

THE
EPISCOPAL DIOCESE OF VERMONT
CONVENTION JOURNAL
2003



The Journal of the
213th Annual Convention of
The Episcopal Church of Vermont
Being the 171st Annual Convention of the
Diocese of Vermont
Held at the Cathedral Church of St. Paul
Burlington, Vermont
November 7 & 8, 2003

DIOCESE OF VERMONT MISSION STATEMENT
TO PRAY THE PRAYER OF CHRIST,
TO LEARN THE MIND OF CHRIST,
TO DO THE DEEDS OF CHRIST

From the Catechism
“ . . . To represent Christ and His Church”.

THE 2003 CONVENTION JOURNAL

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DIOCESAN LISTINGS 2003

Altar Guild

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

Bishop Booth Conference Center

Debi Paterson, Director

Brookhaven Home for Boys

John Halpin, Director

Canons Committee

Steven Marshall, Esq., Chair (Term Expires 2003)
Charity Downs, Esq. (Term Expires 2003)
Lindsey M. Huddle, Esq. (Term Expires 2003)
Thomas Little, Esq., Chancellor (Term Expires 2003)
The Rev. Donald Morris (Term Expires 2003)
The Rev. Canon Howard Van Dine, Jr. (Term Expires 2003)

Christian Formation Resource Center

Jennifer Ogelby, Director

Christian Formation Task Force

The Rev. Dr. Paul Carling
Christine Moseley
Jennifer S. Ogelby
The Rev. Carol Wageman
The Rev Canon Tanya Wallace

Commission on Ministry

The Rev. Gordon Bardos (Term I, Expires 2005)
The Rev. Thomas Brown (Term I, Expires 2004)
Laura Chase (Term 2, Expires 2005)
The Rev. Dr. Lee Alison Crawford, Chair (Term II, Expires 2003)
Denis Dees (Term I, Expires 2003)
Priscilla Larson, Standing Committee Representative (Term I, Expires 2004)
Rita MacDonald (Term I, Expires 2003)
The Rev. Mary R. Mansfield (Term 2, Expires 2005)
The Rev. Zarina O'Hagin (Term I, Expires 2004)
The Rev. Lisa Ransom (Term I, Expires 2004)
The Rev. Shelie Richardson (filling unexpired term, Expires 2005)
Eadie Templin (Term I, Expires 2003)
Duncan Tingle (filling unexpired term, Expires 2005)

Communications Committee

Anne Clarke Brown, Mountain Echo Editor
David Shuffleburg

Congregational Support and Resource

The Rt. Rev. Thomas C. Ely, Ex Officio
The Rev. Diane Root, Chair, Council Member
The Rev. Dr. Reed H. Brown
Peter Galbraith, Council Member
Natalie Good, Rock Point Summer Conferences
Robert Halverson, Council Member
Zeke Hanzl, Ministry Support Team Liaison
William A. Melhado, Council Member
The Rev. Catherine Nichols
Jennifer S. Ogelby, Christian Education
Genie Rayner
William Rayner
The Rev. David Walters
The Rev. O. Larry Yarbrough, Diocesan Study Program Dean

Credentials Committee

John Rouleau (Term Expires 2003)
James Larkin, Secretary of Convention (Term Expires 2003)
The Rev. Lisette Baxter, (Term Expires 2003)

Deaneries and Deans

NORTHWEST Deanery (D-1) The Rev. Dennis Hayward, Dean
Alburg, Enosburg Falls, Highgate, Richford, St. Albans, Sheldon, Swanton
OTTER CREEK Deanery (D-2) Brandon, Forest Dale, Middlebury, Rutland, Vergennes
SOUTHWEST Deanery (D-3) The Rev. Bradford Clark, Dean, Arlington,
Bennington, Castleton, Fair Haven, Manchester, Poultney, Wells
SOUTHEAST Deanery (D-4) The Rev. Anne Webb, Dean, The Rev. Victor Horvath,
Sub-Dean Bellows Falls, Brattleboro, Chester, Proctorsville, Springfield, Wilmington, Windsor
THREE RIVERS Deanery (D-5) The Rev. Nancy Vogeles, Dean, Bethel, Fairlee,
Killington, Norwich, Randolph, White River Junction, Woodstock
CENTRAL VERMONT Deanery (D-6) Alban Richey, Dean, Claude Stone, Convenor,
Barre, Montpelier, Northfield, Stowe, Waitsfield
NORTHEAST Deanery (D-7) Muriel O'Gorman, Dean, Canaan, Hardwick,
Island Pond, Lyndonville, Newport, St. Johnsbury
CHAMPLAIN Deanery (D-8) Jennifer S. Ogelby, Dean, Burlington, Colchester,
Essex Junction, Shelburne, South Burlington, Underhill

Diocesan Council

(Executive Committee Members)*

Leslie Black, Esq. (Three Rivers Deanery 2003, filling unexp. term)
Nancy Bower (Southwest Deanery 2003, Term 1)
The Rev. Christina Brannock-Wanter (Member at Large 2003, Term 1)
Gretchen Calcagni (Youth Representative 2002, Term 2)
Blanche Cooper (Member at Large 2003, filling unexp. term)
Ron Corkins (Northeast Deanery 2003 filling unexpired term)
Andrew Crane (Northwest Deanery 2003, Term 1)
*The Rev. Dr. Lee Alison Crawford (Central Vermont Deanery 2003, Term 2)
Meg Fitch (Member at Large 2004, Term 1)
*Peter Galbraith (Member at Large 2003, Term 2)
Robert Halverson (Member at Large 2004, Term 1)

The Rev. Dennis Hayward (Northwest Deanery 2004, Term 1)
Carol Knauss (Otter Creek Deanery 2004, Term 1)
The Rev. Robert Lee (Northeast Deanery 2004, Term 1)
George Lewis (Southeast Deanery 2003, Term 2)
*Gina Logan (Central Vermont Deanery 2004, Term 1)
*William A. Melhado (Southwest Deanery 2004, Term 1)
Genie Rayner (Three Rivers Deanery 2004, Term 1)
The Rev. Diane Root (Member at Large 2004, Term 2)
Pat Saul (Southeast Deanery 2004, Term 1)
David Shuffleburg (Member at Large 2004, Term 2)
*The Rev. Craig F. Smith (Champlain Deanery 2003, Term 1)
*The Rev. Cn Tanya Wallace (Champlain Deanery 2004, Term I)
*The Rt. Rev. Thomas C. Ely, Bishop, ex officio member
*Lynn Bates, Canon to the Ordinary, ex officio member
*Thomas Little, Esq., Chancellor, ex officio member
Hilary Cooke, Recording Secretary

Diocesan Institution Relations

Carol Knauss

Diocesan Ministry Support Team

The Rt. Rev. Thomas C. Ely, Bishop
Lynn Bates, Canon to the Ordinary
The Rev. Canon Thaddeus Bennett, Canon for Ministry Development and Deployment
Zeke Hanzl, Canon for Ministry Development
The Rev. Canon Jeanette Tweedy, Canon for Ministry Development
Connie Saeger-Proctor, Canon for Youth Ministry
Barbara Adams, Financial Administrator
Elizabeth Allison, Registrar
Anne Clarke Brown, Communications Minister
Chuck Courcy, Rock Point Property Manager
Valerie Hennessey, Administrative Assistant
Janice Lawrence, Receptionist
Debi Paterson, Director, Bishop Booth Conference Center

Diocesan Officers

The Rt. Rev. Thomas C. Ely, Bishop
Lynn Bates, Canon to the Ordinary and Assistant Secretary of Convention
Elizabeth Allison, Registrar
Keri Aubert, Jubilee Co-Officer
The Rev. Canon Thaddeus Bennett, Deployment Officer
The Rev. Benjamin Chase, Ecumenical Officer
Susanna Grannis, Jubilee Co-Officer
Peg Hamlin, Assoc. Ecumenical Officer
James Larkin, Secretary of Convention
Thomas Little, Esq., Chancellor
William Meub, Esq., Deputy Chancellor

