THE EARTH STEWARDS COMMITTEE .............................................................. 26  
  - EPISCOPAL RELIEF & DEVELOPMENT ............................................................................... 27  
  - REPORT OF THE HISTORIOGRAPHER AND REGISTRAR .................................................. 28  
  - LIVING STONES PARTNERSHIP & ANNUAL MEETING, 2010-2011 .............................. 29  
  - OUTREACH AND SOCIAL JUSTICE REPORT ...................................................................... 30  
  - FINANCIAL OVERSIGHT AND AUDIT COMMITTEE .......................................................... 30  
  - UNITED THANK OFFERING REPORT .................................................................................. 31  
  - VERMONT ECUMENICAL COUNCIL AND BIBLE SOCIETY ........................................... 33
<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>DIOCESAN CONVENTION ADDRESS – NOVEMBER 5, 2011</td>
<td>35</td>
</tr>
<tr>
<td>CONVENTION MINUTES</td>
<td>41</td>
</tr>
<tr>
<td>CANONICALLY RESIDENT CLERGY as of 6/30/11</td>
<td>55</td>
</tr>
<tr>
<td>DIOCESAN LISTINGS AS OF DECEMBER 1, 2011</td>
<td>57</td>
</tr>
<tr>
<td>CANONICALLY RESIDENT CLERGY REGISTERED</td>
<td>61</td>
</tr>
<tr>
<td>LAY DELEGATES REGISTERED</td>
<td>61</td>
</tr>
<tr>
<td>NARRATIVE BUDGET 2012</td>
<td>64</td>
</tr>
<tr>
<td>DIOCESAN BUDGET FOR 2012</td>
<td>74</td>
</tr>
<tr>
<td>NATIONAL CHURCH FINANCIAL AND VITAL STATISTICS</td>
<td>77</td>
</tr>
</tbody>
</table>
Feasibility Study: Executive Summary

After two years considering a capital campaign, a devoted committee working with Bishop Thomas Ely developed a comprehensive document outlining a two-phased campaign: $5.625 million for immediate needs spanning Spiritual Formation, Environmental Stewardship, Communication, Rock Point, and Mission Farm; and a second phase of $5.5 million for Endowment that would help stabilize finances and maintain properties for the long term. These goals were ambitious but not high compared to need.

However, interviewees were concerned about a range of challenges that made them reluctant to endorse the campaign as suggested. In their congregations, members are seeing budget stress, rapidly declining and aging membership, deteriorating buildings, and an uncertain world that brings into question the outreach and spirituality that would otherwise be their touchstones. Along with these concerns, many members feel disconnected from the Diocese. For some it is difficult to see, but others understand that they need a strong Diocese so their churches can get help.

The Diocese has the opportunity, based on opinions expressed in this study, to invest time first in solidifying the connection between congregations, members and the Diocese, and helping the local churches repair their sagging budgets as well as their compromised buildings. With much enhanced and modernized communication, and more outreach to youth, the foundation will be laid for a strong, though modest, capital campaign run parallel with a Planned Giving program. These efforts will be most successful when fundraising is a collaboration between the congregations and the Diocese, both in asking and in receiving.

After the preliminary efforts are underway, the Diocese will be well-positioned to conduct a three-to-five year campaign to raise $2 million which can be devoted to a combination of property and program enhancement that joins together spiritual formation, use of Rock Point as a spiritual centerpiece for the Diocese, and enhanced assistance to congregations as they face their greatest challenges.

The Diocese has many devoted, serious, thoughtful members who would like to be part of a whole that serves all members well and reaches out to others. As they begin to feel their churches are growing stronger and their membership in the Diocese more productive, financial generosity and stability will follow.

Study by Christine Graham, CPG Enterprises, Inc.
Proposed Resolution

Resolved, That attention be given and actions be taken at both the local and diocesan level to address the concerns raised in the 2011 Capital Campaign Feasibility Study report and summarized in the section “Analysis and Recommendations,” and be it further,

Resolved, That the Bishop and Diocesan Council, parallel with the above efforts, use the next 18 months to prepare a detailed plan for a collaborative diocesan-wide approach to fundraising to be presented to Diocesan Convention 2012 for consideration and action, and be it further,

Resolved, That delegates from this Convention commit to communicate the content, spirit and outcome of this day with the members of their local congregations.

Bishop’s Address to Special Diocesan Convention – June 4, 2011

We gather today for a sacred conversation: A sacred conversation about our common life and ministry as God’s people called to participate in God’s reconciling mission in a rapidly changing world and church. Our context is the 21st century, post-modern, post-Christian environment in which the “church as many of us have known it” is no longer the church we are, or the church we are becoming. The particular and important topic that brings us together this day is the Capital Campaign discernment process in which we have been actively engaged for the past 18 months. But make no mistake about it; this is really a conversation about our future: our future as a diocese; our future as congregations; our future as disciples of Jesus Christ participating in God’s reconciling mission in the world.

As we engage this conversation, I am most grateful for the presence and ministry among us this weekend of Anthony Robinson. Many of us have read and are reading Changing the Conversation: A Third Way for Congregations, in which Anthony Robinson invites faith communities to engage a series of ten conversations aimed at moving the church beyond our ensnarement in what he refers to as the increasingly pronounced “polarizing social script by which our society understands itself” to a “new reality that transcends old polarities.”

His “shared conversational” approach is in many ways, in and of itself, a “new way” of being church, holding as it does the possibility of our personal and ecclesial transformation for faithful participation in the “new thing” that God is doing in our midst. I hope that model of deep and reflective listening will mark our conversation today, as we take stock of where we are and where we think God is calling us as the Episcopal Church in the Diocese of Vermont – not just about money, but about mission. I am well aware that part of the “sea change” we are experiencing (to use Anthony Robinson’s metaphor) is the waning of denominational identity (brand loyalty, if you will). In my mind, that presents an opportunity for us to redefine ourselves, our purpose and our way of being in relationship as congregations and as diocese to better serve the mission of God to which we have been summoned and for which we have been commissioned in baptism.
Because I want us to have as much time as possible to engage in conversation around the report and recommendations growing out of our Capital Campaign discernment process, my remarks today will be brief. Today is a day for deep listening to one another and prayerful discernment of the Spirit urgings among us as a community of faith. That said, I do want to offer some expressions of gratitude and highlight a few things related to our common life as a diocese before we get to that conversation.

First of all, I want to thank you – clergy and lay delegates, and others who are here, for making the commitment of time, preparation and participation in this process and for this day. Who knew that when we set the date for this Special Convention some nine months ago, that today would be one of the first warm, beautiful Saturdays in our calendar? Thank you for being here.

Second, I invite you to join me in expressing gratitude to those who have worked hard to bring us to this point in our discernment regarding the prospect of a Capital Campaign for our Diocese. In particular, let me mention by name the members of the Capital Campaign Discernment Committee (all of whom are here today, with the exception of Angie Emerson who is presiding at a meeting of The Episcopal Network for Stewardship) and ask them to stand so that we can thank them as a group: Beau Bowler, Laurel Broughton, Wayne Cooke, Reid Farrell, Amy Hastings, Pete Kelsey, Mary Mansfield, Ned McElroy, Brett Murphy, Jenny Ockert, and Peter Galbraith and Jamie Hastings, who served as co-chairs of the committee.

Let me also introduce Christine Graham who has served as our Consultant throughout this process and also Amy Hill (from St. Mark’s, Springfield) who handled all the scheduling of appointments for Christine.

Gratitude is also extended to the various stakeholder groups who participated in the shaping of the Preliminary Case Statement that formed the basis for the Feasibility Study. This includes the members of the Rock Point Board, the Earth Stewards Committee, the folks from Church of our Saviour and Mission Farm in Killington, those who served on the ad-hoc group around the topic of Spiritual Formation and those who worked on the communications section. Their combined contributions represent the involvement of more than 40 members of our Diocese.

Appreciation is also extended to the 43 people who were interviewed as part of the Feasibility Study this spring and the clergy who participated in group conversations with Christine Graham. Thank you for reading, reflecting and offering your candid comments on the Case Statement. While some of the feedback might have been difficult to hear, it was nonetheless helpful as part of our effort to bring many voices, perspectives and “fingerprints” to this important work, and we thank you!

Finally, please join me in expressing thanks to the members of the diocesan Ministry Support Team, the Cathedral Staff and volunteers, the Dispatch of Business Committee, the musicians, worship leaders and our Table Facilitators for all the many ways in which their various ministries have contributed to and supported this gathering today and the overall Capital Campaign Discernment process.

When you add up all these efforts, all these people, pause and take time to name them and give thanks to God for them, it helps remind us (or at least it does me) of the rich array of gifted and
talented people we have here in the Diocese of Vermont. That perspective on our diocesan common life and ministry is one that most of you don’t always get to see, but it is the view that I am blessed to see day after day, and honored to name in my ministry as your bishop. For me, along with the other members of the diocesan Ministry Support Team, it is a great privilege to see and experience the connections between and among us and to name them as part of what it means to be “The Diocese.” Perhaps our greatest shortcoming is not naming it for what it is often enough.

Shortly, we will hear from the Capital Campaign Discernment Committee and engage in conversation about certain aspects of the Capital Campaign Feasibility Study Report. That report names three primary concerns expressed by the majority of interviewees:

1. Vermont Episcopalians today are more committed to, and more worried about, their local churches where budgets, building needs and declining membership are threatening their future.
2. While the five components of the Immediate Needs phase are real and powerful issues in the Diocese, there is not enough agreement about priorities, not enough specificity on spending campaign funds, and not enough certainty that fulfilling these Needs could change the future of the Church.
3. Vermont Episcopalians do not feel connected enough to the Diocese to invest significant amounts of their time, money and effort in a campaign for the Diocese at this point.

It seems to me that all three of those concerns, to the degree to which they are true, describe something of a “disconnect” in how we understand and relate to one another as “Diocese.” When you sit in my chair it seems very obvious that there is no way to accurately describe the Episcopal Diocese of Vermont apart from its members and local congregations working faithfully and “together” (even when you don’t name it that way) in service to God’s reconciling mission in the world. And yet it seems that this way of seeing and talking about our life and ministry is not what many mean when they use the term “The Diocese.” If it is true that “Vermont Episcopalians do not feel connected enough TO the Diocese” then I think what is also being said is that “Vermont Episcopalians do not feel connected enough AS the Diocese.”

I think that in many ways the “we/they” framing of the relationship between the local and more than local expression of church in our Episcopal Church polity is one of those expressions of the “polarizing social script” that Anthony Robinson points to as part of our modern day ensnarement. I hope we will talk openly and honestly with one another about this dynamic in our sacred conversations today and beyond today.

Before we get to those conversations, let me take note of three positive and significant things related to our common life and ministry as a Diocese.

First is the Annual Appeal. As you all know, part of our 2011 Diocesan Budget process includes an appeal to all members of our diocese, inviting financial gifts to help fund the mission we voted to embrace at Convention. The goal of this Annual Appeal is $100,000. The “leadership” phase of that effort was completed in May and we have just sent out the “general” appeal to an additional 3,000+ households, members and friends of the Episcopal Diocese of Vermont. I am pleased to make this progress report. As of yesterday the generous response from the 150 gifts and pledges
received so far totals $45,000. Thank you to everyone in this room who has made a gift or pledge. If you have not yet done so, I invite you to add your support and to encourage members of your congregation to do the same.

Second, you are also aware that the wider Episcopal Church is engaged in one of our most ambitious fund raising efforts ever – a 10 million dollar campaign to help rebuild the church in the Diocese of Haiti, following the catastrophic earthquake in January 2010. Our Diocesan Council here in Vermont set our diocesan-wide goal at $75,000 to be raised prior to our Diocesan Convention this coming November.

Bonnie Anderson, President of the General Convention House of Deputies, will be with us as our Convention speaker and preacher in November and we will present her with our offering toward this effort during the Convention Eucharist. Many congregations are already engaged in this effort and all funds raised this year, even if they have already been sent in, will count toward our goal. There are ample resources to assist our efforts and our diocesan Global Reconciliation Committee is coordinating our response. If you have not already done so, please engage your local church in this campaign.

My third and final item is a progress report on the launching of our new diocesan web site. We have engaged North 100 Design, from Moretown, Vermont to design and create our new web site. The effort is well under way and we continue to look to Pentecost as our target date for introducing the new web site – actually the Monday after Pentecost, or maybe Tuesday!

Whatever day it happens that week, I think you will like what you will see and experience as we make this huge leap in our communications ministry. Even after we launch the new site it will take a while to migrate all the information from our current web site and to have all features fully up and running, but I am excited about this long overdue project and the possibilities it opens for us.

When I realized that this special Convention coincided with the start of the Burlington Jazz Fest, I knew that I wanted Jazz music to be part of this day. I think that Jazz as a metaphor for the way we think about our life as church is an especially apt one. I don’t profess to be an expert on Jazz and plenty of people before me have written plenty about Jazz as a metaphor, so I’m not going to press this too far. I simply want to say that the Jazz music we heard today reminds me that the beauty and gift of Jazz is crafted by the capacity of the musicians to improvise within a structure. One brief and probably inadequate definition is that “Jazz is a dynamic and improvised musical collaboration between individuals of a group within a musical context and tradition. The outcome, the product is something that no individual performer or composer could have created alone.”

And so, with that thought before us, I thank you once again for your presence here today and I invite us to make some beautiful music together today, and beyond.
The Special Convention of the Episcopal Diocese of Vermont was called to order at 1:08 p.m. on Saturday, June 4, 2011, by the Right Reverend 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 39 congregations registered and 38 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.

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

**The Process for this Convention**
The Bishop explained there will be a motion to suspend the Convention Rules of Order adopted at the November 2010 Diocesan Convention, the intent of which is to allow the open seating arrangement of tables, so that delegates and guests may participate in the table conversations. A report from the Capital Campaign Discernment Committee will be presented. Each table has a facilitator and each table will need a recorder. Following the table conversations, table facilitators will each give a one-minute summary of the conversation at their table. Convention will then reconvene, operating under the Convention Rules of Order and a motion on the Proposed Resolution will be in order, followed by discussion and vote. This will be the only business to come before this Special Convention. Laura Chase of the Resolutions Committee was introduced, and will be available to assist with any amendments to the Resolution.

**Motion to Suspend the Convention Rules of Order**
The Bishop called upon The Rev. Craig Smith, member of the Dispatch of Business Committee, who moved that this Special Convention adopt the Rules of Order used at the 2010 Annual Convention of the Diocese, with the exception that non-delegates may have seat and voice, but no vote, during the table conversation portion of the Convention, and thereafter may have seat, but neither voice nor vote. The motion was seconded and passed.

**Report from the Capital Campaign Discernment Committee**
The Bishop called upon Peter Galbraith and Jamie Hastings, co-chairs of the Capital Campaign Discernment Committee, thanking them for their work. Peter explained the process the committee undertook to produce the Case Statement and the resulting Feasibility Study from Christine Graham, the campaign consultant. While it is clear from the Study that now is not the time to undertake a capital campaign, today we will receive advice on the report. How can the Diocese better serve the needs of its congregations? Peter stated that we must fully understand the ‘disconnect’ and relational issues between the Diocese and congregations to move forward, and that process begins today. The study indicated that Rock Point is a major priority, that the term spiritual formation is not clearly understood, and people don’t know what Mission Farm is. How will we connect in these areas?

**Table Discussion Summaries**
The Bishop called upon the facilitators at each table for their summaries:
There seems to be a mentality of scarcity throughout the Diocese and there is a need to build awareness of Diocesan resources, overcome geographic barriers, and provide more educational/fellowship activities. Need more lateral, parish to parish connections and collaboration. Help parishes build websites.

No disconnect with Diocese, but rather between congregations. Help each other with websites, collaborate on fundraising, reach young adults.

Geographic concerns – rural way of life is local focus. How about a satellite diocesan office? Diocese should focus more on support and less on regulation.

With clarity of purpose and vision, the money will follow, along with growth, formation and educating lay leadership.

Resolution is vague. Confirm there is a disconnect. The Dioceses and parishes should work together on sense of purpose. Parishes don’t see Diocese as an asset, don’t understand what the Diocese does. The clergy should be trained and educated about Diocese.

Engage each parish first, then do campaign discernment.

Need for concrete and specific sense of purpose. Get past the fear and celebrate accomplishments; take risks, get God back as focal point.

Communicate specifics: What would a successful campaign do? Rock Point and Mission Farm as separate projects? Rock Point is underused, undeveloped and overpriced.

Convention Reconvenes

The Bishop called for Convention to reconvene under the Convention Rules of Order at 3:00 p.m. and called upon Jim Larkin, Secretary of Convention, to review protocol. Jim reminded those gathered that only elected lay delegates and canonically resident clergy are eligible to vote. Anyone addressing convention must use the microphone and identify him or herself, and address the Bishop as Bishop Ely, or Right Reverend Sir.

Appointment of Tellers

The Bishop announced the appointment of the Tellers for Convention, with Neal Robinson as Head Teller.

Legislative Process

The Bishop called upon Tom Little, Chancellor, for remarks about the legislative process and a review of the guidelines for discussion on the resolution. Tom reminded everyone that the Rules of Order ensure a fair debate and efficiency of process.

Presentation and Vote on Proposed Resolution

The Bishop called upon Brett Murphy to introduce the resolution. The Resolution was moved and seconded.

Resolved, That attention be given and actions taken at both the local and diocesan level to address the concerns raised in the 2011 Capital Campaign Feasibility Study report and summarized in the section “Analysis and Recommendations,” and be it further,

Resolved, That the Bishop and Diocesan Council, parallel with the above efforts, use the next 18 months to prepare a detailed plan for a collaborative diocesan-wide approach to fundraising to be presented to Diocesan Convention 2012 for consideration and action, and be it further,

Resolved, That delegates from this Convention commit to communicate the content, spirit and outcome of this day with the members of their local congregations.

The motion passed.

The Bishop said the resolution is a call to action for everyone. The Bishop and Council will need collaboration with all. Delegates and clergy are asked to communicate with their parishes with
regard to the discernment process and the feasibility study. All comments should be emailed to Bishop Ely.

**June 4, 2011 Minutes**
The Bishop called upon Jim Larkin, Secretary of Convention and Chair of Dispatch of Business. Jim requested that Convention authorize the Dispatch of Business Committee to approve the minutes of this Convention. The Bishop then called for a motion *that the Convention authorize the Dispatch of Business Committee to approve the minutes of this Convention*. The motion was made, seconded and passed.

**Announcements**
The Bishop thanked the Diocesan and Cathedral staffs and volunteers for all their help with Convention. Tags and voting cards can be re-used; please place in marked box and recycle in containers provided. A few volunteers to help with re-setting the church for Sunday services would be appreciated.

**Adjournment**
The Bishop led those gathered in singing the Doxology, following which a motion to adjourn was made and passed and the Archdeacon made the dismissal.