Diocesan Study Program

The Rev. Dr. Lee Alison Crawford
The Rev. O. Larry Yarbrough

Dismantling Racism

Betsy Bahrenburg
Vaughn Carney
The Rev. Thora Chadwick
Laura Chase
Blanche Cooper
The Rev. Dr. Lee Alison Crawford
Peter Galbraith
Phil Hoff
Betty Obermann
Connie Quinby
The Rev. Diane Root
The Rev. Norman Runnion
The Rev. Nancy Vogeles
Willie Wade
Naima Wade
Gabriel Willey
The Rt. Rev. Stewart Wood, Jr.
Margy Zabriskie
The Rt. Rev. Thomas C. Ely

Dispatch of Business Committee

James Larkin, Secretary of Convention (Term Expires 2003)
The Rev. Gordon Bardos (Term Expires 2003)
Lynn Bates Assistant Secretary of Convention (Term Expires 2003)
Laura Chase (Term Expires 2003)
Sarah S. Gallagher (Term Expires 2003)
John Rouleau (Term Expires 2003)
The Rt. Rev. Thomas C. Ely (Term Expires 2003)

Ecclesiastical Court

The Rev. Gordon Bardos, Member (Term II, Expires 2003)
The Rev. Marcia Boyer, Member (Term I, Expires 2005)
The Rev. Janet Kelly Brown, Member (Term I, Expires 2003)
David Gibson, Esq., Presiding Judge (Term II, Expires 2003)
Paul Van de Graaf, Member (Term II, Expires 2005)
Leslie Black, Esq., Alternate (Term I, Expires 2005)
The Rev. Robert Borden, Alternate (Term I, Expires 2005)
The Rev. Dr. Lee Alison Crawford, Alternate (Term I, Expires 2003)
May Morris, Alternate (Term I, Expires 2003)

Environmental Ministry Team

Susan Holden
Veronica Johnson
Ellen H. Maloney
The Rev. Dr. Nancy Bloomer, Chair
The Rev. Betty Berlenbach
Glenn Harter
Libby Hillhouse
Lindsey M. Huddle, Esq.
The Rev. Robert Lee

The Rev. Catherine Nichols
Debi Paterson
Genie Rayner
Cindy Schmidt, Ph.D.
The Rev. Canon Jeanette Tweedy
Daniel Woodbury
The Rt. Rev. Thomas C. Ely

Episcopal Relief and Development

Kristin Wood, Coordinator (Southern Vermont)
Margy Zabriskie, Coordinator

General Convention Deputies

The Rev. Gordon Bardos, Deputy 2003 convention
The Rev. Thomas Brown, Deputy 2003 convention
The Rev. Dr. Lee Alison Crawford, Deputy 2003 convention
The Rev. Diane Root, Deputy 2003 convention
Anne Clarke Brown, Deputy 2003 convention
Peter Galbraith, Deputy 2003 convention
James Larkin, Deputy 2003 convention
Thomas Little, Esq., Deputy 2003 convention
The Rev. John C. Morris, First Alternate (to 2003 convention)
The Rev. Cn Jeanette Tweedy, Second Alternate (to 2003 convention)
The Rev. Cn Thaddeus Bennett, Third Alternate (to 2003 convention)
Elizabeth Hall, First Alternate (to 2003 convention)
Alice Rouleau, Second Alternate (to 2003 convention)
Laura Chase, Third Alternate (to 2003 convention)
Jennifer S. Ogelby, Fourth Alternate (to 2003 convention)

Jubilee Officers

Keri Aubert, Co-Officer
Susanna Grannis, Co-Officer

Nominating Committee

Mary Lou Ashton, Chair (Term Expires 2003)
The Rev. Bradford Clark (Term Expires 2003)
Hilary Cooke (Term Expires 2003)
The Rev. Timothy Eberhardt (Term Expires 2003)
Nanci Gordon (Term Expires 2003)
The Rev. Dennis Hayward (Term Expires 2003)
The Rev. Stewart Pierson (Term Expires 2003)
George B. Spear (Term Expires 2003)

Outreach & Social Justice

Peter Galbraith, Chair
James Ballard
Lori Borden
Nancy Bower, Council Member
Laura Chase
The Ven. Catherine Cooke
Ron Corkins, Council Member

The Rev. Dr. Lee Alison Crawford, Council Member
Mary Haas
Robert Halverson, Council Member
Peg Hamlin
Lindsey M. Huddle, Esq.
David King
George Lewis, Council Member
The Rev. Stewart Pierson
The Very Rev. Kenneth Poppe, Cathedral Dean
Margy Zabriskie

Oversight and Audit Committee

Alice Rouleau, Chair (Term expires 2004)
James Harder (Term expires 2003)
The Rev. Arthur Kingdon (Term expires 2004)
The Rev. Donald Morris (Term expires 2003)
William Rayner, Ex Officio
Pat Saul (Term expires 2005)

Province One (New England)

The Rev. Canon Gene Robinson, Executive Secretary
Province One Safe Church Network (Vermont Representatives)
Lynn Bates
Anne Clarke Brown
Laura Chase

Provincial Synod

Laura Chase, Deputy (Term expires 2004)
The Rev. Jane Garrett, Deputy (Term expires 2004)
Richard Herrmann, Alternate (Term expires 2004)
The Rev. Anne Webb, Alternate (Term expires 2004)

Resolutions Committee

Laura Chase, Chair (Term Expires 2003)
The Rev. Jane Garrett (Term Expires 2003)
Nanci Gordon (Term Expires 2003)
Gina Logan (Term Expires 2003)
David Shuffleburg (Term Expires 2003)
The Rev. Gunnar Urang (Term Expires 2003)

Retired Clergy Pastoral Support

The Rev. Stewart Pierson

Rock Point Board

**Executive Committee Members*
*Stephen Reynes, President (Bishop's Appt. to 2004)
Laurel Broughton (Term expires 2003)
*Rachael Comeau, Vice President (Term 1, expires 2004)
*Ann Hogan, Treasurer (Term 1, expires 2004)
Laura Hunter (Bishop's Appt. to 2003)
*Berkeley Johnson, Secretary (Bishop's Appt. to 2005)
The Rev. Marnie Keator (Term 1, expires 2005)

Stephanie Keitel (Term 1, expires 2005)
Jennifer S. Ogelby (Term 1, expires 2005)
Janet Smith (Term expires 2003)
Mary Tuthill (Term expires 2003)
The Rev. David Walters (filling unexpired Bishop's Appt., expires 2004)
*The Rt. Rev. Thomas C. Ely, Ex Officio
Brian Shupe, Consultant, Long Range Planning
Chuck Courcy, Rock Point Property Manager
Debi Paterson, Director, Bishop Booth Conf Ctr

Rock Point School Board of Trustees

Patricia Rickard, President (Term 2, Expires 2005)
Joyce Engelken, Treasurer (Term I, Expires 2004)
James Eastham, Secretary (Term I, Expires 2003)
Tom Barritt (Term 2, Expires 2005)
James Benware (Term II, Expires 2003)
The Rev. Molly Comeau (Term I, Expires 2004)
Chris Horgan (Term II, Expires 2004)
John McLendon (Term I, Expires 2003)
Lisa Schnell (Term 1, Expires 2005)
Jackie Schultz (Term I, Expires 2003)
James Ten Broeck (Term I, Expires 2005)
Eadie Templin, President Emeritus
John Rouleau, Headmaster
The Rt. Rev. Thomas C. Ely, Ex officio chair

Rock Point Summer Conference Committee

Natalie Good, Chair (Term expires 2005)
The Rev. Lisette Baxter (Term expires 2004)
Erik Bushey (Term expires 2005)
Gretchen Calcagni (Term expires 2004)
Hilary Cooke (Filling unexpired term 2003)
The Rev. Cn Margaret Crane (Term expires 2003)
Jenny Grosvenor (Term expires 2005)
Barbara Hoar (Term expires 2003)
The Rev. Marnie Keator (Term expires 2005)
Robert Laidman (Term expires 2003)
Jennifer S. Ogelby (Term expires 2004)
Connie Saeger-Proctor, Canon for Youth Ministry, Ex officio
Claude Stone (Term expires 2004)
Bonnie Fournier, Ex Officio
Meg Fitch, Council Liaison

Safe Church Training

Anne Clarke Brown, Diocesan Coordinator

Spiritual Life Committee

The Rev. Jean MacDonald, Chair
Donna Abramov
James Ballard
The Rev. Lisette Baxter
Leslie Black, Esq.