Respectfully submitted,
Sarah Gallagher, Recording Clerk

**CANONICALLY RESIDENT CLERGY REGISTERED**

The Rev. J Stannard Baker  
The Rev. James Ballard  
The Rev. Lisette Baxter  
The Rev. Paul Brannock – Wanter  
The Rev. Janet Brown  
The Rev. Thora Chadwick  
The Ven. Catherine Cook  
The Rev. Dr. Cn. Lee Alison Crawford  
The Rev. Russell Ellis  
The Rt. Rev. Thomas Ely  
The Rev. Reid Farrell  
The Rev. Margaret Lee Ferry  
The Rev. Margo Fletcher  
The Rev. Robert Freeman  
The Rev. Dave Ganter  
The Rev. Mary Haas  
The Rev. David Hamilton  
The Rev. Joel Hill  
The Rev. Kenneth Hitch  
The Rev. Sarah Horton  
The Rev. Alan Kittelson  
The Rev. Jean MacDonald  
The Rev. Linda Maloney  
The Rev. Mary Mansfield  
The Rev. Margaret Mathauer  
The Rev. John Morris  
The Rev. Don Morris  
The Rev. Scott Neal  
The Rev. Sherry Osborn  
The Rev. Lucy Pellegrini  
The Very Rev. Kenneth Poppe  
The Rev. Jane Butterfield Presler  
The Rev. Donna Reidt  
The Rev. Diane Root  
The Rev. Empy Schneider  
The Rev. Sr. Laurian Seeber  
The Rev. Craig Smith  
The Rev. Richard Swanson  
The Rev. Gunnar Urang
The Rev. David Veale

LAY DELEGATES REGISTERED

Alburgh
Kevin Morris
Fred Wallet

Arlington
Patricia Michael
Steve Smith

Barre
Mary Durling
Amy Echelbach
Phillip Moros

Bennington
Nancy Bowler
Coleen Gates
Keith Patterson

Bethel
Kathy Hartman
Kellyann Wolfe
Tim Wolfe

Brandon
Peter Orvis
Bob Wertz

Brattleboro
Sue Dyer

Burlington
Jennifer DeBedout
Christopher Leopold
Robert Smith

Castleton / Fair Haven
Nancy Burrell
Catherine McCauley

The Rev. Larry Yarbrough

Ora Turner

Chester
Richard Crocker
Martha Stretton

Colchester
Mary Lou Ashton
Alice Daily
Betsy Peacock

Enosburg Falls
Kitten Ellison
Dinny Hawksworth

Essex Jct.
Mary Carlson
Michael Hechmer
Denise Noble

Fairlee
Marion Jacobus

Hardwick
Leland Alper
Mary Jane Dexter
Marilyn May
Norma Spaulding

Killington
Donna Abramov
Anne Brown
Betsy Tonkin

Lyndonville
Jean Davis
Sandy Densmore
MINUTES OF THE 55TH ANNUAL MEETING OF THE EPISCOPAL DIOCESE ALTAR GUILD OF VERMONT

Tuesday, May 3, 2011

The 55th annual meeting of the Diocesan Altar Guild was held at Saint Mark’s Episcopal Church in Springfield on Tuesday, May 3, 2011. The business meeting was presided over by Directress Sarah Maynard of Saint Andrew’s of St. Johnsbury.

The minutes of the 2010 annual meeting were read and accepted as presented. The 2010 treasurer’s report and the 2011 budget presented by Treasurer Carol Walters were perused. The motion presented at the 2010 meeting to spend up to $1,000 renovate and up-date Saint Michael’s Chapel at Rock Point was discussed. It was noted that no expenditure was listed in the treasurer’s annual report and that Sarah would talk with Carol Walters about it. Sarah was asked about the status of the proposed banner, with Eleanor McIntyre questioning what the banner would be used for. There was nothing to report and is still in limbo. Sarah reported that Carol Walters had talked with her about the Annual Appeal and asked if the Altar Guild should give a donation. It was suggested that at least $200 should be given and the motion was passed.

The next meeting will be held at Saint Paul’s in White River Junction with time to be at the convenience of the Bishop. The program was Sarah’s showing several articles she had made for the Rev. Jean MacDonald, rector of Saint Andrew’s. She explaining the reason she had created them, the fact that Jean is small and the chasubles that we already had were much too large for her. The pulpit and lectern hangings and the burses and veils were made in order that they would be the same as the chasubles.

Because of the small size of the group and the intimacy that created, we had a wonderful informal and constructive meeting about the problems we encounter. It was also suggested that we could help other churches with their altar guard problems. The people of Saint Mark’s furnished a sumptuous luncheon. The Right Reverend Thomas C. Ely, Bishop of the Episcopal Diocese of Vermont, offered the Holy Eucharist. Sarah Maynard was the Eucharistic Minister. The proceeds from the offering were given to the Bishop’s Discretionary Fund. Bishop Ely reported that the money would go to the recent disasters in the southern states. Betty Maynard said that she was pleased about his decision since her grandson and Sarah’s nephew is in Tuscaloosa, Alabama, which was badly hit by the tornadoes.

Attending were the following people:

From the host church, Saint Mark’s Springfield – the Rev. Sherry Osborn, David and Joan Shuffleburg, Sandra Moulton, Dennis Robarge-Pelletier,
From Christ Church, Montpelier – Eunice Crosby and Eleanor McIntyre,
From Saint Andrew’s, St. Johnsbury – Sarah Maynard, Directress and Betty Maynard, secretary,
From Saint Luke’s, Chester – the Rev. Paul Bannock, Adelaide Johnson and Anita Wright
BISHOP’S REPORT OF OFFICIAL ACTS

JULY 01, 2010 – JUNE 30, 2011

On September 23, 2010, Letters Dimissory accepted from the Diocese of Newark on behalf of the Rev. David S. Veale (St. Luke’s Church, St. Albans).


On October 27, 2010, Letters Dimissory accepted from the Diocese of Western Michigan on behalf of the Rev. Richard (Rick) R. Swanson (St. John’s in the Mountains, Stowe).

On December 14, 2010, Thomas N. Mousin (St. Michael’s Church, Brattleboro) ordained to the Transitional Diaconate at St. Michael’s Church in Brattleboro.

On December 18, 2010, the Rev. Donna J. Reidt (St. Michael’s Church, Brattleboro) ordained to the Priesthood at St. Luke’s Church in Chester.


On January 11, 2011, Joyce A. Nagle (St. Paul’s Church, White River Junction) admitted as a Postulant for Holy Orders.

On March 1, 2011, Letters Dimissory accepted from the Diocese of Massachusetts on behalf of the Rev. Jane Butterfield Presler (St. Matthew’s, Enosburg Falls).

On April 1, 2011, Keith Franklin Patterson (St. Peter’s Church, Bennington) admitted as a Postulant for Holy Orders.

On May 7, 2011, Todd Anderson McKee (St. Paul’s Church, White River Junction) admitted as a Postulant for Holy Orders.

On June 25, 2011, the Rev. Thomas N. Mousin (St. Michael’s Church, Brattleboro) ordained to the Priesthood at the Cathedral of St. Paul in Boston, Massachusetts.

In this twelve month period (July 1, 2010 through June 30, 2011), the Rev. Jane Butterfield Presler was called as Priest in Partnership at St. Matthew’s Church in Enosburg Falls, the Rev. M. P. (Empy) Schneider was called as Rector at St. Mary’s Church in Northfield, and the Rev. Richard (Rick) Swanson was called as Rector at St. John’s in the Mountains in Stowe.

In this twelve month period (July 1, 2010 through June 30, 2011), the following Lay Participants in the Liturgy Licenses were issued: 13 Eucharistic Ministers, 7 Eucharistic Visitors, 2 Lay Preachers, and 2 Worship Leaders.
In this twelve month period (July 1, 2010 through June 30, 2011), 28 official Visitations were made. At these Visitations, 17 adults and 11 youth were confirmed, 11 adults were received into the Episcopal Church, and 2 recorded reaffirmations of Baptismal promises.

In this twelve month period (July 1, 2010 through June 30, 2011), consents were given to the elections of 8 diocesan bishops and 1 suffragan bishop. Consents were given to the resignations of 9 diocesan bishops and 1 suffragan bishop.

Respectfully submitted,

Thomas C. Ely
The Right Reverend Thomas Clark Ely
10th Bishop of Vermont

BROOKHAVEN TREATMENT AND LEARNING CENTER
(JULY 1, 2010-JUNE 30, 2011)

Brookhaven is excited to share the past years accomplishments as we met challenges with determination. Brookhaven continues to succeed at assuring our young men are receiving services that will promote learning and healing in their lives. Throughout the year the boys were provided with exciting opportunities both in the classroom setting and in the therapeutic milieu.

Our boys come to Brookhaven suffering from severe emotional and behavioral issues; often a result of years of abuse and/or neglect. Our boys need an environment that allows them to learn new coping skills, socially appropriate behaviors, and ways to effectively communicate their feelings and needs. These challenges result in many of our boys struggling to succeed in a classroom setting. They often need intensive academic support due to various learning or emotional disabilities. Through the residential home and the Learning Center, Brookhaven is well established in meeting both the emotional and academic needs of the boys in our care.

Many of the boys have had numerous failed placements prior to finding a safe haven in the structured and nurturing environment that Brookhaven excels in providing. Through incentive based programming our boys become motivated to actively participate in their individualized treatment. The incentive based approach allows the residential boys to earn later bed times, allowance, and pizza parties just to name a few! For demonstrating academic success at the Brookhaven Learning center, boys are rewarded with greater trust and responsibility to participate in community activities, field trips and even lunch out with their favorite staff.

Our comprehensive treatment program includes therapeutic milieu services, intensive behavior management, individual, group and family therapy, case management services and psychopharmacological intervention. As Brookhaven works closely with families to ensure a successful transition to the family setting, we also offer the Family Retreat. This is a place for our residents and their families to come together on campus for overnights and intensive family focused treatment. Brookhaven is excited to announce that this year we also started offering
extended services to residential boys and their families to provide support once the child has
successfully transitioned from Brookhaven to living with their family.

Looking back at the past year we find countless accomplishments that were made by our resilient
and determined young men. At the Learning Center the 7 student’s in one classroom alone read
380 grade level books, setting an all time school record! This total far exceeds the Vermont
Department of Education Standards of reading 25 books per pupil each year. The students also
potted and later forced blooming of 50 pots of Hyacinth bulbs, creating an early spring
throughout the entire school. In October, the students potted over 60 Balsam Fir seedlings that
were obtained at the Tunbridge World Fair. On Green up Day, the class transplanted these young
trees into a carefully spaced field, thereby starting our own Christmas tree plantation. The boys
also exerted their physical strength by clearing out brush and cleaning out a large basin in the
river; thereby creating a new and much improved swimming and beach area!

Visitors to our program are also a special treat that we look forward to each year. Visitors
provide the opportunity to learn about different career paths, the importance of community
service and the chance to meet exciting new individuals. Diana Collins a Brookhaven Board
member was a regular visitor this past year as she met with the residential boys and read Bible
stories with valuable lessons. A fly fisherman came to the school to teach the boys how to cast,
and tie flies. He also provided valuable lessons on river ecology. The members of Altrusa, a non-
profit women’s organization continued to visit our boys for a few hours of fun, goodies, and crafts
during holidays.

Altrusa received our first annual Community Partnership Award this year. This award is
presented to individuals and/or organizations who demonstrate selfless and unwavering
commitment in supporting the Brookhaven Treatment and Learning Center mission of providing
individualized educational, residential, and clinical services to male youths. This year we are
excited to announce that we are celebrating the extraordinary commitment Nancy Vogele and the
Parishioners of St. Paul’s Church have demonstrated. We were grateful and humbled this April
when the parish generously made a donation of $3,605 to send a boy to our therapeutic summer
camp. St. Paul’s will be presented with the Community Partnership Award this fall.

This past Christmas we were thrilled to see that family involvement was strong once again for the
special holiday season. Our residents were able to celebrate the holiday and create memories
with their families at home. Our Christmas letter went out to our dedicated supporters of
Brookhaven and asked them to join us in our goal of fund raising for a Play Ground for our boys.
A playground would bring smiles and joy to boys for years to come. We were moved with the
generous donations that we received from supporters around the state.

Brookhaven also experienced rapid growth as we accepted new residents into our program. We
were thrilled to welcome these new boys to a home that would provide them safety, nurturing,
and opportunities to build relationships with both peers and caring staff. Our milieu is full with 9
energetic, fun-loving young men right now! Brookhaven is dedicated to creating a positive,
healing and learning environment for the duration of their stay with us.

June 2011 was the kick off of our 6 week summer program “Camp Haven”. The boy’s explored
hands on activities that were based off this year’s theme of “made in Vermont”. Each week the
boys had the opportunity to earn a field trip and boys were motivated and excited to do just that! They made memories this year by visiting Ben and Jerry’s Factory, Rock of Ages, VINS Nature Center, Billing’s Farm, Silver Lake, and Green Mountain Rock Climbing Center!

This past year has been memorable, and we look forward to all the successes and milestones that will be accomplished in the months ahead! On behalf of the children and staff, I offer our heartfelt gratitude to the Episcopal Diocese of Vermont for their ongoing support and generosity.

Respectfully submitted,

Dr. Anthony Iazzo
Executive Director
Brookhaven Treatment and Learning Center

COMMISSION ON MINISTRY: COMMITTEE ON DISCERNMENT

At the Bishop’s request, the Committee on Discernment meets to interview those seeking ordination and reports its observations and recommendations to him. Its reports become one source of information for the Bishop in deciding whether the person continues in the ordination process. The Committee also discusses and advises the Diocese on general issues having to do with ordained ministry.

The Committee meets with People in the Process (PIPs) throughout the year, and also has liaisons for each PIP to track their progress.

The Committee spent a lot of time discussing Covenant Groups and what role we play in that process. We are actively working on ways to make the process clearer and streamlined.

The Committee would like to be more engaged in ongoing collaborative work with the Committee on Christian Formation in assisting one parish in forming a Covenant group, with subsequent plans of becoming a Local Ministry Support Team.

The Companion Ministry Program of our Diocese 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 are an expression of the Bishop's ministry to congregations, participants in the shared episcopacy lived out in Vermont.

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. Gifts and skills of a Companion include:
- seeing him/herself as a companion, teacher, guide, and encourager
- linking and connecting rather than directing
- working with change
- living comfortably with chaos and uncertainty
- a growing theology of baptismal ministry and the ability to foster this in others
- an ability to see opportunities in all situations
- the energy of a self-starter, but the heart of a team player.

Beth Hilgartner (Norwich) joined us this year; she is the first parochial-based clergyperson who is a Companion. Other Companions are Ann Cooper (Middlebury); Jean Hancock (Chester), Laura Hunter (Wilmington); Rolfe Lawson (Gansevoort, NY); Jean Smith (Brattleboro); Steve Smith (Arlington). Beth, Ann, Steve, and Jean Smith were commissioned Bishop Tom Ely at Diocesan Convention 2010.

In the period from June 30, 2010—June 30, 2011, Companions worked with nearly one third (17) of our congregations. The Companions’ ministry this year focused primarily on supporting the transition between clergy partners in a congregation, and Companions added the facilitation of Mutual Ministry Reviews to their portfolio this year.

In collaboration with Angie Emerson, our Diocesan Minister for Stewardship Development, Companions worked on the Vestry Orientation offered in February at nine sites around our diocese. But the need for Companions to work with congregations in transition of clergy leadership overshadowed other ministry projects and areas; financial realities of the diocesan budget for this year also shaped the work of the Companions and shifted emphasis fully to transition ministry.

A Strategic Plan for Growth and Ministry, up-dated by Diocesan Council in 2010, includes the ministry of Companions as part of Key Ministry Area #1, “Christian Formation for All Ages,” specific to the development of baptismal ministry among our congregations and throughout our diocese. The Companions are also central to the goals outlined in “Parish <-> Parish <-> Diocese” (Key Ministry Area #6) which speaks to the development of connections between us, the presence of the bishop’s ministries, and the diocesan presence as supports to congregations. The Companions Ministry Program remains open to inquirers. If you believe you have an interest in congregational development, are a team player and appreciate collaboration, are excited by hearing others’ faith stories and have solid group skills, excellent listening skills,
and are comfortable being with and in front of groups, please contact me for a conversation and possible application to this vibrant and engaging ministry within our Diocese.

Respectfully submitted,

Susan Ohlidal, Canon for Ministry Development

CONGREGATIONAL SUPPORT AND RESOURCES COMMITTEE

This was a busy year with many requests for the period of 7/1/10 thru 6/30/11. From the funds available for awards, we were able to grant the following:

<table>
<thead>
<tr>
<th>Fund</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Initiative II</td>
<td>$20,387</td>
</tr>
<tr>
<td>Initiative III</td>
<td>31,456</td>
</tr>
<tr>
<td>Irish Fund</td>
<td>42,790</td>
</tr>
</tbody>
</table>

Total $94,633

There were 19 parishes receiving these grants.

Respectfully submitted,
Don Crofut, Chair

DIOCESAN COUNCIL

Diocesan Council met four times during the reporting period. Meetings begin with a time of prayer and reflection. The Canon to the Ordinary, the Diocesan Treasurer, and the Diocesan Chancellor are ex officio members of Council. The Diocese is represented on Council by members from all geographic areas of Vermont. Council members for 2009–2010 were Sarah Benton, Robert Bowler, Ryan Corkins, Charlie Cunningham, Reid Farrell, Kevin Fisher, Etolia Fisher-Torres, Cheyenne Garland, Terry Gleeson, Barbara Hoar, Victor Horvath, Alan Kittelson, Sarah Maynard, Scott Neal, Diane Rooney, Laurian Seeber, Helen Short and Veronika Travis.

Edited minutes of the 2009-2010 Council meetings follows – complete versions of the minutes are available through the Diocesan office. Each meeting of Council includes a report from the Bishop and review of financial reports.
July 24, 2010, St. John’s, Randolph

BUDGET SUMMIT
Representatives from several committees, commissions and task forces funded through the diocesan budget joined Council for consideration of the process used to develop the budget for the coming year and discussion of strategies to create a balanced budget.

Diane Rooney presented on historical trends related to church attendance and budgets; Kevin Fisher on the process used to develop the current draft, including priorities established by Council; and Lynn Bates on important timeline markers in the diocese. Wally Good presented the current draft budget, with a deficit of $95,226. Sr. Laurian presented sample strategies considered for reducing the deficit.

Council strongly recommends no change in staffing levels in order to support stability following last year’s staff reductions.

On the revenue side three suggestions were made: a 1% increase in the withdrawal from the Unit Trust for three years, generating approximately $23,000 per year; increase in parish assessment formula to generate the amount needed; initiating an Annual Appeal to cover the deficit.

Congregational Support and Resources Committee:
- **Request to Reallocate Funds:** Initiative II (Talent and Resource Network) historically underutilized, current balance of approximately $30,000 prior to this quarter’s additional income; Initiative III (Emergency Grants) historically runs short due to high utilization. Request for one time transfer of $15,000 from Initiative II to Initiative III. *Authorization of Council for the Congregational Support and Resources Committee to transfer $15,000 from Initiative II to Initiative III passed, one opposed.*

- **Grant to Christ Church, Montpelier:** The Committee approved a grant request for $7,500 as partial support for emergency stonework and masonry repairs expected to cost approx. $25,000. *Ratification of the Congregational Support and Resources Committee’s approval of the $7,500 grant to Christ Church, Montpelier passed unanimously.*

Council 2010 Convention Resolutions: Identified need for a work group to draft required Clergy Compensation resolution for presentation to Convention. Wally Good, Alan Kittelson and Sarah Maynard will collaborate and present in September.

Strategic Plan Task Force - Diane Rooney presented for the Task Force, reviewing the draft by Key Ministry Area. Discussion and modifications were suggested.

Communications Task Force Report - Veronika Travis presented the report, noting it is a recommendation to shape discussion of diocesan communication strategy moving forward. Discussion and suggestions ensued. *Adoption of the recommendations of the Communications Task Force passed unanimously.*
January 15, 2011, Trinity Church, Rutland

The Bishop’s Report included an announcement of two new postulants, Jimmy Sue Depp and Joyce Nagel. The Annual Appeal Campaign is up and running and the Bishop is hoping for 100% participation from Council Members and other diocesan leaders.

A first draft of the 2010 Year End Financial Report was presented by Wally Good. Ali Mahra has agreed to fill the position of assistant treasurer.

**Mission Districts:** If we are thinking about changing the number of Mission Districts we need to do so in a timely manner as our Chancellor needs time to make necessary changes.

**Check Signers:** Two additional check signers are needed. Bert Cicchetti and Sarah Gallagher will be added to the signature card. Council approved.

**Haiti Resolution:** Presented by The Rev. Dr. Lee Alison Crawford
The Executive Council of The Episcopal Church (TEC) is committed to the rebuilding of Haiti. The Episcopal Church Foundation has established a goal of $10 million dollars to rebuild the cathedral. The $7500 raised at the 2010 Convention was the first money contributed by a diocese to this initiative. A motion to accept the challenge to raise $75,000 ($7500 already raised) as a Diocese toward the Rebuild Our Church in Haiti Initiative and that the 2011 Diocesan Convention Ingathering be allocated to this initiative was accepted by Council.

A Resolution to Participate in “Rebuild Our Church in Haiti” Initiative proposed by the Global Reconciliation Committee of Diocesan Council was presented.

March 5, 2012, St. Paul’s, White River Junction

**Mission Districts:** After the 2010 Convention, Council was left with the task of dividing the Diocese into the new districts. Map 2 was preferred overall with the slight changes presented.

The committee moves that we adopt this new map as the proposal and we move to the consultation process with congregations, approved. Now, as a memo from Council, the committee will email the proposal and the map to congregations (Clergy and Wardens) as electronic documents. The numbers for average Sunday attendance is to be used instead of that of active members. Shelburne, Barre and Montpelier will be contacted personally by the committee. The original motion, indicating that this is principally for electing Council members at Convention, is to be included. This is a more natural configuration for interaction/meetings/ programs. Send packet to Anne Brown as well for Mt. Echo which is coming out April 1st.