Michael Daley
Ernie Hathaway
The Rev. Dennis Hayward
John King
Dr. Randi Moelter
The Rev. Craig F. Smith
Charles Templin

Standing Committee

The Very Rev. Kenneth Poppe, President (Term expires 2004)
The Rev. John C. Morris, Secretary (Term expires 2005)
The Rev. Gordon Bardos (Term expires 2003)
Laura Chase (Term expires 2006)
The Rev. Timothy Eberhardt (Term expires 2006)
Libby Hillhouse (Term expires 2005)
Priscilla Larson (Term expires 2003)

Strategic Planning Steering Committee

Canon Lynn Bates
Craig Collemer, Consultant
Lawrin Crispe
The Rt. Rev. Thomas C. Ely
Peter Galbraith
Thomas Little, Esq.
The Rev. Donald Morris
The Rev. Lisa Ransom
The Rev. Craig F. Smith

Trustees of the Diocese of Vermont

The Rt. Rev. Thomas C. Ely, Bishop
John Larson, President (Term expires 2005)
George Rice, Treasurer (Term expires 2006)
Laurel Broughton (Term expires 2007)
Lawrin Crispe (Term expires 2008)
Ann Hogan, Secretary (Term expires 2003)
Stephen Sinister (Term expires 2009)
Dr. John Thompson (Term expires 2004)

United Thank Offering

Sharon Bartram, Coordinator
Carol Murphy, Coordinator

Vermont Ecumenical Council and Bible Society Trustee

Peg Hamlin (Term expires 2003)

Youth Ministry

Gretchen Calcagni, Council Member
Alden Franzoni, Diocesan Youth Committee, Co-Chair
Keri Franzoni, Diocesan Youth Committee, Co-Chair
Natalie Good, Rock Point Summer Conferences Committee, Chair
Connie Saeger-Proctor, Canon for Youth Ministry

CLERGY

As of June 30, 2003, Canonically Resident

ARBUCKLE, The Rev. Jacquelyn (07/30/1991) Deacon - All Saints, So. Burlington
ATKINSON, The Rev. William (12/01/1969) Retired
AUSTIN, The Rev. Jean (05/23/1998)
BARDOS, The Rev. Gordon (05/29/1982) Rector, St. Thomas', Brandon; Priest-in-charge,
Grace, Forest Dale
BARRE, The Rev. James (06/10/1967) Retired
BAXTER, The Rev. Lisette (03/27/1984) Rector and Pastor - St. Andrew's, Colchester
BEEBE-BOVE, The Rev. Polly (06/14/1989) Retired Deacon
BENNETT, The Rev. Canon Thaddeus (10/15/2001)
BERLENBACH, The Rev. Betty (05/22/1997) Rector - Gethsemane, Proctorsville
BOONE, The Rev. Arthur R. (06/02/1969) Retired
BORDEN, The Rev. Robert (07/14/2001) Local Priest - Christ Church, Bethel
BOYER, The Rev. Canon Donald (11/22/1958) Retired
BOYER, The Rev. Marcia (07/01/1976) Retired
BRANNOCK-WANTER, The Rev. Christina (10/04/2000) Rector - St. James', Woodstock
BRANNOCK-WANTER, The Rev. H. Paul (07/30/2002) Rector - St. Luke's, Chester
BRAUN, The Rev. Elise (10/02/1991) Retired Deacon
BROOKS, The Rev. Jean (06/25/1979) Retired Deacon
BROWN, The Rev. Dr. Reed H. (06/11/1963) Retired
BROWN, The Rev. Janet Kelly (06/02/1974)
BROWN, The Rev. Thomas (05/11/2000) Rector - St. Michael's, Brattleboro
BRYAN, The Rev. Robert (04/15/1978) Local Priest - St. Paul's, Canaan
CARLING, The Rev. Dr. Paul (06/16/2002) (CHERISE) Associate Priest – St. Michael's, Brattleboro
CHADWICK, The Rev. Thora (01/01/1995) Retired
CHASE, The Rev. Benjamin (10/19/1973) Retired
CLARK, The Rev. Bradford (10/14/1992) Rector - St. James', Arlington
COLLINS, The Rev. Diana L. G. (06/15/1993) Deacon - St. Paul's, White River Junction
COMEAU, The Rev. Molly (05/29/1982) Priest-in-Charge - St. James', Essex Junction
COOKE, The Ven. Catherine (08/24/1988) Archdeacon - Cathedral Church of St. Paul, Burlington
CORKLIN, The Rev. Stanley (08/10/2000) Retired
CRAMER, The Rev. Alfred (08/15/2000) Retired
CRANE, The Rev. Canon Margaret (05/31/1994) Canon Pastor - Immanuel, Bellows Falls
CRAWFORD, The Rev. Dr. Lee Alison (07/29/1994) Rector - St. Mary's, Northfield
CREWE, The Rev. Hayward B. (06/15/1958) Retired
DUBOIS, The Rev. Nancy (10/09/1988) Retired Deacon
DYSON, The Rev. Martha (02/18/1999)
EBERHARDT, The Rev. Timothy (01/04/1981) Rector - St. John's, Randolph
ELEY, The Rev. Gary W. (05/13/1973)
ELLIS, The Rev. Russell R. (03/07/1956) Retired
ELY, The Rt. Rev. Thomas C. (04/28/2001) Bishop
FLOYD, The Rev. Peter (02/20/1996) Retired
FRANCIS, The Rev. Leslie T. (11/20/1970) Retired
FREEMAN, The Rev. Robert (01/28/1973) Retired
FULLER SR., The Rev. Steven (11/19/2002) Local Priest – Bellows Falls Ministry Support Team
GARRETT, The Rev. Jane (06/11/1980)
GRATZ, The Rev. Paul (06/12/1971)
HAAS, The Rev. Mary (06/07/03) Local Deacon- Bellows Falls Ministry Support Team
HALL, The Rev. David M. (09/15/1989) Rector - Christ Church, Montpelier

HALL, The Rev. Marcus (07/01/1965) Retired
 HAWKINS, The Rev. Penelope (06/22/1988) Deacon - St. Peter's, Bennington
 HAYWARD, The Rev. Dennis (11/06/1990) Rector - St. Luke's, St. Albans
 HORTON, The Rev. Sarah (06/11/1994) Rector - St. Barnabas', Norwich
 HORVATH, The Rev. Victor (11/19/2002) Local Priest – Bellows Falls Ministry Support Team
 HOWE, The Rev. Halsey (08/15/1973) Retired
 IRVING, The Rev. Canon Stanley (03/01/1961) Retired
 JERSEY, The Rev. Jean Staffeld (06/11/1987) Priest-in-Charge - Church of the Good Shepherd, Barre
 KEATOR, The Rev. Marnie (12/02/2000)
 KEIZER, The Rev. Garret (06/16/1992) Local Priest - Christ Church, Island Pond
 KINGDON, The Rev. Arthur (09/25/1992) Rector - St. Peter's, Bennington
 LAMB, The Rev. Beverly (11/01/1965) Retired
 LAURA, The Rev. Ronald S. (08/29/1970)
 LEE, The Rev. Robert (08/04/2001) Local Priest - St. Paul's, Canaan
 LLOYD, The Rev. Sharon (04/01/1988)
 MACAULEY, The Rev. Robert (11/11/2002) Priest-in-Charge - St. Paul's, Vergennes
 MACDONALD, The Rev. Jean (12/12/1997) Assistant to the Rector - St. Andrew's, St. Johnsbury
 MACNAIR, The Rev. Canon Roy (09/30/1983) Retired
 MANSFIELD, Charles (06/07/03) Local Deacon- Bellows Falls Ministry Support Team
 MANSFIELD, The Rev. Mary R. (04/07/2000) Rector - St. John's-in-the-Mountains, Stowe
 MARANVILLE, The Rev. Irvin (10/19/1986) Retired Deacon
 MARANVILLE, The Rev. Joyce (10/19/1986) Retired Deacon
 MATHAUER, The Rev. Margaret (07/30/1991) Deacon - All Saints, So. Burlington
 MCKNIGHT, The Rev. Jeannette (06/09/1981) Retired
 MCLEOD, The Rt. Rev. MaryAdelia (11/01/1993) Retired Bishop
 MCLEOD III, The Rev. Henry M. (01/24/1994) Retired
 MEACHAM, The Rev. Carlyle (05/27/1988) Retired Deacon
 MITCHELL, The Rev. John S. (02/06/1996) Rector - Zion, Manchester Center
 MORRIS, The Rev. Donald (08/01/1991) Interim Pastor - Holy Trinity, Swanton
 MORRIS, The Rev. John C. (01/03/1972) Priest-in-Charge - St. Martin's, Fairlee
 MOYSER, The Rev. George (05/31/1994) Rector - Calvary Church, Underhill
 NICHOLS, The Rev. Catherine (09/01/1991) Rector - St. Stephen's, Middlebury
 O'HAGIN, The Rev. Zarina (05/21/2002) Deacon
 PICKUP, The Rev. Ezra Alden (04/10/1960)
 PIERSON, The Rev. Stewart (09/24/2001) Rector - All Saints', South Burlington
 POPPE, The Very Rev. Kenneth (11/12/1998) Dean and Rector - Cathedral Church of St. Paul, Burlington
 PRATT, The Rev. Mary (01/30/1981) Deacon
 RANSOM, The Rev. Lisa (08/02/2001) Vicar - St. Dunstan's, Waitsfield
 REID, The Rev. Richard (07/01/1989)
 RICHARDSON, The Rev. Melvin (10/30/1983) Retired
 RICHARDSON, The Rev. Shelie (12/01/2001) Local Priest, Christ Church, Bethel
 RIDDICK, MD, The Rev. Daniel (06/18/1986) Associate Rector - Calvary, Underhill
 ROOT, The Rev. Diane (08/20/1998) Three Rivers Regional Ministry
 ROSE-CROSSLEY, The Rev. Ramona (04/07/1999) Slate Valley Regional Ministry
 RUNNION, The Rev. Norman (06/13/1993) Retired
 SCOTT, The Rev. Charles (09/12/1954) Retired
 SEEBER, The Rev. Sr. Laurian (11/16/1992)
 SHELDON, The Rev. Karen (06/11/1979) Retired
 SHERWIN, The Rev. Lawrence (06/15/1968)
 SMITH, The Rev. A. Raymond (10/01/1963) Retired

SMITH, The Rev. Craig F. (05/21/1983) Rector - Trinity, Shelburne
ST. GERMAIN, The Rev. Beverly (09/21/1988) Retired Deacon
SWENSON, The Rt. Rev. Daniel (05/17/1986) Retired Bishop
THOMAS, The Rev. Virginia C. (12/15/1991) Retired Deacon
THOMPSON, The Rev. Paul (11/17/1974)
TILGHMAN, The Rev. Henry (12/31/1974) Retired
TOBIAS, The Rev. Susan (08/21/2000) Rector - St. John the Baptist, Hardwick
TWEEDY, The Rev. Canon Jeanette (03/21/2000) Priest-in-Charge - St. Andrew's, St. Johnsbury
UDELL, The Rev. C. Leland (10/19/1971) Retired
URANG, The Rev. Gunnar (06/09/1984) Retired
VAN DINE, JR., The Rev. Canon Howard (06/11/1963) Retired
VOGELE, The Rev. Nancy (02/21/2001) Rector - St. Paul's, White River Junction
WAGEMAN, The Rev. Carol (05/24/2002) Transitional Deacon
WALLACE, The Rev Canon Tanya (11/13/2002) Canon Educator
WALTERS, The Rev. David (07/31/1971) St. Ann's-Richford, Grace-Sheldon
WEBB, The Rev. Anne (03/26/1996) Rector - St. Mark's, Springfield
WOODS, The Rev. Harold (05/21/1974) Retired
YARBROUGH, The Rev. O. Larry (03/25/2001)

REPORTS FROM OFFICERS

For the period July 1, 2002—June 30, 2003

ASSOCIATE ECUMENICAL OFFICER

The Ecumenical Officer (EO) and Associate Ecumenical Officer (AEO) continue participation in the Province I organization of Episcopal Diocesan Ecumenical Officers (EDEO) and the New England Lutheran-Episcopal Dialogue. Focus has been on the Lutheran-Episcopal full-communion relationship and finding common life together. EDEO has also give some attention to exploring interfaith relations.

The Rev. Benjamin Chase, EO, met with ecumenical leaders from Protestant, Orthodox, and Roman Catholic Churches at the National Workshop on Christian Unity. The Annual Meeting of EDEO was held concurrently Savannah, Georgia. Audiotapes of presentations made during the four-day events are available through AEO Hamlin.

Bilateral dialogues at the national level continue with the Moravian, Orthodox, Presbyterian USA, and Roman Catholic Churches, and multi-lateral in Churches Uniting in Christ (CUIC, the former COCU).

Locally, the Diocese is represented on the Vermont Ecumenical Council and Bible Society (reported separate in this Journal) by Bishop Thomas Ely and Peg Hamlin, Trustee elected by Diocesan Convention, and who is also VEC & BS liaison to the Diocesan Outreach and Social Justice Committee. EO Chase is assisting the VEC & BS in coordinating a gathering of ecumenical officers and their counterparts from the nine Member Denominations.

Currently, the Diocese is not engaged in formal bilateral dialogue.

Ecumenical witness of the Diocese extended to Vermont Day at Washington National Cathedral where Bishop Ely celebrated and The Rev. Dr. Arnold Thomas, Executive of Vermont Conference, United Church of Christ and President of the VEC & BS, preached.

Representing Bishop Ely, The Rt. Rev. Stewart Wood, Jr., participated with denominational executives in the VEC & BS sponsored Week of Prayer For Christian Unity observances in January.

The Diocesan Commission on Dismantling Racism has sought to work collaboratively with other denominations.
– The Lund Principle is alive!

Respectfully submitted,
Peg Hamlin

THE BISHOP'S REPORT OF OFFICIAL ACTS

On March 25, 2003, Remington Rose-Crossley (St. John's, Poultney) was made a Postulant. On May 12, 2003, Keri Aubert and Elizabeth Stedman (Cathedral Church of St. Paul, Burlington) were made Postulants. On May 25, 2003, Regina Christianson (St. John's in the Mountains, Stowe) and Hilary Cooke (Cathedral Church of St. Paul, Burlington) were made Postulants.

On April 23, 2003, Lucy Pelligrini (St. Stephen's, Middelbury) was made a candidate. On May 12, 2003, James Ballard (Cathedral Church of St. Paul, Burlington) was made a Candidate.

Victor Horvath and Steven Fuller were ordained as a Transitional Local Deacons on November 19, 2002 at Immanuel Church, Bellows Falls. Carole Wageman was ordained a Transitional Deacon on May 29, 2003 at Christ Church, Montpelier.

Shelie Richardson was ordained Local Priest on September 7, 2002 at Old Christ Church, Bethel. Paul Carling was ordained Priest on December 21, 2002 at St. Michael's Church, Brattleboro.

On June 7, 2003 at Immanuel Church, Bellows Falls, the Immanuel Church Ministry Support Team was commissioned and ordained at a Celebration of Baptismal Ministry. Gloria Mansfield was commissioned as Education Coordinator. Jean Fuller, Steven Fuller, Charles Mansfield, and Gloria Mansfield were commissioned as Stewardship Coordinators. Theodore King was commissioned as Ecumenical Coordinator. Mary Haas, Victor Horvath, and Theodore King were licensed as Preachers. Mary Haas and Charles Mansfield were ordained Deacons. Victor Horvath and Steven Fuller were ordained Priests. Margaret Crane was instituted as Rector.

Paul Brannock-Wanter was installed as Rector of St. Luke's Church, Chester on September 8, 2002. Paul Brannock-Wanter transferred from the Diocese of East Tennessee, July 30, 2002. Robert Macauley transferred from the Diocese of Connecticut, November 12, 2002. Tanya Wallace transferred from the Diocese of Newark, November 13, 2002.