**Envisioning the New Diocesan Council:** The Bishop hopes that the new council is an elected leadership body that:
- makes major decisions,
- gives direction and leadership to the Diocese,
- consists of our best, most passionate people
- will continue to take ownership by implementing proposals and following through.

The possibility of having no Executive Council was discussed. Outcome of discussion:
1) Council would meet more often, perhaps nine times a year or even monthly; 2) Council would assign specific tasks to committees such as for budget, agenda, etc. What if council were more of a visioning body for the Diocese? The group would need to take time to nurture themselves spiritually. Can we model for Vestries as a leadership body in community, with team building, etc.?

**Expectations:** Need to add to the existing list of expectations of council members things such as:

1) Members will be in regular communication with parishes in their Mission Districts;
2) Members will attend January Council retreat;
3) Members will attend at least six Saturday meetings per year, probably more;
4) Members will give timely notice if they are unable to appear or need to call in (we may need to make good use of technology for some meetings);
5) Members need to own the new approach for being in community, committing to a visioning process, and doing committee work;
6) Members need to commit to their three year, renewable terms. The new expectations document needs to be in final form by May to put out over the summer.

**Action Updates on 2011 Council Goals:**

- **Implement All Five Communication Task Force Recommendations** (Alan Kittelson): **Website:** Anne will submit the request for proposals to website designers. By Pentecost 2012, the new website should be up and running.
  
  **Messaging:** Recommendation #4 from Communications Task Force: Council and Bishop would convene a leadership forum to compose the four primary messages we want to get across as a Diocese.

- **When would be the best time?**

- **Are we doing this in the context of the capital campaign?**

- **Summer may be the best time.**

- **Executive Committee will look at possible dates and who else should be invited and whether to ask Canticle Communications to facilitate.**

- **Live Into the Strategic Plan** (Sr. Laurian): Need to appoint a task force to implement spiritual direction proposal. Sr. Laurian has a list she will propose to the Bishop who will suggest people as well. This effort may integrate with the proposed ongoing Spiritual Formation Committee (see Capital Campaign documents).

- **Anglican Covenant Response** (Sr. Laurian): Motion made by Sr. Laurian that Council submit the document “On the Anglican Covenant” as part of the framework of our Diocesan response to the Covenant, seconded by Barbara Hoar, approved.

- **Revisit 2006 Clergy Compensation Resolution** (Scott Neal): Scott is gathering information.

- **Council Stewardship Statement** (Rick Swanson): In process. Tentatively on the agenda for the May meeting.

- **Monitor the Annual Appeal** (Dale Willard): 121 letters have been mailed. There is a 20% response rate so far. $15,145 has been pledged and we have received $8,645. We are at 15% of our goal of $100,000. The April 1st edition of the Mountain Echo will carry information about the appeal. The next tier of the appeal includes canonically resident clergy and those letters will go out this month. We are on schedule.
• Prepare and Recommend the 2012 Diocesan Budget (Wally Good/Ali Mahra):
  Income: Diocesan trustees are in the process of reviewing all Diocesan assets. Monies may end up being moved around. The market is doing better; we should not expect any increase in funds. Assessments will go down as congregational income been reduced. The grant period for the Stewardship Minister position is over and needs to be assumed by operating budget.
  Expenses: We want our contribution to the Episcopal Church to increase to 18% (the goal is 19%). The changes in the Diocesan Support Team budget will be fully implemented including Companions program expenses with reserves to cover expenses.

• “Rebuild Our Church in Haiti” Initiative (Sarah Maynard): More information on this at the next meeting. Fundraising tools for congregations available this summer. Funds are to be gathered at Convention.

• Improve Communication & Interaction (Barbara Hoar): Nothing to report.

• Letter Regarding Strategic Plan (Sr. Laurian): Will be sending to leadership groups. Motion to approve letter made by Reid Farrell, seconded by Barbara Hoar, approved. Barbara will send a similar letter to wardens of parishes with link to website.

• Engage with, monitor and respond to Capital Campaign (Beau Bowler): Background work done by committee and stakeholder groups. The Case Study and stakeholder documents are on the website. Christine Graham has started the interviews for the feasibility study. Endowment phase is envisioned as Phase II of one campaign, but the consultant is not yet contracted. The feasibility study will give us direction on how this will take shape.

New Business:

Cathedral Chapter: A group that consults at the cathedral regarding the mission/ministry of the Diocese. There is an opening for a member from Diocesan Council. Reid Farrell is one Council representative, we need another.

Staff Retreat: The Ministry Development Group met with Bob Honeychurch who had worked with the group before. Now the MDG has five common themes: 1) Common language/consistent message; 2) Formation for mission and identifying transformational leaders in the Diocese; 3) Sea change in church & culture; 4) Baptismal theology & the church; 5) Calendar for addressing these themes. Each one is conceived as SMART goals.

May 25, 2011, Diocesan Office, Burlington

Bishop’s Report: The Bishop’s report verbally included
  1) A Celebration of Life for Virginia Thomas was offered in Enosburg.
  2) Prayers were asked for David Walters.
  3) The Bishop was in England in March, will attend a Standing Committee for Music and Liturgy in Atlanta, and a meeting in Utah.
  4) He expects that the special convention June will be well attended.

Mission Districts: Reid Farrell reported that the new Mission Districts was well received by the districts. The sub-committee moved, Sr. Laurian seconded, and it passed that the new configuration be adopted formally for convention. Passed.
**Covenant Response:** Sr. Laurian moved, Reid seconded and it passed to confirm the final draft of the covenant response. Thanks were expressed to Anne Brown for the crafting of the response.

**Communications Task Force** – A signed contract with North100 for $10,000 is in place for the new website to be completed before Pentecost.

**Strategic Plan:** Sr. Laurian suggested sending the responses from the committees back in order to keep communications open. Barbara reported that she is working on a summary of parish responses to diocesan offerings. This report will be given to the next meeting of council.

**Clergy Compensation:** Scott Neal indicated that materials will be compiled.

**Annual Appeal:** Bishop is pleased with the annual appeal – 130 pledges equaling $44,090 and $28,397 already received. 3000 letters will be sent out before the special convention. It will include a brochure developed by Angie Emerson. Mailing will go to all in the Diocese except for the leadership groups which were already been appealed to.

**Endowment Review:** A committee led by Franklin Sanders needs a council member involved to replace Ali Mahra. Barbara Hoar volunteered to be the replacement.

**Diocesan Council Position Description:** A draft was submitted by Lynn of the description as was collected previously. Draft was amended by Council as follows:
# 1 “to monitor and oversee the implementation of the Strategic Plan of the Diocese”. The following 6 responsibilities will be dropped down and that then 
#7 “be faithful stewards of the financial and administrative resources of the Diocese including the preparation and monitoring the Diocese budget.” 
Rick moved, Scott seconded and it passed that these changes be incorporated in the Position Description.

**Property-Casualty Insurance Renewal:** The Church Insurance Company announced a 2% increase for the next 2 years. Sarah moved, Scott seconded and it passed that this be accepted.

**Safe Church Training:** Lynn reported that this program has fallen behind but there are new trainers and the hope is to have regular training in the new mission districts. It is expected by January 1, 2013 that all involved will be certified within the past five years and that then re-certifications will be for three years.
REPORT OF THE EARTH STEWARDS COMMITTEE FOR THE DIOCESAN CONVENTION 2011
July 1, 2010 – June 30, 2011

The Earth Stewards Committee was appointed by Bishop Ely following the Diocesan Convention 2008, which had as its theme the serious ecological crisis we are facing today as a church, a nation, and a civilization. Reports on the work of this committee were presented to Diocesan Conventions 2009 and 2010. This report for 2011 details the work and ministry of the ESC, whose mission and stated purpose is “to foster awareness and deepen understanding of our lives as stewards of God’s creation, and to practice environmental responsibility and sustainability.”

Work and Ministry Activity
1. A display booth is set up at as many diocesan events as possible to publicize current work on behalf of the diocese and to be a visible reminder of what it means to be stewards of God’s creation.
2. The campaign to sell stainless steel water bottles as an alternative to using disposable plastic bottles continued, as did the commitment to make a contribution to Pure Water for the World from the proceeds of the sale. By June 2011 we had sold 218 bottles and made contributions totaling $1,926.00.
3. A resolution was presented to Diocesan Convention 2010 to participate in an Earth Day awareness activity of reducing our dependency on the automobile. The committee plans to present a resolution to all future conventions as a way of encouraging a commitment to practice environmental responsibility.
4. A statement was drafted in coordination with the update of Diocesan Council’s Key Ministry Areas document to include a new ministry area #8: Caring for God’s Creation.
5. A collaborative effort with the Capital Campaign Discernment Committee resulted in the drafting of the Ministry of Environmental Stewardship section of the Case Statement.
6. A draft has been written as a resource document to help congregations write a parish-specific Environmental Plan for ongoing efforts to “green” their congregations and real properties. Distribution of this resource and hands-on efforts to assist with this effort are a priority for 2011-12.
7. A liturgical resource was produced and distributed to assist parishes in developing a Rogation Sunday service to celebrate the Earth and our desire to be responsible stewards of it.
8. Four workshops were sponsored at the Ministry Expo in April, providing a day-long ecological option for participants to look at different topics in greater detail and to be a part of the environmental conversation. A commitment has been made to continue to provide these kinds of opportunities at future Ministry Expos.
9. At the Ministry Expo in April, the concept of a zero-waste event was introduced. Participants were encouraged to bring lunch in re-usable containers, to place all recyclable materials in the designated container, and to recycle all organic waste in the designated compost containers. There is a commitment to encourage all events in the diocese to be zero-waste events and to assist in the planning for such in any way possible.
10. A task force on Composting by Faith Communities has begun a challenge to parishes to take the lead in keeping organics out of the waste stream. A brochure has been developed to assist the conversation and implementation of such a practice by individual parishes. Workshops or discussions are being offered at the local level to help develop a parish-specific protocol. Compost pails for kitchen scrap deposits are being sold by the committee to parishes and to individual households to help with easy organic recycling and as a “sign” of such a commitment to return valuable resources to the soil.
11. The *Earth Stewards Alert* has been published as needed—five times since it was introduced—beginning in November 2010. This is an e-newsletter with articles, informative announcements, project updates, and appropriate links to other earth ministries and environmental organizations. The *Alert* keeps subscribers posted about things that might be of interest to them. It is expected that this newsletter might also become a communication tool, to let others know about environmental stewardship activity in parishes throughout the diocese. The Earth Stewards Committee is led by Robert Wertz.

Members are:
Angie Emerson
Wendy Grace
Susan Gratz
Elizabeth Hilgartner
Frances Huessy (on leave)
Ron McGarvey
Denise Noble
Sr. Laurian Seeber

**EPISCOPAL RELIEF & DEVELOPMENT MINISTRY REPORT FOR 2011 DIOCESAN CONVENTION JOURNAL**

Diocesan Co-coordinators Kristin Lie Wood and Kit Cooke kept parishes informed, chiefly by email, about the global mission and work of ERD. These regular updates, now supplemented by the newly renamed ERD newsletter “Seek & Serve” sent to each parish rep in the diocese (and also to all who have made a donation to ERD), help to keep ERD visible and integral to the church in Vermont. Kristin Wood attended the annual training conference for diocesan coordinators held this year in May in Cleveland, Ohio where the latest news and information on programs, finances, and new directions is conveyed.

Important ERD programs, initiatives, and events this past year included the following:

**Support for the NetsforLife Inspiration Fund:** This campaign, announced by ERD last year, is a grassroots campaign to support the already successful NetsforLife anti-malaria program in Africa. The target goal of distributing 7 million nets insecticide-treated nets by the end of 2012 has very nearly been reached: we are now in 17 countries in sub-Saharan Africa, having distributed 6.3 million nets. Many Episcopal dioceses around the country have embraced this campaign, which was highlighted by the Presiding Bishop in her annual message regarding ERD Sunday this past Lent.

**ERD Sunday:** Again this year we thank the many Vermont parishes which implemented the General Convention’s resolution designating the First Sunday in Lent as ERD Sunday, as well as those parishes which chose an alternate Sunday to support ERD’s work.

**Disaster Response and Long Term Ministries:** The important work of ERD in responding to disasters and initiating long-term recovery and rebuilding efforts has again been amply demonstrated this past year. Long term ministries in Japan, Haiti, and Southern Sudan (which has recently become independent) show the vital role Episcopal Relief & Development – working with other Anglican or interfaith ministries-- can play in stricken areas. Similarly, ERD responded this past spring to the disastrous flooding and deadly tornadoes in the South and Midwest, assisting with emergency relief in many dioceses, including those of Alabama, West Missouri, Kentucky and North Carolina.
Three New Important Service Programs for Children & Youth Introduced: As part of the Christian formation work of Episcopal Relief & Development, three new programs available to parishes have recently been made available on the ERD website: 1) “Real Heroes versus Rita Mosquito: A Children's Program on Malaria,” to introduce children to malaria and how it's prevented; 2) “The Abundant Life Garden Project,” a Scripture-based curriculum for children (pre-school and elementary) which explores thematic modules on Water, Seeds, Soil, Animals and Harvest; and 3) “Act Out,” designed for middle and high school students is aimed at youth and the world encountering one another. All three programs tie the curricular modules to our Baptismal covenant and ERD's mission of "healing a hurting world".

More information on all of ERD’s current programs and on its global impact can be found on its website, which we urge all parish leaders to visit regularly. We look forward to continuing our efforts in communicating news of ERD’s work to all churches in the diocese in the coming year and wish to thank, especially, all the parish reps for their hard work in uniting Vermont Episcopalians in this essential mission.

Kit Cooke
Kristin Lie Wood
Diocesan Co-Coordinators, Episcopal Relief & Development

REPORT OF THE HISTORIOGRAPHER AND REGISTRAR

The daily routine continues with the largest share of time spent in working with the Trustees of the Diocese, lawyers, paralegals and individuals to trace ownership of the SPG leases, answering questions about the gifts and endowments held by the Trustees as well as a variety of requests for information about the history of the Episcopal Church in Vermont, the Diocese of Vermont and its various congregations.

With the end in sight for the preservation of the archive holdings, including record books as well as documents, my attention has turned to the much needed rebinding of the older and well used printed volumes as well as the binding of recently printed and in house publications.

Fortunately, I discovered a local bindery and will be working with it for the foreseeable future. An interesting discovery of the year was that Bishop Hopkins ordained a previously unknown cousin, George, probably a student at the first Vermont Episcopal Institute, to the diaconate. Work has been completed on compiling a list of Bishop Hopkins’ official visitations from his Convention addresses and other sources and, in so far as possible, a list of his confirmands will be compiled from the extant records of closed congregations and any other available lists. This will be followed by compiling a list of Bishop Griswold’s visitations. Both lists will be available on a searchable data bases.

A major research project for the year was in response to the Bishop’s request for information concerning the various uses of the Rock Point Property. The most interesting aspects of this project were: the confirmation that the transfer of the property to the Diocese was, at the time, recognized as a sale the income from which was used to extinguish the remaining debt owed by Bishop Hopkins to his creditors from the failure of the first Vermont Episcopal Institute and to enable John Henry, Junior to repay the loan which enabled him to acquire title to the property; that the headmasters of both the boys’ and girls’ schools rented their respective buildings from the Institute Trustees and were expected to operate the schools within the income received from student fees; the problems created by the original railroad cut, now the bike path, which have continued to the present day; and that parcels of the original property have been sold off.
Respectfully submitted,
Elizabeth E. Allison, Historiographer and Registrar

The Episcopal Diocese of Vermont

LIVING STONES PARTNERSHIP & ANNUAL MEETING, 2010-2011

Living Stones is a partnership of dioceses and communities of faith engaged in Christian mission, committed to the ministry of all the baptized. In the context of theological reflection, the Living Stones Partnership exists to support, challenge, and strengthen local ministry in our respective jurisdictions. The partnership currently has nearly 20 members from Episcopal and Anglican dioceses, seminaries, and communities of faith. The Living Stones Annual Meeting engages us in intensive consultation with bishops; ministry developers; seminary deans, faculty and professional staff; spiritual directors and religious; all reflecting on specific and localized work in baptismal ministry settings.

In 2011, a team of four represented our Diocese at the Living Stones Annual Meeting: Tom Ely, Bishop; Diane Root and Betsy Tonkin, Church of Our Saviour, Killington; and I. We presented a case study on the collaboration and partnerships formed by our diocese’s participation in Partners for Sacred Places. Church of Our Saviour was one of 10 congregations that participated, and major funding for the Partners project came from our diocese. Anne Brown, Church of Our Saviour and also diocesan Communication Minister, and Angie Emerson, diocesan Minister for Stewardship Development, created and wrote the case study document the team presented at the Meeting. The key theme of the case study was the creation of partnerships for the developing mission of both congregation and diocese.

This mission focus was a shift in the type of case study represented at LS. For several years, most case studies offered by LS Partners focus on technical aspects of developing baptismal ministry. Vermont team members Tom Ely and I wanted to link baptismal ministry and mission: a return to the central reason for what we do as church. Our case study and a few others focusing on mission were very well-received at this year’s Meeting; the 2012 Meeting will see even more study and discussion of mission and baptismal ministry. Members of Our Saviour returned home with both affirmation and ideas for next steps in their developing mission and the intent to share with other congregations who participated in Partners for Sacred Places.

As always, the LS Meeting also offered us time for professional enrichment and an important opportunity to connect, learn from, be supported by and offer support among colleagues in ministry who are working in similar contexts around emerging understandings and expressions of mission and baptismal ministry.

Following the Annual Meeting, I was invited to become a member of the Leadership Team of Living Stones, 2011—2014, the small group who works throughout the year to maintain the partnership of LS members. I am part of the on-going conversation and reflection of baptismal ministry and mission in the Episcopal Church; am working to plan the 2012 LS Meeting; and am facilitating a group of ministry developers from throughout Canada and the U.S. in areas of professional development, mission, and renewal of LS.
Our Diocese is one of the longest-standing members in LS. Each year, we offer our experiences, wisdom, and our mistakes and challenges to others. And we also receive many gifts through our participation. We have never been able to determine a dollar value (“bang for the buck”) for the professional consultation and experiences from the Meeting, adding in the professional consultations during the year: we cannot—the figure would easily run in the hundreds of thousands of dollars.

Living Stones remains of the highest value not only for the return on minimal fiscal investment but also for our local return to congregations and diocesan organizations, in gifts we offer others, our connection with the wider church, and opportunities for professional enrichment among diocesan ministers and other leaders. The mission of Church of Our Saviour and other congregations in Partners for Sacred Places, and our diocese overall, are greatly enriched by our partnership in Living Stones.

Respectfully submitted,

Susan Ohlidal
Canon for Ministry Development

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OUTREACH AND SOCIAL JUSTICE REPORT
July 1, 2010-June 30, 2011

The outreach and social justice committee has provided support to Vermont Interfaith Action, Upper Valley Interfaith Initiative, and Camp Agape. In addition Outreach and Social Justice Committee is responsible for making grants from Initiative IV of the McClure Discovery Fund. Between June 30, 2010 and July 1, 2011 the following grants were made:

<table>
<thead>
<tr>
<th>Ministry</th>
<th>Grant Description</th>
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<tbody>
<tr>
<td>St. Stephen’s Middlebury</td>
<td>Kids 4 Peace</td>
</tr>
<tr>
<td>St. Paul’s White River Jct.</td>
<td>Scholarship, Brookhaven Student</td>
</tr>
<tr>
<td>St. Peter’s Bennington</td>
<td>Food pantry-Kitchen Cupboard</td>
</tr>
<tr>
<td>St. Paul’s Burlington</td>
<td>Jump</td>
</tr>
<tr>
<td>St. Michael’s Brattleboro</td>
<td>Emergency assistance to those burned out in hotel fire</td>
</tr>
<tr>
<td>All Saints, South Burlington</td>
<td>Scholarships, Camp Agape</td>
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Respectfully submitted,
Laura Chase, Chair Outreach and Social Justice

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FINANCIAL OVERSIGHT AND AUDIT COMMITTEE
July 1, 2010 to June 30, 2011

Compared to previous years, this past year was fairly quiet. Our work on revising the Parish Treasurer and the Audit Manuals had been completed in 2010. This past year focused on handling questions as they were emailed to us and working on site with several congregations to assist in their annual audit and accounting issues.
On the other hand we have wrestled with a parallel set of issues that no manual or consultation will resolve. Year after year we have noticed that only about fifty percent of the annual Parochial Reports have included an acceptable annual finance report. This was especially true of the 2010 reports in which only twenty three congregations included an acceptable finance report. Of the remaining, ten congregations submitted finance reports that did not clearly separate operating from non operating income and expenses. Five congregations did not include an annual finance report and four congregations did not submit 2010 parochial report at all.