Audrey Murdock transferred to the Diocese of Central Pennsylvania, December 19, 2002. John Keenan transferred to the Diocese of Maine, January 27, 2003. Katherine Sonderegger transferred to the Diocese of Virginia, April 11, 2003. Christopher Powell transferred to the Diocese of Mississippi, May 26, 2003.

Frederick Richard Beale died on February 21, 2003 in Damariscotta, Maine. Thomas Hayes died on April 9, 2003 while serving as Priest in Charge at St. Paul's Church, Windsor.

Paul Carling was appointed Assistant Rector at St. Michael's, Brattleboro. Peter MacLean was appointed Bishop's Vicar at St. Luke's, Alburg. Bob Macauley was appointed Priest-in-Charge at St. Paul's, Vergennes. Stewart Pierson was appointed Rector at All Saints', South Burlington. Mary Marquerite Kohn was appointed Interim Pastor at Newport. Hugh Tudor-Foley was appointed Interim Pastor at Trinity, Rutland. Carole Wageman was appointed Assistant Rector at Trinity, Shelburne. Lisa Ransom was appointed Vicar at St. Dunstan's, Waitsfield.

Peter Floyd retired from St. Dunstan's, Waitsfield. Ramona Rose-Crossley retired from the Slate Valley Ministry in July 2003. Sarah Horton retired from St. Barnabas, Norwich in July 2003.

The following Lay Participant Licenses in the Liturgy were issued: 18 Chalice Bearers, 4 Lay Preachers, and 4 Lay Eucharistic Ministers. All Lay Participant licenses will expire on the Sunday before Advent, 2003.

In this twelve-month period, 31 formal visitations were made. At these visitations, 15 adults and 51 youth were confirmed, 10 were received into the Church, and 39 recorded reaffirmation of their baptismal vows.

Consent was given to the elections of four bishop coadjutors, the election of one bishop suffragan, the ordinations and consecrations of three bishops, the resignations of seven bishops.

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

REGISTRAR & HISTORIOGRAPHER

To the casual observer, the work of the Registrar and Historiographer may seem very repetitious and routine. And to a degree this is true as the work of repairing and restoring historic records, inventorying and cataloging holdings, setting up various data bases to provide access to our holdings, and answering requests for data and information about the more than 200 year history of the Episcopal Church in Vermont.

Between the end of the last reporting year and completion of the renovations to the office, I continued to work at home reading through the Bishops' addresses to Convention and the anecdotal records of their official acts and completed the data base for Confirmations from 1868-1921. In addition, for the 175th anniversary of the consecration of St. Stephen's Church, Middlebury, I wrote an account of the twenty-year struggle of that congregation to obtain a building of its own.

Since the return to the Office building, the major chore has been to assess the water damage from the roof leak and to reorganize my space. Fortunately, the good news is that water damage was limited to the storage boxes with minimal damage to the contents either from water damage or damage from mold. The result of this was an extraordinarily large order for replacement boxes and other supplies. In addition, the boxes which were packed hastily for removal into the storage trailers had to be unpacked and the contents sorted.

The continuing activity is research involving SPG leases and requests for information about the history of the Church in Vermont. Probably the most interesting discovery of the year was that the Trustees were responsible for the maintenance of an endowed cemetery in the Cream Hill area of the town of Shoreham.

Looking ahead: the year 2007 will be the 175th anniversary of the election and consecration of John Henry Hopkins as the first bishop of the newly created Diocese of Vermont. Elected at the Convention held at St. Stephen's Church, Middlebury, in May 1832, he was consecrated, as was the custom, during the General Convention which met the following October. Because of his wide-spread influence in the Church as the 8th Presiding Bishop, especially his role in the General Convention of 1865 in preventing a permanent split in the Church, his writings on a variety of topics and his architectural and musical contributions to the life of the Church, several people from outside the Diocese consider him a likely candidate for inclusion in the Churches Calendar. Perhaps this would be an appropriate activity to pursue as part of our celebration of this important anniversary.

Respectfully submitted,
Elizabeth E. Allison

THE STANDING COMMITTEE

Below is a list of the official acts of the Standing Committee during the dates cited.

1. Consented to these Episcopal elections:
 - Easton for the consecration of James J. Shand
 - Iowa for the consecration of Alan Scarfe
 - Texas for the consecration of Don Adger Wimberly
 - Massachusetts for the consecration of Gayle Elizabeth Harris
2. Consented to the election of a Bishop Coadjutor in the following dioceses: Colorado, Texas, Kansas, Arizona, W. Texas
3. Consented to the election of a Bishop Suffragan in the following dioceses: Colorado, Massachusetts, Texas.
4. Consented to the ordination of Paul Carling, Victor Horvath, Steven Fuller to the priesthood.
5. Consented to the ordination of Victor Horvath, Steve Fuller, Mary Haas, Charles Mansfield, and Carole

Wageman to the diaconate.

6. Consented to the candidacy of Lucy Pelligrini and Jim Ballard for Holy Orders
7. Consented to shorten the time service in the diaconate of Paul Carling, Steven Fuller and Victor Horvath.
8. Approved the request from the Trustees to enroll Brookhaven School for Boys in the Vermont Current Use Tax Program
9. Approved the request of The Reverend Martha Dyson to continue her priestly vocation within an academic setting
10. Approved the following encumbrances:
 - St. Paul's Church, White River Junction
 - St. Paul's Cathedral, Burlington

In addition to its official acts and role as a council of advice to Bishop Ely, the Standing Committee joined the Commission on Ministry for a joint meeting with postulants and candidates for Holy Orders last January. It conducted a mutual review of ministry of diocesan leaders with representatives of the Standing Committee, Diocesan Council, Trustees and the Ministry Support Team as well as Bishop Ely that was facilitated by Dr Fredrica Harris Thompsett. It participated in a joint meeting with the Executive Committee of Diocesan Council and the Trustees of the Diocese to set a policy concerning the consent to encumbrances and especially as those requests relate to loans. We are grateful to so many for their faithful leadership during this past year.

Faithfully,

The Reverend Gordon Bardos, Diana Bingham, Libby Hillhouse, The Reverend Timothy Eberhardt
Laura Chase, Priscilla Larson, The Reverend John Morris, The Very Reverend Kenneth Poppe

TRUSTEES OF THE DIOCESE

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

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

Because of the decline in the stock market in 2002, the time weighted return for the Unit Stock Fund was -0.13% for the fiscal year ended June 30, 2003, compared to the benchmark index of -0.03%. The Unit Bond Fund return, however, was positive at 10.18% for the same period. For the first six months of 2003, the return for the Stock Fund was 10.59% and for the Bond Fund 4.28%. Since inception (12/31/97), returns of both the Stock and Bond Unit Funds have exceeded their respective benchmark indices.

The Investment Committee determines the quarterly Unit Fund dividend distribution, which is then recommended to the full Board of Trustees for approval. Dividends are payable at the end of each calendar quarter.

The Diocese with the Diocese of Western Massachusetts co-sponsored a forum on Socially Responsible Investing in September. In January, the trustees invested \$100,000 in the Vermont Community Loan Fund as a diocesan socially responsible investing initiative.

In addition to monitoring investments and assuring the proper management thereof, the Board also administers the sale of Glebe/lease lands and parish and mission buildings and property and determines the appropriate investment of proceeds from such sales. During the year the trustees approved the sale of three Glebe/Lease encumbrances. Proceeds from these sales are invested in the Society for the Propagation of the Gospel Fund.

The trustees also executed a new agreement with the Guilford Society pertaining to the use of, maintenance and repair of Christ Church Guilford property.

Representatives from the trustees are participating on a joint committee with members of Council and the Standing Committee to review various loan procedures and the responsibilities of each body and the Bishop with respect to approving loans and/or the purchase, sale or encumbrance of diocesan, institution or parish property.

Respectfully submitted,
John H. Larson

REPORTS FROM CONVENTION COMMITTEES

For the period July 1, 2002—June 30, 2003

DISPATCH OF BUSINESS COMMITTEE

The Dispatch of Business Committee serves the Diocesan Convention in many ways. Attending to the flow of business at the convention is just one of the tasks the Dispatch of Business Committee performs. Its duties also include arrangements for the Convention Workshops on Friday afternoon, the Diocesan dinner at the Radisson Hotel Friday evening, delegate seating arrangements, Diocesan Ministry display tables, childcare, and lunch on Saturday of Convention and whatever else might be needed.