The ripple effect of “problem annual finance reports” creates additional work for the diocesan staff and raises questions about the fairness in reporting the operating income figures that determine the diocesan assessment. As a committee we sense a futilitarian outcome to the issue. We can write manuals, work one on one with treasurers and audit committees, review the annual audit reports but are at a loss as to how to raise the level of taking pride in being a member of this relationship we call a diocese.

Respectfully submitted,
Peter D. MacLean
Gary W. Eley
Co Chairs of the Financial Oversight and Audit Committee

UNITED THANK OFFERING REPORT
DIOCESAN CONVENTION 2011

First I want to thank all the churches in Vermont who have contributed to the United Thank Offering this year and in years past. The work of the United Thank Offering is vital to so many people in this country and around the world. Here are the results of the 2011 granting session. Of the hundred fourteen UTO grant applications submitted this year, fifty-nine grants were awarded as follows:

Province I – IX  39  $750,108.95
Companion Dioceses  8  $204,288.78
International  12  $680,128.46
Total awarded  59  $1,634,526.19

The Joint Urban Ministry Project (JUMP) of Burlington was a recipient of a UTO grant sponsored by the Episcopal Diocese of Vermont.

United Thank Offering 2012 grant applications will be available October, 2011, please check the United Thank Offering website. All grant applications must be submitted to the Diocesan office in December.

Once again I would like to thank everyone for their support of the United Thank Offering. Below you will find a list of churches and their contributions.

Winter 2011        Spring 2011
<table>
<thead>
<tr>
<th>Location</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Killington - Church of Our Saviour</td>
<td>172.29</td>
</tr>
<tr>
<td>Lyndonville - St. Peters</td>
<td>10.00</td>
</tr>
<tr>
<td>Manchester - Zion</td>
<td>99.00</td>
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<tr>
<td>Norwich - St. Barnabas</td>
<td>453.31</td>
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<tr>
<td>Rutland, Trinity</td>
<td>335.00</td>
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<td>Shelburne - Trinity</td>
<td>240.73</td>
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<td>Sheldon, Grace</td>
<td>24.22</td>
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<tr>
<td>South Burlington - All Saints</td>
<td>449.45</td>
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<tr>
<td>Underhill - Calvary -</td>
<td>106.52</td>
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<tr>
<td>Wilmington - St. Mary's in the Mountains</td>
<td>14.21</td>
</tr>
<tr>
<td>Woodstock - St. James</td>
<td>721.00</td>
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REPORT TO CONVENTION

VERMONT ECUMENICAL COUNCIL AND BIBLE SOCIETY
JULY 1, 2010 - JUNE 30, 2011

In its 42nd year of commitment to the Gospel imperative for unity, and to cooperative engagement in the work and prayer for visible Christian unity, the Vermont Ecumenical Council and Bible Society (VECBS) continues to serve eight Member Denominations: American Baptist, ELCA, Episcopal, Friends, Greek Orthodox, UCC, United Methodist, Presbyterians USA. Diocesan membership reflects the priority of the Episcopal Church for Ecumenical Relations.

The Board of Trustees, administrative and program committees met regularly. Executive, Finance, and Personnel work between quarterly meetings of Trustees, as have Peace, Justice and Integrity of Creation (PJIC), and Faith & Order.

With annual income from the Greenleaf Trust, the Bible Society's free distribution program responded to requests for 740 Bibles with cost exceeding $6000. Vermont churches, congregations, hospitals, prisons, individuals, ordainers, and clergy new to Vermont receive the version and language of choice. Contact info@vechs with your request.

Faith & Order completed year-long studies in theological anthropology and is preparing to meet and share with the Board of Trustees. Dialogue will focus on ten Affirmations (WCC, No.199) and their application to the life and work of the VECBS, and what it means to be a person as foundational to all ecumenical work. (Hamlin serves. 1 vacancy.)

PJIC, with concern for care of the world and its people, directed attention to sustainable agriculture and the effect of immigration, including undocumented and migrant workers, on Vermont agriculture. A study document is proposed. Bringing knowledge and experience in the field of agriculture, The Rev. James Ballard joined Archdeacon Catherine Cooke as Diocesan representatives.

Though central to all ecumenical work, Prayer & Worship as a committee became inactive due to increased vacancies in denominational representation. In a break with tradition the annual service in observance of the Week of Prayer For Christian Unity was not held. (Diocesan vacancies: 2)

Long supportive and now as a co-sponsor, Trustees continued to monitor status of the Drug Abuse Treatment and Prevention Plan (presented by Walter Gardner in 2006, with endorsement by Bishop Ely, former Governor Phil Hoff and Peter Galbraith), as it moves in state and federal levels. Christian principles are involved and Vermont's critical need for this comprehensive state-wide plan is well-documented.

In light of proposed new legislation to make patient directed death legal in Vermont, Trustees and Faith&Order reviewed the VECBS Statement on Physician Assisted Suicide (2005), and favored a revision. Helen Mead, legislator and former trustee, reported on H-274 "An Act Relating to Patient Choice and Control At End of Life."

At the heart of VECBS work, a roadmap and challenge forward, the GOVERNMENT WITH COUNCIL (2005; Convention Journal, www.vechs.org) was reviewed with reflection and report on progress in the "reception process" (receipt and response) of Member denominations. With full support locally and regionally,
a report from the national General Assembly, Presbyterian Church USA is anticipated in 2012. Response from Diocesan Council and its study is awaited. The status for other Member Denominations is undetermined.

In other actions Trustees supported: co-sponsoring a Celebration of the 400th Anniversary of the King James Version of the Bible, and offered a proposal to the preliminary planning at St. Michael's College; application to the Special Grants Initiative of Trinity Church, Wall Street, in support of a speakers series; participation with the Burlington community as a co-sponsor of Faith Shared, a national interfaith event to model tolerance and cooperation, at the Cathedral Church of St. Paul; conducting Circle of Friends annual appeal to supplement income; and confirmed President Christopher McCandless, Vice-President Roy V. Hill II, Treasurer Peg Hamlin, F&O Chair The Rev. Jerry Handspicker, RJIC Chair The Rev. Robert Athas, to serve until March 2012.

To strengthen the ecumenical witness for visible Christian unity in Vermont, the VEC&BS endeavors to engage in joint action and prayer, and to provide opportunities to build relationships, to nurture sharing, and to speak with one voice. In this light, VEC&BS membership requires fullness in participation of the eight Member Denominations, and their upholding the commitment to dialogue, prayer, and practical collaboration. (Bylaws.)

While the financial support of the Diocese and Bishop Ely’s faithful participation are vital to its life, the effectiveness of the VEC&BS organization and its operation at all levels are diminished by continuing vacancies, failed attendance among trustees and committee memberships, and falling financial support. Economic stresses, which last year forced the Executive Officer vacancy and reduction of staff hours to 16/week, necessitate continuance in a “maintenance mode” of operation. The home-based VEC&BS Office will move from Burlington to Richmond in late summer 2011.

Together in Baptismal unity, yet living in “our unhappy divisions,” do we care what Jesus prays for: the Gospel imperative of John 17:21. Pray that within the sorrowfully divided Church reconciliation may be found and all may be restored to unity with God and be visibly one in Christ.

Respectfully submitted,

Peg Hamlin
Trustee
We're going to try something a bit different with my Convention Address this morning. I'm going to ask you as table groups to respond to what I share and so make it a group participation event, similar to what we did at the Special Convention in June for those of you who were there. The story of our diocese and the stewardship of our mission and ministry together are not mine alone to tell or to shape. I love this diocese, and I love the story we have shared together these past eleven years. I also cherish the adventure God invites us to experience from this day forward. However, before I say more, let me offer some expressions of gratitude.

We are truly honored this year to have Bonnie Anderson, President of the House of Deputies, as our Convention guest, presenter and preacher. Bonnie and I have been colleagues and friends for nearly 30 years. Her life and ministry is a witness to baptismal promises taken seriously by one who understand herself as a member of the Body of Christ living into her ministry every day. As President of the House of Deputies, Bonnie has traveled throughout this Episcopal Church of ours, and beyond, offering her testimony of love, hope, encouragement and challenge to countless numbers of people who see in her a reflection of their own capacity to serve Christ as a minister of the Gospel. Bonnie, you bless us by your presence, and we are encouraged and challenged by your words and witness. Thank you so much. (Invite applause)

Next, I especially want to express thanks to someone who is not even here today - Jim Larkin. From the time Vermont Episcopalians stepped foot off Noah's Ark (or so it seems) Jim has been the faithful and trusted Secretary of our Diocesan Convention and Chair of the Committee on the Dispatch of Business - the only one during my episcopate up to this point. Jim arranged everything we are experiencing this weekend. As I speak he and Polly are travelling in Arizona, visiting and having a good time. During our business session we will consider a resolution thanking Jim for his ministry, but let's also do that right now and hope that both Jim and Polly “feel the love” in our hearts for all they mean to us and to our common life as a diocese. (Invite applause)

Let me also take a minute to convey thanks to several others. First to the other members of the Dispatch of Business Committee (Sarah, Lynn, Craig, Linda and Laura); to Neal Robinson, who will officially step into the ministry of Secretary of Convention today; to the members of the diocesan Ministry Support Team (Lynn, Julie, Susan, Angie, Linny, Anne, Josh, Iris and Elizabeth, along with Patrick who has moved on to other work), all of whom do so much on our behalf throughout the year; to Susan Dedell for her music leadership this weekend and to the choir; to Mark Kalbfleisch and Tony Bader for our excellent A/V setup; to the many volunteers from congregations in the “southern tier” of our diocese; to all our workshop leaders, both yesterday and at the Ministry Fairs; and finally to the staff of the Grand Summit Hotel, who have extended such wonderful hospitality to us. Please join me in thanking them all. (Invite Applause)

And thanks to each one of you, for your participation in the ministry of this Convention and what it means for the future of our diocese. I hope that you will share with the people of your local church what you are learning and experiencing here this weekend. Your personal witness does more than all the words, articles, or emails that anyone from the diocesan office (including the bishop) might say or send in helping build up an increased awareness of, and connection to, our common life and ministry as a diocese.
And that, dear friends in Christ, leads me directly to my invitation for your active participation in this Convention Address. Here is my plan. After sharing some thoughts of mine that I intend as “seeds” for your table conversations, I will invite you to focus on one or two particular questions. You will have about 35 to 40 minutes for your table conversation. I am also asking each table group to write down a “tweet” - a statement of about 140 characters that captures some element of your table conversation. We will collect these “tweets” and offer them throughout the day as part of our Convention agenda. Your table tweet doesn’t have to be a summary of everything you talk about, but something you think the rest of us would benefit from hearing as a result of your conversation. If you have other notes to share from your conversation, I welcome them as well. Just write them down and pass them in with your “tweet.” Quite frankly, and with due respect to other matters, I think this is the most significant “business” of our Convention today! It continues the conversation from last June about the future of OUR diocese – a conversation that involved many, but certainly not all of you.

When we gathered for that Special Convention in June to consider the report from Christine Graham and our Capital Campaign Discernment Committee, we reached the conclusion that we still had work to do before launching any major fund raising effort. I accept that and value the wisdom in our community that expressed itself through that report. I also heard in our June conversation an expressed desire for a deeper sense of connection in our life and ministry together as a diocese. By way of the resolution we adopted, we pledged at that Special Convention, to work together to address the concerns raised in that report and in our conversation that day. This will be an important part of the work of the new Diocesan Council.

Today I remind all of us that it is only through our work together that things will change. Part of my contribution to that work is to help us see the connections we already have and build upon those strengths.

As bishop, I have the incredible privilege of “connecting” with people throughout our diocese on a regular basis. For me, there is a richness to our diocesan life together that I see in the course of our Convention, Ministry Fairs, the Ministry Expo, Vestry trainings conducted via Vermont Interactive Television, our work with Partners for Sacred Places, the many diocesan committee and commission meetings I attend and, of course, during my Sunday visitations.

I experience the vibrancy of our life together as a diocese when I visit with the campers and preside at the Eucharist during the Rock Point Summer Camps, or when I attend events such as the one in the Northeast Kingdom of Vermont, honoring the witness of Jonathan Daniels and Ruby Sales. I witness the depth of our life together when I enter the prison in Springfield, or preside at a nursing home liturgy in Saint Johnsbury, or visit with hospital volunteers in Randolph, or visit a dying Senior Warden in Bellows Falls, or share in a music and liturgy festival in Woodstock. The list goes on and thank God for all those opportunities!

And when Irene blew into town, the strength of our life together became dramatically clearer to me! Like nothing most of us ever experienced before, we suddenly found our state and our diocese in the middle of a disaster zone. Lives, homes and businesses were destroyed; property washed down our rivers and streams while people were forced to stand helplessly by and just watch; powerful floods damaged hundreds of roads and bridges; communities were cut off; people were isolated; electric power was out for days; and we became the lead story all over the
national and international news: The storm of the century ripping through the Green Mountain State, causing the devastating forces of flood waters to rage through our communities!

And there in the midst of all the chaos, confusion, concern and crisis the Episcopal Church in Vermont took its place, along with others; offering comfort, care, compassion and consolation from day one onward - and we haven’t stopped yet! As needs became known, the people of the Episcopal Diocese of Vermont jumped into action and before we knew it we were connecting with one another and responding to the cries of various people and communities throughout Vermont like a well-oiled machine.

Freeway relays and teleconferences, creative solutions and good old grunt work on the ground, generous donations and prayers without ceasing were all part of our response. Even the members of our two congregations who suffered significant damage to their church buildings were on the front lines offering relief to others in their communities. It was and is remarkable!

“This,” as the good folks from Episcopal Relief and Development proclaimed after spending a week with us, “is a diocese with a heart!” As best I can tell, every congregation, every community of faith represented in this room today, is part of that generous heart reaching out in love. “Will you seek and serve Christ in all persons, loving your neighbor as yourself?” With God’s help, we did and are continuing to do so.

No doubt about it, we have been stretched by the challenge of Irene, in some cases perhaps too far. Still, it is that generous heart for love and ministry that I celebrate today. It is that generous heart for love and ministry that gives me hope for the future of our diocese, even as we face difficult, challenging and changing times. If we can respond to the needs, challenges and changes Irene brought our way, than surely we can respond to the other needs, challenges and changes facing our congregations and diocese with similar resolve.

Katharine Ragsdale, the new President and Dean of Episcopal Divinity School, where I serve as a Trustee, recently addressed the Board of Trustees and used an illustration from her training as a pilot to help us think about what is needed as we face change and challenge at the Seminary. She said that when pilots train to deal with anxiety in an emergency situation, they practice NOT reverting to the natural tendency people have of “tunnel vision” when facing a crisis. That’s the tendency to focus on only one solution to the problem or challenge. With Tunnel Vision one’s vision is virtually limited, as in seeing only your own point of view because you’re concentrating on a single idea or opinion to the exclusion of others. Pilots practice avoiding tunnel vision in the cockpit by intentionally expanding their awareness. Their eyes move from one instrument to another and they simply don’t allow their vision to be compromised.

Easier said than done, I say. And so did she! What Dean Ragsdale was trying to say to us Trustees, I believe, is that our stewardship of the Episcopal Divinity School requires leaders who will not allow their vision to be compromised when facing crisis or challenge or changing circumstances. Focusing on our anxiety about “too little money,” for instance, compromises our vision and limits our creativity. Tunnel vision serves no one well, least of all the future that has been entrusted to
our care. I think Anthony Robinson called on us to expand our vision, to look at all the possibilities with regard to that same future, to that same ministry of leadership, when he spoke to us last spring.

There is a favorite story of mine that some of you have heard since I’ve been including it in recent sermons. It goes like this. One evening an old Cherokee chief told his grandson about a battle that goes on inside people. He said, “My son, the battle is between two wolves. One is Evil. It is filled with anger, envy, sorrow, regret, greed, arrogance, self-pity, guilt, resentment, inferiority, lies, false pride, superiority and ego.” “The other is Good. It is filled with joy, peace, love, hope, serenity, humility, kindness, benevolence, empathy, generosity, truth, compassion and faith.” The grandson thought about it for a minute and then asked, “Grandfather, which wolf wins?” The old Cherokee chief simply replied, “The one you feed.”

That story has prompted me to ask, “In this diocese which wolf do we feed?” Do we feed the wolf of scarcity, uncertainty, doubt worry and fear? Or do we feed the wolf of abundance, confidence, faith, possibility and hope? Is our stewardship mantra “let me give what I can spare,” or is our stewardship mantra “let me give in grateful response for all God has given me?” Is our life in Christ considered an obligation or a blessing? Is our ministry focused on what is “expected,” or is it focused on what is “needed?” Is the expression of our faith a spiritual life insurance policy, or is it a joyous response to God’s unconditional love? Are we “all in,” or are we holding back, waiting for a possible better hand?

The theme of our Convention is “I love to tell the story.” The story, of course, is the Good News story of God’s love made known to us in Jesus Christ. By God’s grace, telling the story prompts us to live the story. Day in and day out I see evidence of that desire and capacity to live the story of God’s unconditional love. I have witnessed your hunger to bring that Good News of God’s reconciling grace and joy to the world around us. That is the Diocese of Vermont I love and long to continue serving.

At times, however, I have also witnessed in us a fear, an apprehension, a caution, that I believe holds us back from truly being all that God is calling us to be. I am quite prepared to accept the reality that I may not have led us these past eleven years in ways that brought out the best in us. I also invite you to reflect on how our ties to the past, how our comfort with the way we’ve always done things, how our patterns of “life in the church” have perhaps compromised our capacity to explore new expressions of church, new expressions of ministry, new expressions of faithful response to our baptismal promises in a post-modern, post-Christian world.

Bucking that natural reluctance to embrace the future and its challenges, some innovative thinking and some responsive action is emerging within our life as the Episcopal Diocese of Vermont. Let me identify four specifically.

First, I continue to believe that environmental stewardship is among the most important ministries of our time and one we need to embrace more fully as a diocese. I value so much the work of our Earth Stewards Committee and their continuing witness and challenge to us. I delight that the Rock Point Board, in collaboration with Rock Point School, has taken up the mantle I laid down in my 2008 Convention Address for Rock Point to become a model of environmental sustainability for our whole diocese. Even as we speak, a 150 kilowatt solar
installation is being assembled on the Rock Point property. This project will provide one half of all our electric needs on Rock Point and is the largest solar installation on any religious property in Vermont. Along with our commitment to energy conservation and efficiency, this solar installation will serve as a model and, I hope, an inspiration to other faith communities to turn words into actions.

Second, during this past year we have adopted new approaches to communication in our diocese. Our new web site offers incredible opportunities for us, and my hope is that we will take full advantage of those opportunities. Sadly, our Web designer was one of the many people in Vermont who lost her home to Irene. That set us back a bit. We pray that Lo and her family recover soon from their loss. In the meantime we continue to make advances with the communication resources of our new web site.

Other changes in our communications ministry this coming year will challenge us, as well. A decision based mostly on the stewardship of our finances, means we will no longer print the Mountain Echo as a newspaper. This award winning publication has been a mainstay of our diocesan life for a very long time. We will need to find additional electronic ways to bring the substance of that communication resource to the people of our diocese. The Mountain E-News is one source, but it cannot be our only source. Anne Brown is giving this changing reality her full attention and we welcome your thoughts and help.

Third, ever since our Diocesan Convention last November and Anthony Robinson’s visit in June, many congregations have been exploring new expressions in their worship and in the ways they reach out to those “spiritual seekers” we hear so much about. I delight in these developments. Some will succeed. Some will fall flat. Some will adjust many times before finding their stride. Please pray for these efforts and those involved.

Fourth, in 2011 we tried a new approach to increase our diocesan budget income. The launch of the first Annual Appeal was a success in my opinion, even though we did not meet our ambitious goal of raising $100,000. Folks we talked with before launching this effort told us that for an organization our size we would be fortunate to reach a goal of $20,000 in the first year. As of today, we have received gifts and pledges to the Annual Appeal totaling nearly $52,000, from 216 donors. We probably would have done even better if it were not for tropical storm Irene, after which we cut short efforts to solicit funds for the Annual Appeal and encouraged contributions for our storm relief efforts.

In 2012 our effort to raise revenues through the Diocesan Annual Appeal will continue, and I hope you will respond generously again. In 2012 we will also try our hand at FUNdrasing! The idea is to hold a FUN event that draws us together, builds our connections and fellowship, and at the same time produces some income for our diocesan mission and ministry. The day to save in your calendar is September 15, 2012. The place to be is the Basin Harbor Resort in Vergennes. The event will be an awesome golf tournament and family fun day at this scenic Vermont Resort.

There is no doubt about it; our diocesan budget presents us with a huge challenge. Our commitment to pay our full asking toward the General Convention budget of The Episcopal Church is a priority. So too is funding the diocesan Ministry Support Team, which has been significantly reduced over the course of the past couple of years. In light of reduced revenues from congregations and other sources, the Diocesan Council faced some difficult choices. One of the principles applied to our deliberations is the principle of subsidiarity; that is the organizing principle which dictates that matters ought to be handled by
the least centralized competent authority. I don’t know that we did that perfectly in this year’s budget, but I do know we tried to find an appropriate balance between local and diocesan ministries. For instance, we encourage all outreach efforts – local and global – to have some direct connection to and involvement from a local congregation, and that any diocesan funds for these ministries be allocated as matching funds to support local initiatives. We’ll see how that goes.

Please take note that this decision in no way reduces our commitment to global mission and the priority expressed in the Diocesan Strategic Plan that each congregation engage directly in one or more global mission initiatives. Our offering today for the rebuilding of Haiti is but one example of that continuing commitment.

All of which brings me back to you, to the people and congregations who ARE the Episcopal Diocese of Vermont. If you think there is such a thing as the Episcopal Diocese of Vermont apart from the people and congregations represented in this room then please call my new Executive Assistant, Linny Curtis, and request an appointment so we can discuss this understanding face to face! I am absolutely serious. Either WE ARE the Episcopal Diocese of Vermont, or there is NO Episcopal Diocese of Vermont!

The next chapter of our story as the Diocese of Vermont is being written even as I speak, and as you will speak in just a minute. Tropical storm Irene and our response is a huge part of that story. I believe Irene has taught us and continues to teach us much about ourselves and our passion for ministry as a diocese, and our commitment to serve those in need when we are clear about what those needs are.

I don’t know what all those lessons are, but I do believe that if we are faithful in our life and work together we will uncover them. Prayer, worship, formation and service are all vital parts of this life together, as we acknowledge in our Diocesan Mission Statement: Pray the prayer of Christ, learn the mind of Christ and do the deeds of Christ.

Therefore, the question for you at your tables is this: What are we learning about ourselves and God’s call to us in these post-Irene days and what might it mean for the stewardship of our mission as a diocese? Asked in another way, “What is required of the church, the Body of Christ, in a rapidly changing world?”

So, for the next 35 to 40 minutes it is time to talk at your tables. Please do your best to keep notes of your conversation so that the rest of us might benefit from your discussion, and end by writing a 140 character “tweet” that gives us a glimpse into the wisdom of your table conversation (nobody is going to count the actual characters). I’ll alert you when there are 10 minutes to go. The questions are on the screen. And Thanks!
The 220th Convention of the Episcopal Church in Vermont, being the 179th Annual Convention of the Diocese of Vermont, was called to order at 10:31 a.m. on Saturday, November 5, by the Rt. Rev. Thomas C. Ely, Bishop of Vermont, at the Grand Summit Resort Hotel in West Dover, Vermont. Bishop Ely opened the Convention with prayer and greetings, followed by the Bishop's address. Following the Bishop's address, each table was asked to write a 'tweet' in response to the question, “What are we learning about ourselves and God's call to us in these post-Irene days, and what might it mean for the stewardship of our mission as a diocese?” Responses will be displayed on the screen during the course of the day.

Report of the Credentials Committee

The Rev. Lisette Baxter, Member of the Credentials Committee, reported that there were 44 congregations registered and 55 of 74 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 ofCourtesy Seats

The Bishop explained the seating on the floor. Canonically resident clergy and lay delegates are seated by Mission District. The table on the side is reserved for those who are not delegates but will be giving a report or presentation to Convention, all others should sit at tables marked, “Guests.”

A motion was made to grant courtesy seats, without vote, to clergy who are serving congregations in the Diocese in order that they may sit with their delegates. The motion was seconded and passed unanimously. (Molly Bidwell, Jerusalem Gathering; Mark Preece, Randolph; Merritt Greenwood, Middlebury).

Election of the Secretary of Convention

The Bishop introduced Neal Robinson and called for a motion to elect Neal as Secretary of Convention. A motion was made to elect Neal Robinson as Secretary of Convention. 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 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, Neal Robinson; Recorder, Sarah Gallagher.

Introduction of New and Transferred Clergy
The Bishop then introduced new canonically resident clergy: Donna Reidt was ordained as priest on December 18, 2010, and is serving as Priest in Partnership at St. Mary's, Wilmington; Thomas Mousin was ordained a transitional deacon on December 14, 2010, and as a priest on June 25, 2011. Jane Butterfield Presler transferred from the Diocese of Massachusetts on July 14, 2011; Norman Murray MacLeod transferred from the Diocese of Connecticut on September 30, 2011; Mary Lindquist transferred from the Diocese of Hawaii on October 24, 2011, and is serving at St. Michael’s, Brattleboro; and Paul Habersang transferred from the Diocese of Connecticut on October 26, 2011, and is serving at Christ Church, Montpelier. (William) Kevin Fisher transferred to the Diocese of New York on October 27, 2010; Christina Brannock-Wanter transferred to the Diocese of Lexington on January 4, 2011; Thomas Norboe Mousin transferred to the Diocese of Massachusetts on July 14, 2011; and Patrick Terrence (Terry) Gleeson transferred to the Diocese of El Camino Real on August 24, 2011.

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

Welcome from the people of St. Mary's in the Mountains, Wilmington

The Bishop called upon Liz Marshall, Junior Warden at St. Mary's in the Mountains who gave a warm welcome to all to southern Vermont. Liz said that St. Mary's has felt more connected to other churches in the Diocese through Tropical Storm Irene, which is a common thread throughout Vermont – one big community helping one another. She said it was enlightening to be without a church building.

Housekeeping Announcements

The Bishop called upon Neal Robinson, Secretary of Convention, for announcements. Neal noted that anyone addressed the convention must use the microphone and identify him or herself. Anyone unable to get to a microphone should please alert one of the tellers and a microphone will be brought to you.

The Bishop should be addressed as Bishop Ely, or Right Reverend Sir.

Canon 1,#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 in the Convention and, with the approval of the Chair, have the right to speak on subjects pertaining to their respective offices.”

Prior to each vote, balloting instructions will be given by the Head Teller, Dick Bower. Red and green ballot cards are in each name tag. Delegates were asked to check that they have their ballot cards and to hold onto them. Tellers provided cards for those without them.

Courtesy resolutions should be given to Nanci Gordon (Trinity, Rutland), member of the Resolutions Committee. Anyone needing assistance composing a courtesy resolution should see a member of the Resolutions Committee, located in the hallway outside the convention room during the legislative session, for help. Members of the Resolutions Committee were asked to stand: Nanci Gordon, Mike Austin, Stan Baker, Jane Garrett, and Laura Chase-chair.
When Convention recesses for lunch, the Mission District Electing Committees were asked to gather in designated areas to elect Diocesan Council members from each district.

Prepaid lunches and drinks will be distributed in the Deerfield Lobby area, near the Mission District meeting rooms. Lunch for others is available in the deli.

The Earth Stewards Committee encourages all diocesan events to use a ‘minimal waste event’ policy. To promote this policy at the Grand Summit, there will be recycling and compost containers alongside most trash containers where food is served or consumed. Please make every effort to keep recyclable and organic materials out of the trash can. Name tags and voting cards will also be collected in marked boxes at the end of the day, and all paper is recycled.

An evaluation form will be emailed via Survey Monkey following convention. Please respond to the survey as soon as possible to assist with future planning.

Bishop Ely’s address will be available on the diocesan website and reprinted in The Mountain Echo. Contact the Diocesan office to have a copy mailed to you.

The 2011 Annual Report of the Church Pension Fund is available at the head table.

Dispatch of Business approved the minutes of the 2010 Annual Convention.

Presentation of Agenda

The Bishop presented the proposed order of business as Nominations, Ballot for General Convention Alternates, Resolutions, Mission Districts’ Caucus (during lunch recess), Brookhaven Annual Meeting, Canons Committee Report, Brookhaven Annual Meeting, 2012 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.

Courtesy Resolution honoring Jim Larkin

Resolved, that this 179th Convention of the Episcopal Diocese of Vermont, on behalf of so many Conventions before us, offer its heartiest expression of deepest gratitude to Jim Larkin for his many years of service as Secretary of Convention and Chair of the Dispatch of Business Committee. As Bishop Ely himself called him, the Bishop’s “right and left hand” – having been such for FOUR bishops, would that make him 8-handed? – “understanding and helping him in his role as Bishop” - having done such for FOUR bishops – Jim has been what Bishop Ely calls a “classic kind of taking someone for granted” kind of guy, making life so easy for diocesan, cathedral and other congregational staff, and all of us who gather in this way each year and at special conventions.

Jim has discharged his duties – and has seen that we all properly discharge our own – with a steely resolve wrapped in warmth and self-effacing humor, as he famously identified himself as a card-carrying member of “Gimps for Jesus,” and gave all due glory to his partner in life and in church service, his wife Polly.

We send our greetings to Jim and Polly as they enjoy visiting their family in Arizona.
Courtesy Resolution thanking the Dispatch of Business Committee
Resolved, that this 179th Convention of the Diocese of Vermont salute and thank this year’s Dispatch of Business Committee: Jim Larkin, Bishop Tom Ely, Lynn Bates, Sarah Gallagher, Craig Smith, Laura Chase and Linda Maloney for their hard work and diligence in planning the Ministry Fairs and this Convention, “I Love to Tell the Story” – a COLLECTIVE story demonstrating their love and flexibility in dealing with alternate locations!

Presentation of the Rules of Order

Neal Robinson 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

Dick Bower, St. Peter’s Bennington, Head Teller, presented the names of the tellers, who were then appointed by the Bishop to serve at this Convention. They were: Dick Bower, Head Teller, Susan Gratz, Barbara Hoar, Laura Hunter, Ned McElroy, Ana Marie Pluhar, Nancy Sanford, Stan Sherwood and Susan Taylor. The Bishop announced the appointment of the Tellers for this Convention as noted.

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 in the interest of a fair and orderly debate 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. Amendments are to be presented in written form for purposes of clarity and exact language. There were no objections.

Additional Nominations from the Floor

The Bishop asked if there were any additional nominations from the floor. There being no other nominations, a motion to close nominations was made and passed.

Additional Resolutions from the Floor

There were no additional resolutions presented for consideration by Convention.

The Bishop invited Bonnie Anderson to share any words before she leaves to catch her flight.

Bonnie Anderson thanked those gathered for their hospitality, and bid the Convention’adios’ – go with God.

Courtesy Resolution to Bonnie Anderson
Resolved, that this 179th Convention of the Episcopal Diocese of Vermont express its warm and
deep thanks to Bonnie Anderson, President of the House of Deputies, for joining us for this convention as guest preacher, forum leader, role model and inspiration, whose concern for others was partially-formed in the overheated “educational release time” trailer – like Shadrach, Meshach and Abednego before her.

Thank you, Bonnie, for encouraging us to join with you in recognizing transformational moments; in bearing witness to Christ’s audacity, as simply as doves and as wisely as serpents; in making the connection between who we are and why we do what we do; and in revealing your own sacred text: “The Holy Spirit is crafty!”

Report from Nominating Committee
The Bishop thanked the Nominating Committee for their work and called upon Barbara Hoar, chair of the Nominations Committee, to introduce all the nominees and ask them to come forward.

There being no nominations from the floor, Dick Bower explained the voting procedures and ballots for Alternate Deputies to General Convention were distributed. Four clergy and four lay alternates to be elected with a rank order established.

Clergy Nominees:

Lay Nominees: Ronald Corkins, Margaret Giffin, Wallace H. Good, Jr., Nanci Gordon, Laura Hunter, Sarah Maynard, Genevieve H. Ockert, Katherine A. Webster.

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.

Standing Committee: One clergy and one lay member to serve to 2015
   The Rev. Donald R. Morris
   Alice Winn

Trustee of the Diocese: One member to serve to 2018
   Amy Hastings

Oversight and Audit Committee: One clergy and one lay member to serve to 2014
   The Rev. David S. Veale
   M. Beth Davis

Rock Point Board: Three members to serve to 2014
   Laurel Broughton
   The Rev. Craig Smith
   Beth M. Garland

Rock Point School Trustees: Four members to serve to 2014
   Bayard Bigelow, III
   Gerry Davis
   Suzanne McNeill
   Timothy P. Slottow

Two unexpired terms
John C. Koier  
Steve Smith  
Disciplinary Board: Four members (2 clergy, 2 lay) to serve January 1 – December 31, 2012  
  Ann Cooper  
  James Carter  
  The Rev. John Morris  
  The Rev. Carole Wageman  

The Bishop thanked all the candidates for their willingness to serve and acknowledged those completing terms as elected diocesan leaders: Trustees – Neal Robinson; Oversight & Audit – Peter MacLean, Gary Eley, Carolyn Fouts, Cynthia Watters; Rock Point School – Marylen Grigas, Barbara Grimes, Lindsey Huddle and Alban Richey.  

**Report from Episcopal Relief and Development.** Kit Cooke and Kristin Wood – co-coordinators  

Kit Cooke reported that it was an interesting year with ERD here in Vermont. ERD also works to keep the church informed about global and local mission efforts. Kristin attended a training last May in Ohio. There has been wonderful support for NETS for Life program through the Inspiration Fund anti-malarial program in Africa. 6.3 million nets have been distributed toward goal of 7 million. Thanks to all parishes who have followed the General Convention resolution to make the first Sunday in Lent ERD ingathering Sunday. Disaster response and long-term recovery initiatives have been many this year, including Japan and Haiti, flooding and tornadoes in south and mid-west United States, as well as here in Vermont and other areas in the Northeast following tropical storm Irene. As a result of recent storms in Central America, ERD is also responding to floods and landslides there. ERD has also established three new service programs targeting children and youth – part of ERD Christian formation initiative – materials are available on ERD website: Real Heroes vs. Rita Mosquito; Abundant Life Garden Project, and Act Out. Parishes are encouraged to give in November, when an anonymous donor will match all gifts up to $5000.  

Greetings from Bishop of El Salvador were read by the Bishop.  

**Break for lunch was made at 12:50 – Mission District Caucus election.** Move to Deerfield to retrieve lunches – then on to assigned space, each district has been assigned a convener.  

Convention reconvened at 1:27 p.m.  

Mission District election results were announced  

District 1  
1-year term: Susan Ainsworth-Daniels  
2-year term: David Veale  
3-year term: Janet Brown  

District 2  
1-year term: Betty Maynard  
2-year term: Sarah Maynard
3-year term: Rick Swanson

District 3
1-year term: The Rev. Sister Laurian Seeber, St. Dunstan’s, Waitsfield
2-year term: The Rev. Empy Schneider, St. Mary’s, Northfield
3-year term: Joyce Nagle, St. Paul’s, White River Junction

District 4
1-year term: Jessica Hoagland
2-year term: Margo Fletcher
3-year term: Alan Kittelson

District 5
1-year term: Rick Swanson
2-year term: Linda Nielson
3-year term: James Carter

Alternate Delegate ballot results, in rank order, are:
Clergy: E. Angela Emerson, Linda Maloney, Margaret Fletcher, Laurian Seeber
Lay: Nanci Gordon, Laura Hunter, Wallace H. Good, Jr., Ronald Corkins

Move to adjourn and reconvene as Brookhaven incorporators at 1:40 p.m.

Brookhaven Home report – Jim Kennedy

Jim reported that Brookhaven is doing well with a full complement of students, 9 residential boys and 13 day students. The residents are boys whose treatment requires that they be removed from their home and put on a full 24/7 program. The day students attend school and go home. Most students also participate in the summer camp-type program. A transition house is available for short-term stays for boys with their families to ease their transition back home. Brookhaven is a place to grow and heal. Teachers and volunteers are crucial to the success of the school. A survey was done to resolve ambiguous property lines. New bridge built in cooperation with VAST volunteers, saving about $3500. School was evacuated for about 3 hours when flooding threatened during Irene. Share Brookhaven brochures in your parishes – they are doing God’s work.

Brookhaven Trustees election, 3 members to serve to 2014
The Rev Diana Collins, Richard P. Rogers, Mary “Kate” Conner.
The secretary was instructed to cast one ballot to elect these nominees in an uncontested election.

A question was raised concerning why the Rock Point School is co-education and Brookhaven is not. Jim responded that Brookhaven had considered creating a therapeutic program for young women, but bringing both the boys and girls together presents problems as many of the boys have been sexually abused. Brookhaven was also specifically set up as a boys’ program and the endowment for that purpose might be lost if there was any deviation.
A motion to adjourn as Brookhaven incorporators and reconvene as the 179th Convention of the Episcopal Diocese was made and passed

**Report from Rock Point School.** C. J. Spirito reported that the Rock Point School is doing well. The staff is passionate about what they do and they seek to find each student’s passion. There are students from all over Vermont, New England and some international students as well. They have 27 staff for 24 students. Staff meets students where they are and helps to address needed changes.

Bishop invited delegates to visit Brookhaven and Rock Point Schools.

**St. Paul’s Cathedral.** The Very Rev. Kenneth Poppe described the cathedral’s new Long Range Plan process over the last two years. Two themes: aspire to sustainability and emergence/change. Stewardship, Community, Worship, Formation Clusters have been formed to organize the work of the cathedral. 4 priorities: an effective, engaging website to encourage participation; a new social justice ministry connected with an existing program; different forms of weekend worship; and the creation of an integrated and lifelong formation program. How do we proclaim the Christian faith afresh in each generation?

Rock Point Summer Camp. Jenny Ogelby.
80 years ago we began as Rock Point; the buildings are now called the Bishop Booth Conference Center. Rock Point Summer Camp had 91 campers this summer – they came to worship, study, play and eat together. They came from 21 congregations, with 26 new campers and 24 from Kids4Peace. Jenny gave thanks for $8000 in ‘angel scholarships’ and $4000 in congregational donations. They are planning a satellite camp next year at Mission Farm in Killington. Ken Hitch said that being on the property is mystical and transforming. Rock Point is the crown jewel of the diocese, rich in history and experience. Experience Rock Point through 12/2-4 Advent Silent Retreat, led by The Rev. Lisette Baxter. Join us for a Diocesan Family Retreat at Rock Point in February (17-19) to enjoy the winter beauty of Rock Point – outside and inside activities camp. Visit Rockpointcenter.org for more information.

**United Thank Offering.** Donna Abramov. Thanks to all who contributed. The need is still out there – don’t forget the UTO boxes. Let Donna know who the parish coordinator in your parish is for better communication. donnaabramov@yahoo.com

**Irene relief effort.** Lynn Bates, Canon to the Ordinary.
Lynn reported that the relief effort provided a real sense of connection - between congregations, between dioceses. ERD awarded a $20,000 grant immediately, and we will apply for an additional $50,000 grant that will allow us to hire a coordinator. Church Insurance has also been wonderful. It becomes clear that what you do and what I do becomes what the Episcopal Church in Vermont does.

**Safer Church Training.** New Title IV. Tom Little reported that the new Title IV clergy disciplinary action promotes early resolution, fairly – with an eye toward safety, accountability, and reconciliation. Lynn reported on new training requirements. Safe church training must be no older than 5 years, so lots of people will need to take new training by January 2013. The training has changed considerably.

**Resolutions** The Bishop called upon Laura Chase, chair of the Resolutions Committee, to introduce the resolutions.

#3 – A Resolution Establishing Minimum Clergy Compensation. Scott Neal spoke and recommended it be passed.

RESOLVED, That the 179th Convention of the Diocese of Vermont approve the recommendation of the Diocesan Council that the minimum full time stipend for priests receiving compensation in the Diocese of Vermont for the year 2012 be set at $37,541 (no change from 2011), and that travel allowance be reimbursed at the current IRS standard; and be it further

RESOLVED, that a subcommittee of Diocesan Council continue to evaluate the effectiveness of the 2006 Clergy Compensation Resolution in regard to the 1.6% annual increase to minimum cash salaries (as requested by a number of parishes within the Diocese); therefore that increase will be postponed.