Prior to Convention itself, the Committee plans and has oversight for the three Ministry Fairs held around the Diocese. The Ministry Fairs were previously know as Regional Diocesan Days but Ministry Fairs more aptly describes them. These Saturday events begin at 9AM and end at 4PM and include educational seminars in the morning, Eucharist at noon, a special segment for Deputies to General Convention to report on the recent General Convention held in Minneapolis and Pre-Convention hearings. The Pre-Convention Hearings focus on the diocesan budget, resolutions, canons, and other business of the Diocesan Convention. Ministry Fairs in 2003: October 4th at Trinity Church/Rutland, October 11th at St. Mark's/Springfield, and October 18th at Christ Church/Montpelier.

The Committee is already working on plans for the 2004 and 2005 conventions.

Respectfully submitted,
James Larkin, Chair

REPORTS FROM DIOCESAN INSTITUTIONS

For the period July 1, 2002—June 30, 2003

BROOKHAVEN HOME FOR BOYS

Housed in a gracious, century old home with adjacent school and living facilities, Brookhaven continues to be a place where boys between the ages of six and twelve who are having severe emotional and behavioral difficulties received therapeutic help, support and educational services. The boys at Brookhaven share the goals of learning to manage their behavior, building trust, and positive relationships with peers and adults. When ready and it is possible, they will return to their families, communities and schools.

We have continued to develop our family centered care philosophy. Parents, who are available, are now involved in the daily lives and therapeutic program of their children. This includes parents being more involved in the milieu, increased home and program contact, and by providing a bedroom for parents to stay overnight as they join and support their child for extended periods of time.

Brookhaven's school program has focused this year on developing transitional services for students as they make the steps to return to their public schools. It is our belief that a successful program should include a well planned and supportive transition back to their community and school. Our children's success is ensured if they are not abandoned by either our program or the educational sending district. These transitional services have been highly successful.

We appreciated the support we received through the year from churches and individuals across the state. Your generosity makes it possible for the children to experience activities that create special memories that will last a lifetime.

Over the past couple of years, we have built a new school and dorm for the boys. This year our renovations are complete. We revamped the second story into office space and new living quarters for the overnight staff. Also completed were the rebuilding of the living room and dining area. A central air conditioning system has been installed in the children's dorm.

Thanks to a generous donation from a friend of Brookhaven, we were able to pave a 40 x 80' area for a basketball court in the summer and skating rink in the winter.

Our 50th anniversary celebration was held on August 10th. It was a moving experience for everyone who attended. The Learning Center was dedicated to Dr. Brewster D. Martin and blessed by the Right Reverend Thomas C. Ely. A former student spoke addressing the positive impact that Brookhaven and its mission has had on his success. We are looking forward to our 51st year!!

Respectfully submitted,
John H. Halpin, III, Director

ROCK POINT SCHOOL

Rock Point School worked with a total of forty-seven young people during the school year. Forty-one were on hand to witness graduation in June. The average enrollment was about forty students. Twenty-six were from Vermont and neighboring states. Three were referred by social workers from Casey Family Services and Vermont Social and Rehabilitative Services. The out-of-state students came from as far south as Texas and as far west as California. The eleven people congratulated by Bishop Ely at graduation are:

Catherine Derr	Metamora, MI	Western Michigan University
Nicole Dunn	Scarsdale, NY	Americorps
James Faughnan	Sparkill, NY	Entered Workforce
Tiffany Fuentevilla	Van Nuys, CA	California State University at Chico
Chad Gilligan	Waynesville, NC	Americorps
Stephanie Gubb	South Londonderry, VT	Fisher College, MA
Amanda Hall	South Ryegate, VT	BurlingtonCommunity College, VT
Heather Kinikin	Potomac, MD	University of Tennessee
Will Mallory	Charlottesville, VA	Champlain College, VT
Lindsay Southgate	Keene, NH	Niagara University, NY
Glen Wallace	Pittsford, NY	SUNY, Potsdam, NY

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

The budget for the year was \$1,563,067. Private tuition and Endowment and Gifts provided the majority of our funding. Other sources of income are Social and Rehabilitative Services payments and federal Chapter I education support money. The school community was the grateful recipient of \$120,373 in individual donations and grants and fourteen Vermont Parishes contributed a total of \$9,651 to the school.

The school continues its work on the school building and grounds. We have completed the renovation of the school dormitories, and we worked on the grounds around the school building.

The school continues to provide scholarship help to as many students as possible. This year the school awarded \$140,100 to ten students. Scholarship aid continues to be a priority for all of us: we greatly desire to provide a

place for young people without regard to their financial situation. The school has begun a bequest society that we hope will provide a way for people to provide long-term support for the school.

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

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

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

Respectfully Submitted,
John Rouleau, Headmaster

OTHER REPORTS

For the period July 1, 2002—June 30, 2003

ACCESSIBILITY COMMITTEE

Our Committee is now under the authority of the Diocesan Council and no longer an ad hoc committee. Andrew Crane is one of our committee members and he is also on the Diocesan Council. He serves as a liaison between our two groups.

The other members of our Accessibility Committee are Ernie Hathaway, Bob Laidman, Zeke Hanzl, Thomas Schroeder, Elaine Horseman and Rev. Leland Udell, Chair.

The diocese is seriously addressing the needs of our parishes for a barrier free church building. What is still an accessibility need is the fact that many parishioners have hearing or visual loss but do not receive parish assistance. Nor do many parishioners admit their physical needs. Our parishes should help persons feel more comfortable in discussing their physical needs and finding ways within the parish that their participation might be more complete.

The Committee has asked that every parish in the diocese choose a representative from their midst who can be a liaison with our Committee. We need the wisdom, practical experience and keen understanding of parishioners as we try and solve the problems of persons with accessibility issues.

Our Committee is not trying to enlarge its membership or to ask for people to come to our meetings. Rather we need specific feedback from the parishes and we hope that our liaison person will accomplish this need. Feedback by note, phone call, E-mail or by personal participation with our Committee will help accomplish our common goal.

In October, at the Ministry Fairs sponsored by the Diocese, our Committee is taking leadership in the morning sessions. We are trying to widen our understanding of human limitations and how we can be contributing parish members by hearing how some people do to manage their own disability. We are looking for models, ideas and open participation.

At our annual Diocesan Convention we will sponsor an educational booth as in past years. We hope many persons will visit our Cathedral location, ask questions and make valuable statements to our educational presenter. It is our hope that in the future, our Committee can be a resource for the Diocese if a particular accessibility problem arises where a parish is looking for answers and solutions. We have much to learn and we ask you to work with us and the people of your congregation.

Respectfully submitted,
Rev. C. Leland Udell, Chair and The Accessibility Committee

BISHOP BOOTH CONFERENCE CENTER

The Mission Statement of the Bishop Booth Conference Center

The Bishop Booth Conference Center of the Episcopal Diocese of Vermont is a sanctuary where the people of the Diocese, other religious groups, and nonprofit organizations may experience a sense of God's presence, the beauty of creation and Christian Community.

The Bishop Booth Conference Center (BBCC) experienced a year of leadership transition. I am grateful for the excellent work of The Reverend Paul Carling, Interim Manager, who prepared the way for my role as Director. I celebrate a joyful year of hospitality ministry for a diversity of people from Episcopal parishes to VISTA Volunteers, and folks from Vermont to Mozambique. Their reflections tell us that they "felt welcomed, cared for, and renewed in spirit". Our challenges were met with prayer, teamwork and faith.

We are thankful for the dedication, expertise, and support of the Rock Point Board, and Bishop Booth Conference Center staff. A new half-time Administrative Assistant, Anne Ellis was hired. The position description of the BBCC Resident was revised and a lease agreement with the Resident was formalized. A Hazardous Materials Handling training was provided for our staff. Risk Management policies and procedures were updated.