**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 4 % (4.2%) increase, Council proposes that the minimum stipend remain unchanged due to the economic conditions in the world and in our individual parishes. This also reflects and stands in solidarity with the Council’s decision not to increase diocesan Ministry Support Team salaries.

According to the Church Pension Fund (“The 2009 Church Compensation Report,” reflecting 2008 data), the national average median compensation for full-time Episcopal clergy was $67,820, up from $66,545* in 2007. 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.

There was no discussion. All voted in favor. The Bishop reminded delegates that this is a minimum stipend schedule. Parishes are asked to consider greater stipend wherever possible. Vermont is at the low end of clergy pay scale.
#2. A Resolution on the Formulating of a Parish Environmental Plan. The committee moves adoption of the resolution. Bob Wertz spoke in support of the resolution, saying it was an important resolution that is intentional, accountable and instructive and asking that it be turned into action in each parish. There was no discussion and all voted in favor of the resolution.

RESOLVED, That each parish consider drafting an Environmental Plan specific to that parish to focus their environmental initiatives for the coming year.

Proposer: Earth Stewards Committee

Explanation:

1. With the Episcopal Church having endorsed the Earth Charter, and with the Diocese of Vermont and many of its parishes having made considerable efforts to be good stewards of God's creation, it would be appropriate for each parish to document actions already taken and to set goals for new initiatives annually in what would be called a Parish Environmental Plan.

2. Making a Parish Environmental Plan is a way of providing an opportunity for parishes to celebrate what has been done and to think strategically of what steps need yet to be taken and in what order.

3. The following outline of action, provided by the Earth Stewards Committee, may be helpful:
   a) Build a plan to be adopted by the Vestry and the Annual Meeting of the parish.
   b) Pick 3-4 objectives to focus on each year.
   c) Evaluate and document your progress each year.

4. The Earth Stewards Committee (ESC) further advises to choose objectives that are do-able and that produce increases in parishioners’ awareness and understanding of the environmental impacts of their actions and choices and that result in measurable changes in energy use, water use, water pollution, food importation, and the generation of waste products. The ESC has resource materials available to help parishes do such work.

#1. Statement of Support for Freedom and Self-Determination for Palestinians. The Resolutions Committee recommends adoption. Neil Richardson spoke in support of the resolution. Rick Swanson spoke in opposition and offered an amendment. An amendment to the amendment was made by Linda Maloney. Amendment passes. Kelly Ann Wolf spoke in opposition to the entire resolutions and proposed a time of discussion and self-searching. Rick Swanson proposed an amendment to the 3rd resolve, which was seconded and passed. Seconded. Rich Reed spoke about the need to differentiate between the Jewish people and the political state in Israel. Jane Butterfield opposed the resolution, saying it was inappropriate for a delegate to propose a resolution by the diocese and that we are not ready for this resolution. David Hamilton also spoke in opposition, saying that the resolution was not as well crafted as it should be with potential of misunderstanding and could be more divisive than helpful. The motion was defeated.

RESOLVED, That this 179th Convention of the Diocese of Vermont express the belief that the Palestinian people must be allowed to have the freedom to determine their own future without
being subjected to the control of Israel, a government in which they have no political voice; and therefore be it further

RESOLVED, That this 179th Convention of the Diocese of Vermont expresses the belief that water resources in the West Bank must be allocated equally to all people, including "settlers,” Palestinian Christians and Palestinian Muslims, and at equal rates; and therefore be it further

RESOLVED, That this 179th Convention of the Diocese of Vermont reject the commonly held belief that the land in Palestine/Israel should belong exclusively to the Jewish people as justified by any interpretation as derived from Holy Scripture; and therefore be it further

RESOLVED, that this Convention request that these beliefs be communicated to the Presiding Bishop, the President of the House of Deputies, the President of the United States, the Secretary of State, the Archbishop of Canterbury, and the Episcopal/Anglican Bishop in Jerusalem.

Proposers: Lois K Richardson, delegate from St. John’s, Randolph
         Neil D. Richardson, delegate from St. John’s, Randolph

Explanation:
The Palestinian people, Christian and Muslim, live under the control of Israel, under a military occupation in the West Bank, under a blockade in Gaza, and under discriminatory laws in recognized Israel. As a result of Israel's military occupation these people have been subjected, since 1967, to a system of dispossession of their land, their livelihood, and their history.

The water resources pose a particularly acute problem for Palestinians. Water has been diverted from the Sea of Galilee into recognized Israel, drying up the Jordan River as it flows through the West Bank. Israel controls virtually all of the aquifers in the West Bank. Yet the water is distributed in a discriminatory manner, such that the Jewish settlements in the West Bank and the Jewish towns receive a much greater allocation of water, and at much lower rates, than Palestinian residents. The water allocations to Palestinians are significantly lower than the minimum standards for human existence as set forth by the UN. Funds are provided to the Palestinians by the United States to build various water infrastructure projects, yet Israel drastically holds back approval to proceed with the building of these projects.

The situation in Gaza is much more dire. Reportedly 90% of the water in Gaza is not fit to drink. The unavailability of parts and equipment to repair and maintain the water and sewage systems has been caused by the blockade by Israel which has been going on for over four years.

The Jewish settlers move onto West Bank lands, confiscating land and building settlements, justified under the belief that this is all land given them by God, as spelled out in the Holy Scriptures. The government of Israel gives support to this phenomenon, and successive governments following this belief are continually brought to power by an electorate who share the belief that the land belongs to "them" because of the Bible. Unfortunately this policy is supported by many in the United States through influence and untold millions of dollars, all tax deductible under the US tax codes.

The Episcopal Diocese of Jerusalem works diligently to minister and provide schools and hospitals for both Palestinian Christians and Muslims in the Holy Land but is crippled by the
Occupation and policies of Israel towards the Palestinians. Currently the Rt. Rev Suheil Dawani, Bishop of the Diocese, is under threat of not even being allowed into Jerusalem as his “residency permit” is under a revocation order. The Christian community in Bethlehem, along with their Muslim neighbors, is also being squeezed out by the expanding Jewish land confiscation and settlement projects.

As Mark Braverman states in his book Fatal Embrace, the core issue preventing reconciliation and equal justice between the Jewish and Palestinian people, is the widely accepted interpretation of the Old Testament that dictates that the Holy Land belongs to the Jewish people exclusively. The conclusion of the Palestinian/Israeli conflict can only be accomplished by means that are based on justice for all. As Christians, we believe in the Gospels with their message of justice for everyone, even as that message sometimes contradicts Old Testament teaching. We must act to insure peace for our Diocesan brothers and sisters in the Holy Land, thus doing our part to spread the blessing of Peace throughout the world.

Presentation of 2012 Budget. Wallace Good, treasurer.
Wally stated that Council proposes this 2012 budget; narrative and detailed budgets are available. The largest piece of diocesan revenue is derived from parish assessments, which are decreased by $37,000 in 2012 due to smaller church budgets and a change in the formula. An Annual Appeal will be part of the 2012 budget again, with a goal of $65,000. FUNdraisers are targeted to raise $15,000. Grant income will also decrease as one grant has ended. No COLA or annual increases are budgeted for the Ministry Support Team, the Mountain Echo will be available electronically only and Outreach will be funded through grants from Discovery 2000 Initiative IV grants. A motion to adopt the budget was made and seconded. Joel Hill expressed disappointment at the lack of funding for Christian Education. The budget passed.

The Bishop offered thanks to Wally, Council and all who participated in budget process.

Written Reports.

The Bishop called on Neal Robinson for presentation of reports. Neal noted that reports are found in the Pre-Convention Journal and have been distributed. A motion to accept the reports as filed and reported was made, seconded and carried.

Bishop’s Appointments

The Bishop thanked those retiring from appointed diocesan leadership positions:

Commission on Ministry: Committee on Discernment
  Michael Hechmer, Libby Hillhouse, Scott Neal, Shelie Richardson, Kellyann Wolfe

Commission on Ministry: Committee on Christian Formation
  Colleen Gates, May Morris, John Morris

The Bishop made the following appointments:
Canons Committee (1-year term): Steve Marshall, Lindsey Huddle, Thomas Little, Bob O’Donnell
COM: CCF (3-year term): Colleen Gates (Term 2 to 2014), May Morris (Term 2 to 2014)
4 lay vacancies, 1 clergy vacancy
COM: COD: (3-year term): Maggie Thompson (Term 1 to 2014), Kellyann Wolfe (Term 2 to 2014), Scott Neal (Term 1 to 2014), Lucy Pellegrini (Term 2 to 2014)
2 clergy vacancies – Reid Farrell (Term 1 to 2014) and Lisa Ransom (Term 1 to 2014)
Credentials Committee (1-year term): John Rouleau, Neal Robinson, Lisette Baxter
Officers: Secretary of Convention, Neal Robinson, Assistant Secretary of Convention, Lynn Bates, Historiographer and Registrar, Elizabeth Allison, Peg Hamlin, Associate Ecumenical Officer, Thomas Little, Chancellor, William Meub, Deputy Chancellor
Dispatch of Business (1-year term): Neal Robinson, Jim Larkin, Lynn Bates, Laura Chase, Sarah Gallagher, John Rouleau, Craig Smith, Linda Maloney
Nominating Committee (1-year term): Barbara Hoar, Laurie Broughton, Natalie Good, Stewart Pierson, Diane Rooney, David Shuffleburg, George Spear
Resolutions Committee (1-year term): Mike Austin, Laura Chase, Jane Garrett, Nanci Gordon and Linda Maloney
Rock Point Board: Shawn Bryan

Courtesy Resolutions

A Resolution in Grateful Response in the Wake of Irene
Resolved, that this 179th Convention of the Diocese of Vermont offer thanks as we recognize the extraordinary response of the faith community in the aftermath of Hurricane/Tropical Storm Irene, and be it further

Resolved, that this 179th Convention of the Diocese of Vermont offer thanks as we recognize the extraordinary response of the National Guard units – both out-of-state and Vermonter – utility workers and VTrans, the Vermont Department of Transportation in the wake of the storm.

A Resolution Thanking the Staff of the Grand Summit Hotel at Mount Snow
Resolved, that this 179th Convention of the Diocese of Vermont express our gratitude to our hosts yesterday and today – the staff of the Grand Summit Hotel. We truly appreciate their helpful, friendly spirit as they set and maintain such high standards for themselves.

A Resolution Honoring Pioneers in our Midst
Resolved, that the 179th Convention of the Diocese of Vermont enthusiastically recognize and thank the valiant women among us who were courageous pioneers in our Diocese and in The Episcopal Church for the ordination of women. We gratefully recognize Janet Brown, ordained on the Day of Epiphany 1977 – the first woman ordained to the priesthood in the Diocese of Vermont, who celebrates the 35th year of her ordination in January. We appreciate Jeannette McKnight, ordained to the Diaconate on June 9, 1981 and to the priesthood on February 1, 1982, who celebrates her 30th year as a clergy person. We further acknowledge Jean Jersey, ordained to the diaconate June 4, 1987 and to the priesthood on December 1, 1987 – ordained for 25 years in 2012. We also thank Catherine Cooke, ordained to the diaconate for 24 years. We thank them for their presence among us, for their witness to the power of Christ in our diocese and in the world, and for making it abundantly clear that girls and women are powerful and equal ministers of the Gospel of Christ.

A Resolution Thanking our Bishop
Resolved, that this 179th Convention of the Episcopal Diocese of Vermont thanks our Bishop,
Thomas Ely, for modeling servant leadership and devotion to our common life, present and future. You have shown us how to turn the mud that was given us into bricks, with or without straw. In your address to us, you showed us how we have traveled in this past year from gloom through darkness into light, as we were shocked out of our narrow focus by Hurricane Irene to see more broadly and more deeply. You opened your address to us, to let our voices and our hopes be heard. Having experienced our unity and energy as a diocese, we are ready to feed the wolf of hope and courage, to tell Christ’s story of joy and promise, and to move forward in mutual service to the church and the world.

2011 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.

Announcements
2012 Convention will be at St. Paul’s Cathedral, Burlington, on November 2 and 3. The theme is “What About Jesus?” and The Rt. Rev. Michael Curry, Bishop of the Diocese of North Carolina, will be our guest.

A Survey Monkey evaluation will be sent via email. Please take the time to respond so that we can improve your convention experience,

Recycling
Please place name tags in the box provided and recycle paper.

Following final announcements, there was a motion to adjourn the 220th Convention of the Episcopal Church in Vermont, being the 179th Annual Convention of the Diocese of Vermont. The motion was seconded and passed at 3:49 p.m.

Blessing and dismissal. The Bishop closed convention by leading those gathered in prayer, followed with dismissal by a deacon.

Respectfully submitted,

Sarah S. Gallagher
Recording Clerk
CANONICALLY RESIDENT CLERGY as of 6/30/11

AUBERT, The Rev. Keri (12/18/05) Priest
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) Retired Priest
BOONE, The Rev. Arthur (06/02/1969) Retired Priest
BORDEN, The Rev. Robert (07/14/2001) Priest
BOYER, The Rev. Canon Donald (11/22/1958) Retired Priest
BOYER, The Rev. Marcia (07/01/1976) Retired Priest
BROWN, The Rev. Dr. Reed (06/11/1963) Retired Priest
BROWN, 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
COOKE, The Ven. Catherine (08/24/1988) Retired Archdeacon
CRANE-COYNE, The Rev. Canon Peggy (05/31/1994) Retired Priest
CRAWFORD, The Rev. Dr. Lee Alison (07/29/1994) Priest in Partnership, Trinity, Rutland
CREWE, The Rev. Hayward (06/15/1958) Retired Priest
DAVIDSON, The Rev. William A. (Diocese of Vermont) Priest, St. Paul’s, Wells
DYSON, The Rev. Martha (02/18/1999) Priest
EBERHARDT, The Rev. Timothy (01/04/1981) Retired Priest
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
FLETCHER, Margaret (04/18/09) Priest in Partnership, St. Thomas & Grace, Brandon
GANTER, The Rev. David, Deacon, St. James, Essex Junction
GLEESON, The Rev. Terence P. (3/27/06) Priest, Rector, St. Stephen's, Middlebury
GRATZ, The Rev. Paul (06/12/1971) Interim Priest, St. Peter's, Bennington
HAAS, The Rev. Mary (06/07/2003) Deacon, Bellows Falls Ministry Support Team
HAMPTON, The Rev. David G. (02/11/10) Priest, Rector, All Saints, South Burlington
HAWKINS, The Rev. Penelope (06/22/1988) Deacon, St. Peter's, Bennington
HAYWARD, The Rev. Dennis (11/06/1990) Retired Priest
HENAU, 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
KEIZER, The Rev. Garret (06/16/1992) Retired 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, Interim, Calvary Church, Underhill
MARANVILLE, The Rev. Irvin (10/19/1986) Retired Deacon
MARQUES, The Rev. Judith (01/03/2005) Retired Deacon
MCDIE, The Rt. Rev. Mary Adelia (11/01/1993) Bishop Retired
MORRIS, The Rev. Donald (08/01/1991) Retired Priest
MORRIS, The Rev. John C. (01/03/1972) Priest, Rector, St. Martin’s, Fairlee
MOYER, The Rev. George (05/31/1994) Retired Priest
NICHOLS, The Rev. Catherine (09/01/1991) Priest, Canon Pastor, Trinity Cathedral, Portland, Oregon
OSBORN, The Rev. Sherry (10/16/06), Priest
PELLEGRINI, The Rev. Lucy (06/05/2004) Deacon, St. Stephen's, Middlebury
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
REIDT, The Rev. Donna (12/18/2010) Priest, Associate to the Rector, St. Luke’s, Chester
RICHARDSON, The Rev. Melvin (10/30/1983) Retired Priest
RICHARDSON, The Rev. Shelia (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, Church of Our Saviour, Killington
ROSE-CROSSLEY, The Rev. Ramona (04/07/1999) Retired Priest
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
SWANSON, The Rev. Richard (10/27/10) Priest, Rector, St. John’s in the Mountains, Stowe
UDELL, The Rev. C. Leland (10/19/1991) Retired Priest
VAN DINE, JR. The Rev. Canon Howard (06/11/1963) Retired Priest

DIOCESAN LISTINGS AS OF DECEMBER 1, 2011

Altar Guild (Diocesan)
Sarah Maynard, Directress
Betty Maynard, Secretary

Carol Walters, Treasurer
Bishop Booth Conference Center
Steve Antell, Manager
Brookhaven Treatment & Learning Center
Anthony Iazzo, Director
Brookhaven Trustees
James Kennedy, President (Term 2 to 2012)
The Rev. Diana Collins, Vice President and Clerk (Term 2 to 2014)
Brett Murphy, Treasurer (Term 3 to 2013)
Mary "Kate" Conner (Term 1 to 2014)
The Rev. Armand Henault (Term 2 expires 2013)
Pam Macy (Term 2 to 2013)
Philip Mollitor (Term 1 expires 2012)
Richard Rogers (Term 1 to 2014)
Linda Runnion (Term 1 expires 2012)
The Rt. Rev. Thomas Ely, Ex Officio

Canons Committee (Terms to 2012)
Steve Marshall, Esq., Chair
Thomas Little, Esq., Chancellor
Lindsey M. Huddle, Esq.
Bob O’Donnell

Cathedral Chapter
The Very Rev. Kenneth Poppe, Cathedral Dean
The Rt. Rev. Thomas C. Ely, Bishop
Lynn Bates, Canon to the Ordinary
Mark Howe, Cathedral Canon Preceptor
The Rev. Reid Farrell
Mark Johnson
Lisa Ransom
Diane Rooney
Eadie Templin

Commission on Ministry:
Committee on Christian Formation
The Rev. Joel Hill (Term 2 to 2013)
Colleen Gates (Term 2 to 2014)
Mary Gerisch (Term 1 to 2012)
Maggie Giffin (Term 2 to 2013)
May Morris (Term 2 to 2014)
The Rev. Donna Reidt (Term 1 to 2013)
Dan Sylvester (Term 1 to 2013)
Canon Susan Ohlidal (Liaison to Bishop Ely)

Commission on Ministry:
Committee on Discernment
Beth Stanway, Chair (Term 2 to 2012)
Beverly Barton (Term 2 to 2013)
Bill Bridges (Term 1 to 2012)
The Rev. David Hamilton (Term 1 to 2013)
The Rev. Scott Neal (Term 1 to 2014)
The Rev. Sherry Osborn (Term 2 to 2013)
The Rev. Lucy Pellegrini (Term 2 to 2014)
Maggie Thompson (Term 1 to 2014)
Kellyann Wolfe (Term 2 to 2014)

Communications Committee
Anne Clarke Brown, Mountain Echo Editor

Congregational Support & Resources Committee
Don Crofut, Chair
Betty Elwell
Winnie Grace
Bob Halverson
The Rev. M.P. Schneider
Steve Smith
Linda Wirts
The Rev. O. Larry Yarborough
Canon Lynn Bates
The Rt. Rev. Thomas C. Ely, Bishop

Credentials Committee (Terms to 2012)
Neal Robinson, Secretary of Convention
The Rev. Lisette Baxter
John Rouleau

Diocesan Companions
Ann Cooper
Jean Hancock
Beth Hilgarter
Laura Hunter
Rolfe Lawson
Jean Smith
Steve Smith
Canon Susan Ohlidal, Coordinator

Diocesan Council
Mission District I
Susan Ainsworth-Daniels (Term 1 expires 2012)
The Rev. Janet Brown (Term 1 expires 2014)
The Rev. David Veale (Term 1 expires 2013)

Mission District II
Sarah Maynard (Term 1 expires 2013)
Thom Rock (Term 1 expires 2012)
The Rev. Rick Swanson (Term 1 expires 2014)

Mission District III
Joyce Nagle (Term 1 expires 2014)
The Rev. M.P. Schneider (Term 1 expires 2013)
The Rev. Sister Laurian Seeber (Term 1 expires 2012)

Mission District IV
The Rev. Margo Fletcher (Term 1 expires 2013)
Jessica Hoagland (Term 1 expires 2012)
The Rev. Alan Kittelson (Term 1 expires 2014)

Mission District V
James Carter (Term 1 expires 2014)
The Rev. Scott Neal (Term 1 expires 2012)
Linda Neilson (Term 1 expires 2013)

The Rt. Rev. Thomas C. Ely, Bishop

Ex Officio Members
Canon Lynn Bates
Thomas Little, Esq., Chancellor
Dr. Wallace Good, Diocesan Treasurer
Diocesan Loan Committee
Steve Smith, Chair
Kevin Bisaccio
Robert Brower
Tom Dyett
Ned McElroy

Diocesan Ministry Support Team
The Rt. Rev. Thomas C. Ely, Bishop
Lynn Bates, Canon to the Ordinary
Elizabeth E. Allison, Historiographer and Registrar
Anne Clarke Brown, Communications Minister
Joshua Cheney, Administrative Assistant
Linny Curtis, Executive Assistant
Iris Darling, Administrative Assistant
The Rev. Angela Emerson, Minister for Stewardship Development
Julie Giguere, Financial Administrator
Susan Ohlidal, Canon for Ministry Development

Diocesan Officers
The Rt. Rev. Thomas C. Ely, Bishop
Lynn Bates, Canon to the Ordinary
Thomas Little, Esq., Chancellor
William Meub, Esq., Deputy Chancellor
Dr. Wallace Good, Diocesan Treasurer
Elizabeth E. Allison, Historiographer and Registrar
Ecumenical Officer (Vacancy)
Peg Hamlin, Assoc. Ecumenical Officer
Neal Robinson, Secretary of Convention

Title IV Disciplinary Board (Vermont Members) (Terms to 2012)
James Carter
Ann Cooper
The Rev. John Morris
The Rev. Carole Wageman

Dismantling Racism
The Rev. Nancy Vogele, Chair
Laura Chase
Blanche Cooper
Connie Quinby
The Rev. Stewart Wood, Jr.
Margy Zabriskie
The Rt. Rev. Thomas C. Ely, Bishop

Dispatch of Business Committee
Neal Robinson, Secretary of Convention
Canon Lynn Bates, Asst. Secretary of Convention
The Right Rev. Thomas C. Ely, Ex Officio
Laura Chase
Sarah Gallagher
The Rev. Linda Maloney
John Rouleau

The Rev. Craig Smith

Earth Stewards Committee
Bob Wertz, Chair
The Rev. Angela Emerson
Wendy Grace
Susan Gratz
The Rev. Elizabeth Hilgartner
Frances Huessy
Ron McGarvey
Denise Noble
The Rev. Sister Laurian Seeber

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

Fresh Start
The Rev. Angela Emerson
The Rev. Jean MacDonald

General Convention Deputies 2009
Anne Clarke Brown
The Rev. Dr. Lee Alison Crawford
Nanci Gordon
Thomas A. Little
The Rev. John Morris
Jennifer Ogelby
The Rev. Reid Farrell
The Rev. Linda Maloney

Alternates
The Rev. Carol Wageman
Steve Smith
Scott Paul
Duncan Tingle
Mary Carlson

General Convention Deputies 2012
Anne Clarke Brown
Thomas A. Little
Jennifer S. Ogelby
Steve Smith
The Rev. Dr. Lee Alison Crawford
The Rev. Stan Baker
The Rev. Scott Neal
The Rev. Reid Farrell

Alternates
1. Nanci Gordon
2. Laura Hunter
3. Wallace H. Good, Jr.
4. Ronald Corkins

Living Stones
Canon Susan Ohlidal, Coordinator
Nominating Committee (Terms to 2012)
Barbara Hoar
Laurie Broughton
Natalie Good
The Rev. Stewart Pierson
Diane Rooney
David Shuffleburg
George Spear

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

Outreach and Social Justice: Domestic
Laura Chase, Chair
Nancy Bower
The Ven. Catherine Cooke
Ronald Corkins
The Rev. Dr. Lee Alison Crawford
Peter Galbraith
The Rev. Mary Haas
Bob Halverson
Lindsey Huddle
The Rev. Stewart Pierson
Marcia Stone
Margy Zabriskie

Oversight and Audit Committee
The Rev. Dave Ganter (Term 1 expires 2013)
Suzanne Bacon (Term 1 expires 2013)
The Rev. David S. Veale (Term 1 expires 2014)
M. Beth Davis (Term 1 expires 2014)
Wallace Good, Jr., Ex Officio Member

Province of New England Synod
The Rev. Dr. Lee Alison Crawford, Clergy Deputy
(Term 2 expires 2013)
Michelle Peattie, Lay Deputy
(Term 2 expires 2013)
The Rev. Joel Hill, Clergy Alternate
(Term 1 expires 2013)
Laura Chase, Lay Alternate
(Term 1 expires 2013)

Resolutions Committee (Terms expire 2012)
Laura Chase, Chair
Mike Austin
The Rev. Jane Garrett
Nanci Gordon

Rock Point Board
Laurel Broughton (Term 2 expires 2013)
Kyle Sowles, Treasurer (Term 1 expires 2012)
Alice Daley, Secretary (Term 2 expires 2012)
Beth Garland (Term 1 expires 2014)
Shawn Bryan (Term 1 expires 2014)
Kate Guerrina (Term 1 expires 2013)
The Rev. Ken Hitch, Chair, Program Committee
(Term 2 expires 2013)
John King (Term 2 expires 2012)
The Rev. Jean MacDonald
(Term1 Bishop's Appointment to 2013)
Tom Nold (Term 1 expires 2013)
Charlie Roff, Chair, Buildings and Grounds Committee
(Term 2 Bishop's Appointment to 2012)
The Rev. Craig Smith, President
(Term 2 expires 2014)
The Rt. Rev. Thomas C. Ely, Ex Officio

Rock Point Managers Group
Canon Lynn Bates, Canon to the Ordinary
Chuck Courcy, Rock Point Property Manager
The Rt. Rev. Thomas Ely, Bishop
C. J. Spirito, Head of School, Rock Point School

Rock Point School
C. J. Spirito, Head of School, Rock Point School
Kelly Story, Director of Admissions

Rock Point School Board of Trustees
Ann Guillot, President (Term 2 expires 2013)
Franci Farnsworth, Vice President (Term 2 expires 2012)
Lisa Simon, Secretary (Term 2 expires 2012)
Richard McGuire, Treasurer (Term 2 expires 2013)
Bayard “Bud” Bigelow (Term 1 expires 2014)
Gerald Davis (Term 1 expires 2014)
John Koier (Term 1 expires 2013)
The Rev. Margaret Mathauer (Term 1 expires 2012)
Suzanne McNeil (Term 1 expires 2014)
Barton Merle-Smith (Term 1 expires 2012)
Tim Slottow (Term 1 expires 2014)
Steve Smith (Term 1 expires 2013)
C. J. Spirito Head of School, Rock Point School
The Rt. Rev. Thomas Ely Ex Officio

Safe Church Training
Lynn Bates, Canon to the Ordinary, Coordinator

Standing Committee
The Rev. Dr. Lee Alison Crawford, President
(Term 1 expires 2013)
The Rev. Paul Brannock-Wanter
(Term 1 expires 2012)
The Rev. Don Morris (Term 1 expires 2015)
Bob Wertz (Term 1 expires 2013)

**Trustees of the Diocese of Vermont**
Laurel Broughton (Term 2 expires 2014)
Ron Calise (Term 1 expires 2016)
Bert Cicchetti (Term 1 expires 2017)
Amy (Term 1 expires 2018)
Michael Huffman (Term 1 expires 2013)
Steve Reynes (Term 1 expires 2015)
Franklin Sanders (Term 1 expires 2012)
The Rt. Rev. Thomas C. Ely, Bishop
Dr. Wallace Good, Treasurer Ex Officio

**United Thank Offering**
Donna Abramov, Coordinator

**Vermont Ecumenical Council and Bible Society Trustee**
Peg Hamlin (Term expires 2012)
The Rt. Rev. Thomas Ely, Bishop

**Canonically Resident Clergy Registered**
The Rev. Keri Aubert
The Rev. Stan Baker
The Rev. James Ballard
The Rev. Lisette Baxter
The Rev. Thad Bennett
The Rev. Paul Brannock-Wanter
The Rev. Janet Brown
The Rev. Jane Butterfield
The Rev. Diana Collins
The Ven. Catherine Cooke
The Rev. Dr. Lee Crawford
The Rev. Regina Christianson
The Rev. William Davidson
The Rt. Rev. Thomas Ely
The Rev. Angela Emerson
The Rev. Reid Farrell
The Rev. Margaret Lee Ferry
The Rev. Margo Fletcher
The Rev. Steve Fuller
The Rev. David Ganter
The Rev. Paul Gratz
The Rev. Mary Haas
The Rev. Paul Habersang
The Rev. David Hamilton
The Rev. Armand Henault
The Rev. Beth Hilgartner
Duncan Tingle (Term 1 expires 2014)
Elizabeth Van Dyk, Secretary
(Term 1 expires 2012)
Alice Winn (Term 1 expires 2015)
The Rev. Sherry Osborn (Term 1 expires 2014)

The Rev. Joel Hill
The Rev. Ken Hitch
The Rev. Victor Horvath
The Rev. Jean Jersey
The Rev. Alan Kittelson
The Rev. David Larcombe
The Rev. Rolfe Lawson
The Rev. Mary Lindquist
The Rev. Jean MacDonald
The Rev. Norman MacLeod
The Rev. Linda Maloney
The Rev. Mary Robb Mansfield
The Rev. Charles Mansfield
The Rev. Peggy Mathauer
The Rev. John Mitchell
The Rev. John Morris
The Rev. Donald Morris
The Rev. Scott Neal
The Rev. Sherry Osborn
The Rev. Lucy Pellegrini
The Very Rev. Ken Poppe
The Rev. Donna Reidt
The Rev. M.P. Schneider
The Rev. Sister Laurian Seeber
The Rev. Craig Smith
The Rev. Jean Smith
The Rev. Rick Swanson
The Rev. David Veale
The Rev. Nancy Vogele
The Rev. Carole Wageman

**Lay Delegates Registered**

Alburgh
Kevin Morris
Arlington
Patricia Michael
Steve Smith
Yvonne Sutton
Barre
Marjorie Strong
Bellows Falls
Diana Leitgeb
Gloria Mansfield
Barbara Plumley
Bennington
Nancy Bower
Colleen Gates
Mary Gerisch
Beth
Kathy Hartman
Kellyann Wolfe
Tim Wolfe
Brandon
Lois Fjeld-Torrey
Gert Sherwood
Bob Wertz

Brattleboro
Melanie Boese
Susan Dyer
Linda Neilson
Burlington
Jen DeBedout
Chris Leopold
Robert Smith
Castleton/Fair Haven
Mike Austin
Melanie Combs
Chester
Martha Stretton
Colchester
Susan Ainsworth-Daniels
Mary Lou Ashton
Betsy Peacock
Enosburg Falls
Dinny Hawksworth
Essex Junction
Jennifer Belair
Michael Hechmer
Jennifer Knowles
Fairlee
Marion Jacobus
Howard Sussman
Jaqueline Wren
Hardwick
Mary Jane Dexter
Norma Spaulding
Killington
Donna Abramov
Anne Brown
Lyndonville
Jean Davis
Sandra Densmore
Elise Roessler
Manchester
W. Michael Nawrath
Rebecca Nawrath

C. Elizabeth Van Dyk
Middlebury
Rob Ruggiero
Holly Stabler
Beth Stanway
Montpelier
Ruth Beard
Maggie Thompson
Newport
Betty Oberman
Tom Rock
Bob Wilson
Northfield
Jane Bryant
Brett Murphy
Julie Susmann
Norwich
Blanche Cooper
Mike Woods
Proctorsville
Rigmor Frink
Chris Roberts
Mary Springer
Randolph
Susan O’Malley
Mickie Richardson
Neil Richardson
Rutland
Marc Brierre
Wendy Grace
Pam Roberts
South Burlington
John Bertelsen
Linda Morrell
Shelburne
Laurel Broughton
Gil Mathys
Sheldon
Beth Crane
Lori Derry
Jan Hilborn
Springfield
Boris von York
Pearl von York
St. Albans
Linda Ballard
Joyce Chase
Herk Dunsmore
St. Johnsbury
Betty Maynard
Sarah Maynard
Stowe
Rich Reed
Jan Tichansky
**Swanton**
Natalie Good
**Underhill**
Fran Ganter
Pat White
**Vergennes**
Sarah Cowan
Laurie Earle
Bob Laidman

**Waitsfield**
Eunice Fossum
Ellie Norwood
Elizabeth Phillips
**Wells**
Charity Downs
Carol Rickel
Joyce Rogers

**White River Junction**
Kate Conner
Todd McKee
Joyce Nagle

**Wilmington**
Helen Eddy
Susan Rand
James Taylor

**Windsor**
Maggie Giffin
Ronnie Poland

**Woodstock**
Isabelle Bradley
Betsey Caldwell
Laura Kent
The Episcopal Diocese of Vermont

Narrative Budget for 2012

Approved by Diocesan Council
September 2011
Narrative Budget for 2012

First there was the Special Convention...
and then the Budget Summit...
and then came Irene...marking the landscape and lives of Vermonters.

Irene has come and gone, but the lives of many Vermonters—including many in our Diocese—will never be the same. Human lives, livestock, pets, homes, cars, businesses, farms and much more were lost. But into the trauma, the devastation, the despair and vulnerability came hundreds of Vermonters with open hearts and helping hands. Among those responding with a spirit of love and determination to ensure that hope triumphed over that despair were people from the Episcopal Diocese of Vermont.

Our connection and commitment to each other and to the world we serve is best captured in the “Freeway Relay,” a tangible way that many congregations along major routes of travel have connected to each other and to people in need. Money, gift cards, clothes, food, tools, personal care kits, juice, masks, fresh flowers, gloves, brown bag lunches—simple items yet having profound impact—have been collected and relayed down the highway and distributed to those in need.

In the midst of a dark and seemingly never-ending tragedy—a Good Friday experience—the Freeway Relay gave Episcopalians a way both to connect with each other and to be the light of Christ to their neighbors. We have met each other in parking lots and food pantries and parish halls and operation centers as we have relayed supplies and food from one end of the state to the other as one body with many moving parts, each essential to the whole. We are the living breathing moving loving and responsive Diocese of Vermont.

The month of September was an experience of small and large congregations combining efforts, offering to share the unique special gifts and resources...
that each had to give in the face of this tragedy. We responded as the Episcopal Diocese of Vermont, and we have made a difference in the lives of God's people. Reports continue to come in from many communities that "Episcopal Church" is a daily phrase that when spoken aloud is met with prayers of thanksgiving from those we serve.

We are the Episcopal Church in Vermont, and we believe that this Good Friday experience will be transformed into a Resurrection experience, one that continues to deepen our ties and commitment to each other in order to strengthen our mission to be God's hands and feet in the world. The people whose lives we have touched do not see a structure or bureaucracy but a "freeway" of people and gifts and resources that moved and will continue to move into their lives.

The world needs our witness to the power of God at work, taking what is offered by human hands and labor, blessing it, and giving it a power that only comes from God. WE continue to live out our baptismal vows, relying on God's grace and faithfulness. We embark on this mission of aid and recovery even as we continue work and programs long underway, knowing that God gives to us all that we need to be faithful—today, tomorrow, and into the future.

*HC image*

*ACB image*

*BG image*
The Practical Challenges We Face

While we are looking with new eyes and hearts at our assets, we are also thinking seriously about particular concrete and challenging conditions in which we find ourselves. The Special Convention held in June of this year revealed a deep yearning for greater connection among congregations, between congregations and the Diocese, and for increased attention to strengthening congregations.

As a direct and intentional result of the current parish assessment formula, more money than ever is remaining in the local congregations, and fewer dollars are flowing from the congregations to the Diocese. Consequently, the budget development process for 2012 (and beyond) requires a new process and a new framework for decision-making in the short term, and it also beckons us to a process of developing long-term strategies for maximizing the resources that we have in order to be as effective as possible in our ministries together.

While the primary focus of the diocesan budget is to support the local congregations in their local ministries, it also supports our connection to the larger church. To focus on one aspect to the exclusion of the other is to deny our identity as Episcopalians, our polity (how we govern ourselves) and our ecclesiology (how we understand ourselves as church). Over the past weeks, we have witnessed firsthand the benefits of being connected to the wider church, as aid from Episcopal Relief and Development, the Presiding Bishop’s Discretionary Fund, other Episcopal dioceses, parishes and individuals from all over the world have provided resources for our ministry.

At the same time, our congregations need continued and sustained support and training and encouragement in local ministry. Indeed, the stronger the local congregations, the stronger the wider church. So this proposed 2012 budget is the beginning of a three to five year process of changing the conversation around how we construct a budget, what our budget priorities are, and how those priorities get reflected in both the budget and the allocation and use of all diocesan resources. This 2012 budget is a starting point for this extended discussion, even as we learn and grow together through our service to those in such desperate need.
The 2012 Budget Process

Following the Special Convention and Budget Summit, the deliberations of the Executive Committee of Diocesan Council resulted in a budget built around five (5) areas: Ministries Supporting Congregations, Ministries in Partnership with the Larger Church, Ministries of the Diocese, Ministries of Rock Point, and Ministries of Future Commitments. These five areas are the anchors or principles around which we re-think and allocate our resources.

Diocese of Vermont 2012 Ministries

Ministries Supporting Congregations

The Diocesan Ministry Support Team

The word “Episcopal” comes from the Greek “episkopos,” which means “bishop,” and the episcopacy (our bishop) is at the core of who we are as Episcopalians. The bishop is a spiritual guide and leader available to all congregations. Those whom he invites to share in his ministry at the diocesan level are also guides, cheerleaders, and “hands-on” supporters of local congregations. The positions they occupy—Canon to the Ordinary/Canon for Transition Ministries, Canon for Ministry Development, Minister of Stewardship Development, Executive Assistant, Financial Administrator, part-time Communication Minister, two part-time Office Assistants and a volunteer Archivist/Historiographer—exist in order to support and strengthen congregations and serve as links to information, support and expertise available from the wider church. The Diocesan Ministry Support Team played a vital role in facilitating coordination of the “Freeway Relay” so that the expression of compassion and concern in local congregations was given concrete expression all over the state. The experiences of post-Tropical Storm Irene are rich in lessons for our ministries of communication and support for one another. All of the positions on the Ministry Support Team will be level-funded for the 2012 fiscal year.

Participants in the first Freeway Relay delivered frozen casseroles at Zion, Manchester. Made at St. Paul’s, White River Junction, the food was bound for St. Peter’s, Bennington.
Diocesan Companion Program

The Diocesan Ministry Support Team is not the only group that serves the congregations in Vermont. The Diocesan Companion Program trains, coordinates, and deploys both lay and clergy to assist local congregations in a variety of ways. Companions serve extensively with congregations in transition, which is approximately one-quarter of Vermont congregations. Additionally, companions assist congregations in developing new forms of ministry in this new era of part-time and bi-vocational clergy. This year however, funding for this program will be reduced and a large portion of the funding will be sought from the McClure Initiative II Funds and from the Irish Funds. Here too, more creativity is needed to address the needs of our smallest and most remote congregations.

Communication and Connection

We celebrate the launch of our new website but grieve the fact that both our communication minister and our new Web designer were significantly affected by the floods. Other volunteers stepped forward to help strengthen our communications during this disaster. Sharing news of our service to those in need so quickly has been a powerful force in our ability to mobilize more and more people into action. In the future, the Mountain E-news and the new website will become the primary vehicles of communication—along with email, the old reliable telephone and US mail.

Printing and mailing of the Mountain Echo via an outside vendor will cease. This increasing reliance on electronic communication will bring accessibility challenges; however, good stewardship of our resources and of natural resources calls us to make this shift. A committed and concerted effort will be needed from both the Diocesan Ministry Support Team and the local congregations to connect effectively and communicate with each other. In the wake of Irene, we know we can do it. If we all desire to be connected we can find creative ways to share ideas, energy, and the hope and promise of a bright future.

The top menus and logos of the new Diocese of Vermont website at www.diovermont.org, designed by North 100.
Ministries in Partnership with the Larger Church

While most of our communities experienced damage from the flooding of Tropical Storm Irene, our church buildings, with the exception of Gethsemane, Proctorsville, and St. Mary’s in the Mountains, Wilmington, were spared.

Gethsemane, Proctorsville, was the most severely damaged by the flooding. Yet even after losing their parish house and seeing their church shifted off its foundation, the congregation started going door to door, assessing people’s needs and seeing that the food shelf was open extra hours. Episcopal Relief and Development immediately provided support for their work in the community.