We began the year with reduced income due to the impact of our economy. The June balance reflects an imbalance of current assets to cover current liabilities and an operating deficit of \$23,319. This compares to the 2002 deficit for the same period of \$23,703. Last year the Bishop donated \$12,000 to cover additional expense anticipated earlier in the year. In 2003, the Bishop loaned \$12,000. However, at year's end we are projecting an 80% increase in revenue over last year based on current reservations. Grippin, Donlan, and Roche, PLC performed an audit for the years 2000 and 2001. During the past few years, the Diocese of Vermont has provided support through bookkeeping services. We are in the midst of transferring the bookkeeping operations to the BBCC office. Several parishes have donated financial gifts including a designated gift of \$5000.00 purchase window treatments and furniture for Butterfield building.

As the BBCC ages, we expect increased maintenance expenses. We purchased a new kitchen range with a grant from the Diocesan Council. The furnace boiler circulators were replaced and we anticipate replacing the roof of Butterfield building, re-carpeting bedrooms, and repaving the parking lot. We are currently researching ways to make our buildings more energy efficient. Maintenance and repairs are tracked with a new maintenance plan coordinated with the Buildings and Grounds Committee of the Rock Point Board. Pictures of Episcopal Diocese of Vermont (EDOV) Churches were donated to hang in our bedrooms and meeting rooms. We anticipate receiving pictures of each church in the Diocese.

BBCC served as the site for Diocesan programs, Advent and Lenten Retreats, DYC events, Rock Point School Parents weekends, Rock Point Summer Conferences, Cursillo, Diocesan Committees, Parish weekends, other denominational retreats picnics, family reunions, weddings, a mission team from Mozambique, L'Arche Retreats, educational groups, support groups, Elderhostel programs, VT Refugee Resettlement programs, and many more nonprofit groups. The men of Sudan enjoy worship in their native tongue in Kerr Chapel, bi-weekly. Approximately, fifty percent of our weekend use is EDOV use. When openings occur we contact EDOV groups on our waiting list, first. We encourage you to contact the BBCC as soon as possible as weekends are in high demand. The Mission and Program Committee of the Rock is planning for future programs. Please share your program interests and ideas with us. A Group Leaders Guide is sent with Reservation Request forms and Contracts. Our Administrative Assistant contacts group leaders before their event to clarify details. I am available to assist with program planning for your parish retreat.

This wonderful place is here for your use because hundreds of dedicated volunteers, with faith and vision, have given generously of their time and talents. I hope you will take time to retreat to Rock Point often to feel the peace and to renew your spirit.

Respectfully submitted,
Debi Paterson, Director

**REPORT ON CANONICALLY-RESIDENT CLERGY IN SPECIALIZED MINISTRIES,
RETIRED AND NON-PAROCHIAL
For the Year 2002**

For the year 2002, 48 clergy reports were received. Of those reporting, 31 identified themselves as retired, 7 as being engaged in specialized ministries, and 10 as being non-parochial.

The clergy who are ministering in Vermont in their pension years are engaged in supporting ministries throughout this Diocese and elsewhere. Some of these ministries are: hospital volunteer, pastoral care, spiritual direction, preaching, presiding at the Eucharist, teaching Christian education classes, counseling, serving on local and diocesan committees, weddings, funerals, memorial services, and burials.

Specialized and non-parochial ministries include: interim pastor, psychologist, college instructor, yoga teacher, benefits counselor to the aging, pastoral care specialist, CPE supervisor, investment manager, editor, chaplain, mother, poet, apple-picker, homemaker, professor, attorney, and counselor.

Faithfully submitted,
The Rt. Rev. Thomas C. Ely
Bishop of Vermont

**REPORT FROM THE DEAN OF THE CATHEDRAL CHURCH OF ST. PAUL
AND THE CATHEDRAL CHAPTER**

We envision our ministry as the Cathedral Church of St Paul as 'Clusters of Ministry Centers'. We can describe our mission as a parish church in Burlington; a cathedral church of the Diocese of Vermont; an active community that prays and worships, proclaims the Gospel, and promotes justice, peace, and love; a center for Christ-centered worship, ministries, and action; a center for spiritual formation, pastoral care, and the promotion of social justice; Cathedral Square Corporation; and a dynamic, diverse community that enjoys lively involvement and collaboration. This ministry can be understood as several interlocking clusters of 'ministry centers': 'Parish Church', 'Cathedral Without Walls', 'Christian Meditation Center', 'Jubilee Center', and 'Cathedral Square Corporation'. To manage these various ministry centers we are in the process of appointing a board to plan, develop, and oversee each ministry center. Two such boards are already in place: the Cathedral's Vestry and the Board of Cathedral Square Corporation. Two new boards are in the process of being developed: a Meditation Center Board and a Jubilee Center Board. A fifth group is about to be re-envisioned: Cathedral Chapter. I invite anyone from the diocesan family interested in serving on the Meditation Center Board, Jubilee Ministry Board, or Cathedral Chapter to contact me.

As a parish church, we engage in worship, formation, evangelism, community life, and stewardship. Last April, the Executive Council of the Episcopal Church named the Cathedral a Jubilee Ministry Center. We are about to create a Jubilee Center Board to develop the Cathedral's outreach and social justice ministry in the areas of outreach, advocacy, new center development, empowerment, and evangelism. Cathedral Square Corporation (CSC) is a Vermont nonprofit whose mission is to develop, manage, or own housing and provide community service that promotes the health and well being of elders, low income persons and persons with disabilities. The organization was formed as a ministry of the Cathedral in 1977 and today manages properties and has participated on the development team for 31 projects. Most of CSC's housing is for seniors; however, CSC has developed several projects for special needs populations and currently developed two intergenerational projects. CSC has participated in projects in Addison, Caledonia, Chittenden, Franklin, Lamoille, Washington, and Windsor counties. CSC supports two community services programs: Joint Urban Ministry Project (JUMP) and Project Home.

We are in the growing stages of developing, in response to the spiritual hunger among members of our congregations and the wider community, a ministry of spiritual development that we are calling a Meditation Center. This ministry will enable participants to grow in God's Spirit, to learn practices of prayer and to develop relationships of love and trust within community. Growth in the life of the Spirit will encourage people to live their baptismal covenant as instruments of God's compassion, peace and justice in the world. Such activities include a five-week course, 'Christian Meditation and Other Ways to Pray' offered annually at the Cathedral and a

number of times in other parishes and deaneries; an annual retreat, quiet day, or conference offered at the Cathedral; a weekly Meditation Group at the Cathedral and in other places where the initial course is offered; and daily times offered at the Cathedral for meditation.

‘Cathedral Without Walls’ is a delivery system that addresses issues and needs deaneries and parishes identify by bringing people to Burlington and creates Cathedral’s presence in regions of the Diocese. The ‘Cathedral Without Walls’ project aims to build partnerships for ministry between the Cathedral and other parishes. These partnerships will strive to overcome the isolation of churches that is caused in part by Vermont’s geography and climate as well as to create programs and events that take place at churches throughout the diocese and at the Cathedral. The following programs will be offered in 2004 Cully Lecture development, Christian Meditation Center, Vermont watch, Cathedral Choir on the road, clergy exchange, increased access to Hopkins Book Store, website used to support these ministries with links to other resources, serve as a resource for and develop other Jubilee Ministry Centers throughout the Diocese. These partnerships will bring us into conversation with one another, help us to understand the challenges we face in our various regions, challenge us to identify and build ministries together, and encourage us to look to each other as resources in building up our liturgical expression, our social justice and outreach ministries, congregational development, and youth ministries. Please contact me if you would like to participate on one of the 2004 Cathedral Without Walls projects.

Respectfully submitted,
The Very Reverend Kenneth Poppe, Dean

CHAPLAINCY TO RETIRED CLERGY

The rhythm of lunch gatherings every 6 months for retired clergy and spouses continues. Attendance varies between 35 and 45. Traditionally, Bishop Ely attends the spring gathering.

This year, the largest special agenda has been assisting retired clergy in selecting health insurance among the two being offered by the Health Insurance Trust of the Pension Fund. Barbara Adams and I made personal contact with many retirees to assist them in their decision. In addition to helping make a smooth transition into this new insurance program, many personal relationships were established or enhanced.