The Wilmington congregation is worshipping at the Congregational Church, because of mold damage from the flooding of their building. They are fully engaged in ministry to others in town and beyond—supporting the local food pantry, rallying volunteers for our Diocesan Convention (to be held just up the mountain from St. Mary’s), and showing care and concern for local business owners whose livelihoods and properties were destroyed.

Other congregations in communities heavily affected also received funds from Episcopal Relief and Development to carry on work in those communities. As needs for the recovery stage of our response develop, we can anticipate more generosity from Episcopal Relief and Development to provide badly needed funds.

Individuals from other dioceses have appeared in our communities to work, and funds and gift cards are coming in from all over the country. We receive this support because of our commitment to a body of people and networks that extend beyond our national boundaries, that are deeply involved in ministries of social and economic justice and that give a voice for those without power to speak. Our Diocese seeks to honor our commitment to this body: the Province of New England, The Episcopal Church, and the Anglican Communion. Our financial commitment to The Episcopal Church will be funded at the same level as 2011, yet the same amount of money actually results in a 0.5% increase in our percentage giving.

We will continue to fund our participation in the Vermont Ecumenical Council and the ecumenical campus ministry at UVM. We are not in this work alone, and the more working relationships we have with other partners the more we can serve those in need.
While outreach efforts are often best initiated at the local level, there are some ministries that can best be done at the diocesan level. Our diocesan commitments to local outreach and to support for the Millennium Development Goals (MDGs) are appropriate uses of our collective resources. Beginning in 2012, our support for both domestic outreach and the Millennium Development Goals will shift from the operating budget to utilizing the Mc-Clure Initiative IV Funds, thus reducing the operating budget.

Children at St. Barnabas, Norwich, add “bricks” to a model of Holy Trinity Cathedral, Haiti. The congregation’s Lenten challenge raised funds for “Rebuild Our Church in Haiti,” a campaign to rebuild a complex of institutions in the Diocese of Haiti destroyed by an earthquake.

Ministries of Our Diocese

The ministries of our Diocese (or ministries carried out at the diocesan level) are in fact ministries that support congregations but in a less direct manner. Our efforts in spiritual formation, youth ministries, environmental initiatives, anti-racism, safer church training, and Diocesan Convention are all excellent examples of how the Diocese provides support, training and ministry opportunities to the people in our congregations.

Our diocesan ministries also offer opportunities for congregations to share their special gifts and skills through the Ministry Fairs preceding Convention and the spring Ministry Expo, with Vermont Episcopalians presenting workshops on a wide variety of topics. Ministry at the diocesan level also facilitates the Vestry Orientation, Fresh Start Program (for clergy taking new positions), special support for interim clergy leadership, and a variety of other lesser-known but equally important programs that train and support our leaders. These ministries may never be obvious to the average person in the pew unless local leaders communicate their benefits. Nonetheless, these programs are designed to strengthen the local congregations for ministry in the 21st century.

Members of the Earth Stewards Committee accepted an award on behalf of the Diocese of Vermont from the New England Region of the Environmental Protection Administration.
Ministries of Rock Point

The property at Rock Point is a significant asset requiring good management and utilization. The use of the Rock Point property as a place for our youth to gather and grow during summer camps remains a central commitment of our Diocese. Rock Point is also home to the Diocesan Office, the Bishop Booth Conference Center, Rock Point School and the residence of our bishop. Many of our congregations visit Rock Point for parish retreats, and its beauty and opportunity for relaxation are enjoyed by young and old alike. Basic maintenance and protection of the property requires attention from a full time property manager and some additional financial contribution. This is the extent of financial support through the diocesan budget for Rock Point at the present time, but certainly much additional time and creativity is demanded from our stewardship of this major asset.

We are also challenged to look beyond our own use of Rock Point as a Diocese to the formation of partnerships that will allow us to expand our ministry of hospitality and environmental stewardship in a broader context.

Ministries of Future Commitments

Allocation of our assets is guided by the principles of share, save, and spend. First, we determine how to share our financial assets, buildings, properties and people, and then we create a plan based on prudently ascertained future ministries to set aside a portion of our gifts. This practice has been in place for quite some time and will be continued at a level rate. Last, we develop a plan for expending our current resources.
Our financial future

Diocese of Vermont 2012 Revenues

We do not know and cannot accurately predict what the future will hold for us as a diocese, although the challenges are front and center. On the other hand, the devastation wrought by Irene gives us a glimpse of what we can be when we pull together, concentrate our efforts, engage creatively with each other, and set our minds to be an active and present witness to the power of God. We are challenged not to shrink from our call but to move boldly and with faith that God will both lead and provide.

From a financial standpoint we know that the Diocese cannot be the force that links us together without new sources of funding. While parish contributions to the diocesan ministry budget will always be the primary source of funding, the Annual Appeal and yet-to-be-planned "FUNdraisers" can and will provide additional revenues to maintain present ministry levels. Those congregations who have participated in the "brown bag lunch" ministry along the Freeway Relay have experienced the depth of enjoyment and fellowship that is at the core of both ministry and fundraising. If we continue to value the power of our combined efforts, we can and will pull together both locally and diocesan wide to generate the funds we need to be who we are called to be.
### Episcopal Diocese of Vermont

**2012 Budget**  
Adopted by Diocesan Convention November 5, 2011

<table>
<thead>
<tr>
<th>Line</th>
<th>Description</th>
<th>Budget 2011</th>
<th>Budget 2012</th>
<th>2013%</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Mission Support from Congregations</td>
<td>830,402</td>
<td>910,000</td>
<td>97%</td>
<td>Expect Decrease from 2011 - asking level giving from some w/ decreases</td>
</tr>
<tr>
<td>2</td>
<td>Invested Investment Income</td>
<td>110,000</td>
<td>121,943</td>
<td>109%</td>
<td>Small increase from 2011</td>
</tr>
<tr>
<td>3</td>
<td>Restricted Investment Income</td>
<td>45,166</td>
<td>49,731</td>
<td>109%</td>
<td>Small increase from 2011</td>
</tr>
<tr>
<td>4</td>
<td>Admin Support from Trustee's for Unit Fund MiMNT</td>
<td>15,000</td>
<td>15,000</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Support for Companions working with Congregations</td>
<td>30,000</td>
<td>30,000</td>
<td>100%</td>
<td>Recommend Funding from McClure Discovery II and Irish Funds</td>
</tr>
<tr>
<td>6</td>
<td>Annual Appeal 2011</td>
<td>102,000</td>
<td>95,000</td>
<td>93%</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Rame Interest, Other Income and FUNH Funding Events</td>
<td>600</td>
<td>15,000</td>
<td>2,500%</td>
<td>New initiative</td>
</tr>
<tr>
<td>8</td>
<td>Support from Hunt Grant provided through the Bishop</td>
<td>15,000</td>
<td>20,000</td>
<td>133%</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Support from Other Funds available to the Bishop</td>
<td>25,000</td>
<td>23,000</td>
<td>92%</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Support for Minister of Stewardship Dev. Position</td>
<td>20,000</td>
<td>0</td>
<td>0%</td>
<td>Grants ended 2011</td>
</tr>
<tr>
<td></td>
<td><strong>TOTAL REVENUES</strong></td>
<td>1,205,528</td>
<td>1,156,974</td>
<td>96%</td>
<td></td>
</tr>
</tbody>
</table>

### Ministries with the Larger Church

<table>
<thead>
<tr>
<th>Line</th>
<th>Description</th>
<th>Budget 2011</th>
<th>Budget 2012</th>
<th>2013%</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>Episcopal Church Covenant</td>
<td>105,525</td>
<td>105,525</td>
<td>100%</td>
<td>Mission in partnership w/o others</td>
</tr>
<tr>
<td>12</td>
<td>Province I Share</td>
<td>7,224</td>
<td>4,079</td>
<td>63%</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Province I Gynod Deputies Expenses</td>
<td>250</td>
<td>0</td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>Oversight &amp; Audit</td>
<td>12,500</td>
<td>13,000</td>
<td>104%</td>
<td>2011 Audit Fee for Prior Fiscal Year(s)</td>
</tr>
<tr>
<td>15</td>
<td>Episcopal Ecumenical Network</td>
<td>200</td>
<td>200</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Vermont Ecumenical Council</td>
<td>4,000</td>
<td>4,000</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>Episcopal Cope/Parish Ministry at LMM</td>
<td>7,561</td>
<td>7,593</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>Episcopal Relief &amp; Development Coordinator Exp</td>
<td>700</td>
<td>500</td>
<td>71%</td>
<td>Worldwide Outreach</td>
</tr>
<tr>
<td>19</td>
<td>Episcopal Outreach Coordinator Exp</td>
<td>50</td>
<td>50</td>
<td>100%</td>
<td>Worldwide Outreach</td>
</tr>
<tr>
<td>20</td>
<td>Living Stones Ministry Network</td>
<td>2,000</td>
<td>2,000</td>
<td>100%</td>
<td>Sealing Grant for Annual Conference</td>
</tr>
<tr>
<td></td>
<td><strong>TOTAL MLC</strong></td>
<td>220,000</td>
<td>227,200</td>
<td>99%</td>
<td></td>
</tr>
</tbody>
</table>

### Ministries Supporting Congregations

<table>
<thead>
<tr>
<th>Line</th>
<th>Description</th>
<th>Budget 2011</th>
<th>Budget 2012</th>
<th>2013%</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>21</td>
<td>Ministry Support Team Salaries-Personnel</td>
<td>447,507</td>
<td>447,507</td>
<td>100%</td>
<td>Mission in partnership with congregations</td>
</tr>
<tr>
<td>22</td>
<td>Ministry Support Team Benefits-Personnel</td>
<td>107,380</td>
<td>177,196</td>
<td>160%</td>
<td></td>
</tr>
<tr>
<td>23</td>
<td>Companions Working with Congregations</td>
<td>20,000</td>
<td>40,000</td>
<td>200%</td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>Payroll Service Fee</td>
<td>1,800</td>
<td>300</td>
<td>90%</td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>Workers Comp Insurance</td>
<td>4,000</td>
<td>4,000</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>26</td>
<td>Continuing Ed - Bishop</td>
<td>1,200</td>
<td>1,200</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>27</td>
<td>Professional Dev - Ministry Support Team</td>
<td>1,000</td>
<td>1,000</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>28</td>
<td>Travel - Bishop</td>
<td>11,601</td>
<td>12,000</td>
<td>101%</td>
<td></td>
</tr>
<tr>
<td>29</td>
<td>Travel - Ministry Support Team</td>
<td>40,000</td>
<td>25,000</td>
<td>63%</td>
<td>Companion’s travel moved to line 25</td>
</tr>
</tbody>
</table>

<p>|      | <strong>TOTAL MLC</strong> | 220,000 | 227,200 | 99% | |</p>
<table>
<thead>
<tr>
<th>37</th>
<th>Employment/Transition Ministry</th>
<th>4,525</th>
<th>4,500</th>
<th>92%</th>
</tr>
</thead>
<tbody>
<tr>
<td>38</td>
<td>Stewardship Development</td>
<td>4,000</td>
<td>1,000</td>
<td>25%</td>
</tr>
<tr>
<td>39</td>
<td>Communications</td>
<td>25,000</td>
<td>5,000</td>
<td>0%</td>
</tr>
<tr>
<td>40</td>
<td>Cathedral Chapter</td>
<td>2,500</td>
<td>2,500</td>
<td>100%</td>
</tr>
<tr>
<td>41</td>
<td>Ministry Expo</td>
<td>500</td>
<td>500</td>
<td>100%</td>
</tr>
<tr>
<td>42</td>
<td>Global Reconciliation-DC</td>
<td>6,400</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>43</td>
<td>Domestic Outreach</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>44</td>
<td>Total MOC</td>
<td>75,007</td>
<td>72,103</td>
<td>96%</td>
</tr>
</tbody>
</table>

**MINISTRIES OF THE EPISCOPATE**

- Mission supported at a diocesan level

| 32 | Diocesan Historiographer | 3,000 | 2,000 | 67% |
| 33 | Support for Seminarians | 1,500 | 1,000 | 67% |
| 34 | Commission on Ministry - Formation | 12,000 | 1,000 | 83% |
| 35 | Commission on Ministry - Disenrollment | 3,000 | 2,000 | 67% |
| 36 | Fresh Start Program for New Clergy | 2,000 | 1,000 | 50% |
| 37 | Support in Retired Clergy | 2,000 | 2,000 | 100% |
| 38 | Retired Clergy Medigap Inc. | 8,000 | 0 | 0% |
| 39 | Retired Clergy Pension | 4,000 | 0 | 0% |
| 40 | Accessibility | 0 | 0 | 0% |
| 41 | Tamilment Racism | 2,000 | 2,000 | 100% |
| 42 | Earth Stewards | 0 | 0 | 0% |
| 43 | Safe Church Training | 0 | 0 | 0% |
| 44 | Spiritual Formation/Field Expressions | 1,000 | 1,000 | 100% |
| 45 | Youth Ministry | 0 | 0 | 0% |
| 46 | On Call of Bishops | 2,000 | 1,000 | 50% |
| 47 | Diocesan Chancellor | 600 | 0 | 0% |
| 48 | Standing Committee | 700 | 700 | 100% |
| 49 | Committee Meetings | 2,000 | 2,000 | 100% |
| 50 | Telecommunications | 10,000 | 13,000 | 100% |
| 51 | Area of Cathedral | 0 | 0 | 0% |
| 52 | Total MOC | 20,000 | 10,000 | 63% |

**MINISTRIES OF ROCK POINT**

- Mission related to our Rock Point property

| 53 | Rock Point Summit Camp | 15,000 | 15,000 | 100% |
| 54 | Rock Point Board | 5,000 | 5,000 | 100% |
| 55 | Upkeep of Residence | 57,000 | 55,000 | 96% |
| 56 | Maintenance & Insurance | 30,000 | 30,000 | 100% |
| 57 | Property Insurance | 4,000 | 4,000 | 100% |
| 58 | Printing - Diocesan Office | 1,000 | 1,000 | 100% |
| 59 | Food Service - Diocesan Office | 0 | 0 | 0% |
| 60 | Technology - Diocesan Office | 1,000 | 1,000 | 100% |
| 61 | Management Info System - Diocesan Office | 2,000 | 2,000 | 100% |

75
### MINISTRIES OF FUTURE COMMITMENTS

<table>
<thead>
<tr>
<th>Code</th>
<th>Name</th>
<th>2011</th>
<th>2012</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>111</td>
<td>Annual Diocesan Convention</td>
<td>1,000</td>
<td>1,000</td>
<td>100%</td>
</tr>
<tr>
<td>12</td>
<td>Bishop House Maintenance</td>
<td>1,000</td>
<td>1,000</td>
<td>100%</td>
</tr>
<tr>
<td>125</td>
<td>Bishop's Vehicle</td>
<td>2,000</td>
<td>2,000</td>
<td>100%</td>
</tr>
<tr>
<td>127</td>
<td>Episcopal Election</td>
<td>2,000</td>
<td>2,000</td>
<td>100%</td>
</tr>
<tr>
<td>129</td>
<td>Ecumenical Court</td>
<td>100</td>
<td>100</td>
<td>100%</td>
</tr>
<tr>
<td>132</td>
<td>Albemarle Conf</td>
<td>500</td>
<td>500</td>
<td>100%</td>
</tr>
<tr>
<td>133</td>
<td>Legal Expenses</td>
<td>600</td>
<td>500</td>
<td>100%</td>
</tr>
<tr>
<td>134</td>
<td>District Staff</td>
<td>100</td>
<td>100</td>
<td>100%</td>
</tr>
<tr>
<td>135</td>
<td>Office Equipment</td>
<td>1,000</td>
<td>1,000</td>
<td>100%</td>
</tr>
<tr>
<td>136</td>
<td>Financial Deployment Conf</td>
<td>200</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>137</td>
<td>Diocesan Youth Convention</td>
<td>700</td>
<td>750</td>
<td>100%</td>
</tr>
<tr>
<td>138</td>
<td>Triennial EYE</td>
<td>1,000</td>
<td>1,200</td>
<td>100%</td>
</tr>
<tr>
<td>139</td>
<td>Financial Plan</td>
<td>10,000</td>
<td>10,000</td>
<td>100%</td>
</tr>
<tr>
<td>140</td>
<td>Diocesan Youth General Convention</td>
<td>250</td>
<td>0</td>
<td>0%</td>
</tr>
</tbody>
</table>

**Total EXPENSES:** 1,270,966  1,158,500  92%

---

### Diocese of Vermont Ministries

- **Diocese:** 3%
- **Larger Church:** 13%
- **Future 25:** 11%
- **Congregations:** 41%
- **Diocesan:** 11%
- **Other:** 28%

**Total Revenue:** 1,270,966  1,158,500  92%

**Surplus (Deficit):** 27  0
<table>
<thead>
<tr>
<th>City</th>
<th>Congregation</th>
<th>Revenue Income</th>
<th>Operating Revenue</th>
<th>Total Revenue</th>
<th>Operating Expense</th>
<th>Revenue to the Diocese</th>
<th>Outreach &amp; Development</th>
<th>Total Expense</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allburgh</td>
<td>St. Luke's Episcopal Mission</td>
<td>8,170</td>
<td>6,890</td>
<td>15,065</td>
<td>7,654</td>
<td>1,342</td>
<td>115</td>
<td>11,404</td>
</tr>
<tr>
<td>Arlington</td>
<td>St. James Episcopal Church</td>
<td>79,355</td>
<td>131,672</td>
<td>211,027</td>
<td>124,345</td>
<td>14,713</td>
<td>10,520</td>
<td>145,145</td>
</tr>
<tr>
<td>Barre</td>
<td>Church of the Good Shepherd</td>
<td>43,969</td>
<td>57,333</td>
<td>100,792</td>
<td>54,971</td>
<td>7,804</td>
<td>1,111</td>
<td>33,818</td>
</tr>
<tr>
<td>Bellows Falls</td>
<td>Amherst Episcopal Church</td>
<td>11,853</td>
<td>545,036</td>
<td>556,889</td>
<td>231,015</td>
<td>30,167</td>
<td>21,129</td>
<td>305,539</td>
</tr>
<tr>
<td>Bennington</td>
<td>St. Peter's Episcopal Church</td>
<td>134,059</td>
<td>212,190</td>
<td>346,249</td>
<td>215,286</td>
<td>33,154</td>
<td>14,924</td>
<td>234,290</td>
</tr>
<tr>
<td>Berlin</td>
<td>Christ Episcopal Church</td>
<td>22,740</td>
<td>37,254</td>
<td>60,004</td>
<td>34,345</td>
<td>4,574</td>
<td>1,708</td>
<td>21,170</td>
</tr>
<tr>
<td>Brandon</td>
<td>St. Thomas and Grace Church</td>
<td>36,514</td>
<td>70,814</td>
<td>107,328</td>
<td>72,070</td>
<td>11,162</td>
<td>8,055</td>
<td>32,234</td>
</tr>
<tr>
<td>Brattleboro</td>
<td>St. Michael's Episcopal Church</td>
<td>233,048</td>
<td>280,145</td>
<td>513,193</td>
<td>266,546</td>
<td>48,044</td>
<td>176,657</td>
<td>461,661</td>
</tr>
<tr>
<td>Burlington</td>
<td>Cathedral Church of St. Paul</td>
<td>208,533</td>
<td>560,972</td>
<td>779,405</td>
<td>554,048</td>
<td>83,224</td>
<td>6,500</td>
<td>571,209</td>
</tr>
<tr>
<td>Canaan</td>
<td>St. Paul British Parish</td>
<td>3,200</td>
<td>4,678</td>
<td>7,878</td>
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## Financial Statistics of Congregations and Missions

Year in parentheses in last year of filing if not 2011

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<th>Total Revenue</th>
<th>Operating Expense</th>
<th>To the Diocese &amp; Development</th>
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|                |                                     | 5,117,090   | 5,343,067         | 5,454,128     | 5,821,267         | 792,548                    | 842,682       |

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<th>Others</th>
<th>Average Sunday Attendance</th>
<th>Sunday School Classes</th>
<th>10 yr Under 10yrs</th>
<th>Under 10 yrs</th>
<th>Confirmed or Received</th>
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| Total     | 8,099                         | 2,845  | 2,845    | 3,209              | 14                | 97        | 2,533        | 0                     |