An evaluation of the chaplaincy was completed in the fall of 2002. General satisfaction from most retirees was noted. But among the possible issues where guidance might be provided, housing alternatives was noted. A special workshop led by Nancy Eldridge (Executive Director: Three Cathedral Square) was attended by 20 people. As these opportunities arise in the future, this format is well received.

A committee led by Warner White completed a “code of ethics for pensioner clergy in their parish of choice”. This document has been well received in Vermont and Province I and III.

Our group is always in flux. New retirees are welcomed, and older ones move into eternal life. It is also a rich blend on life experience: clergy with 40 year tenures as parish rectors join with retired bishops, deans, deacons, and non parochial clergy who have given most of their ministries in other ways.

It is my privilege to serve in this capacity.

Respectfully submitted,
Stewart Pierson

COMMISSION ON MINISTRY

The Diocesan Commission on Ministry, consisting of twelve members, six lay, six ordained, appointed by the Bishop, spent most of its meeting time in the past year listening to the extraordinary number of people seeking ordination at Bishop’s Advisory Commission on Ministry (BACOM) overnight meetings, held on 14 September 2002, 22 March, 10 and 24 May 2003. In addition to these meetings, the Commission held its second annual overnight retreat with the Standing Committee, Postulants and Candidates 10-11 January 2003. This year’s retreat focused on questions of racism as a basis for discussion for all participants.

At the September 2002 BACOM, the Commission determined that the members of the Bellows Falls Covenant Group had met all the requirements for and was sufficiently prepared to move onto the ordinations of Victor Horvath and Steven Fuller to the transitional diaconate. These ordinations took place at a simple evening service in December 2002, with the understanding that the group would hold a full celebration when it was time to commission everyone.

At its March 2003 BACOM, the Commission recommended to Bishop Ely that James Ballard, of Saint Paul's Cathedral, Burlington, and Lucy Pellegrini of Saint Stephen's, Middlebury, be accepted as a Candidate to Holy Orders (for the diaconate). They are currently working with Deacons Cathy Cooke and Zarina O'Hagin and meeting with other diocesan deacons as part of their formation.

At its May 2003 BACOMs (two due to the large number of applicants), the Commission recommended to Bishop Ely that Keri Aubert, Hilary Cooke and Elizabeth Stedman, all of Saint Paul's Cathedral, Burlington, Regina Christianson of Saint-John's-in-the-Mountains, Stowe, and Remington Rose-Crossley of the Slate Valley Ministry, be accepted as a Postulant to Holy Orders (for ordination to the priesthood).

The Commission celebrated the ordination of Shelie Richardson of Christ Church, Bethel (Three Rivers Ministry) to the priesthood on 7 September 2002, Paul Carling to the priesthood on 21 December 2002, the ordination of Carole Wageman to the transitional diaconate on 29 May 2003 and the commissioning of the Bellows Falls Covenant Group on the Eve of Pentecost, 7 June. Bishop Ely commissioned the congregation to living out the baptismal covenant and, in particular, Gloria Mansfield to be Education Coordinator; Jean Fuller, Steven Fuller, Charles Mansfield and Gloria Mansfield to be Stewardship Coordinators. Theodore (Ted) King was commissioned as Ecumenical Coordinator. Mary Haas, Victor Horvath and Ted King were licensed as Preachers. Bishop Ely ordained Mary Haas and Charles Mansfield to the sacred order of deacons and Steven Fuller and Victor Horvath to the sacred order of priests. Lastly, Margaret (Peggy) Crane was recognized as Rector of Immanuel.

Currently, there are two postulants studying for Holy Orders at the McGill/ Montreal Diocesan Theological School, one candidate finishing up studies with the same institution, two postulants about to attend seminary full-time, one postulant currently full-time at seminary, and two with seminary degrees. Continuing support, both spiritually and financially, for postulants and candidates is an important ministry (and challenge) for the Commission.

Each parish committee has a Commission liaison to help them with any questions. The Commission also oversees tutors for persons preparing in non-conventional programs as well as those working with Covenant Groups. The Commission is close to completing a handbook for parish discernment committees so that it better reflects the ordination process as it currently stands in the Diocese of Vermont. If there are any questions about the process, parish committees should not hesitate to contact a member of the Commission or the Chair.

At the 2003 74th General Convention, held in Minneapolis, MN, the House of Bishops and Deputies approved revisions of the first 16 canons in the current Title III of the Constitution and Canons of the church, reducing them to nine canons, notably eliminating the distinction between seminary-trained priests (canon 7) and locally-trained priests (canon 9). Added to the canons is a new section that specifically addresses the importance of the ministry of the baptized (Title III, Canon 1). The Commission will look at these changes and examine how they affect discernment and our life together in the diocese.

Recognizing that discernment for ministry also greatly concerns congregations and all levels of ministry, the Commission has spent additional meeting time discussing educational opportunities in the diocese; the interface between the Diocesan Study Program and other educational programs and the ordination process, and the role of the deacon in congregational life. The Commission also will work in close tandem with the newly formed Task Force on Christian Education. An added source of education has come to the Diocese in the form of the Lilly Grant, which was awarded to the Dioceses of Vermont, Maine and New Hampshire, in conjunction with the Episcopal Divinity School of Cambridge, MA. Educational opportunities for all, lay and clergy, will be funded and supported by this grant. Susan Ohlidal, the new diocesan Pastoral Excellence Coordinator, will oversee opportunities for Vermonters.

The Commission also is responsible for disbursement of Continuing Education Grants. Grants, totaling \$3642 (\$1875 from July-December 2002 and \$1767 in 2003) were awarded to seven individuals for educational opportunities either in the United States or abroad. Bishop Ely and the Chair of the Commission on Ministry consider grant applications and people are encouraged to apply for them.

It has been an honor to serve on the Commission on Ministry and work with such talented and committed people, who bring rich gifts to the work of the Commission and who are trusted and valued partners in ministry. It is also thrilling to see how the Spirit moves in people's lives, urging them to ask questions about how God might be calling them to service. The Commission appreciates deeply your continued prayers.

Respectfully submitted,
The Rev. Dr. Lee Alison Crawford, Chair

COMMUNICATIONS

The Communications Committee, under the leadership of David Shuffleburg, sponsored a first annual Mountain Echo Newsletter and Web Site Awards Program in the fall of 2002. The goal of the awards program was not to pit editors and webmasters against one another as competitors but rather to honor the wonderful work that is being done by volunteer editors and webmasters and to inspire continued excellence. Editors and webmasters submitted twenty-three entries in six categories, and everyone who entered received some sort of recognition. Awards were presented by Bishop Ely and Anne Brown at the Diocesan Convention dinner. Awards for the 2003 program will be presented at the convention dinner on Friday, November 7.

Between July 1, 2002 and June 1, 2003, Anne Brown edited and produced eleven issues of the Mountain Echo. Along with the national paper, Episcopal Life, the Mountain Echo is mailed to all diocesan households free of charge. The cost of producing the Echo is partly supported by contributions from readers, solicited this year through a direct mailing from Bishop Ely. Contributions received in first half of 2003, less the cost of the mailing, were just over \$7,500. As a result, the September issue will be 16 pages (including General Convention coverage), and the October–December issues will be 12 pages. All four issues will include color photographs.

Many thanks to the generosity of all who made contributions. Funds will again be solicited in the coming year in the hope that the Echo can continue as a 12 page paper (when needed), with use of full color.

Gina Logan won a Polly Bond Award for her "Views from the Frontier" columns from the national Episcopal Communicators at their annual conference in April. Anne Brown attended the three-day conference in Los Angeles, as well as a two-day pre-conference event. Both offered many helpful workshops and presentations, as well as the opportunity to meet with communicators from throughout the church.

Anne Brown is learning the ways of the World Wide Web and has begun a process of re-designing the diocesan web site (www.dioceseofvermont.org). Many of its pages have been updated, and the Echo is posted as downloadable PDF files. Documents such as the pastoral letter on the environment issued by the bishops of New England, sermons and photos from a diocesan service for peace, and grant application forms and other material from diocesan committees are available on the web site.

Valerie Hennessey, Administrative Assistant at the Diocesan Center, ably edits and produces a newsletter, "Simple Gifts," on behalf of the Ministry Support Team. It is mailed to clergy and lay leaders six times a year.

Projects for the coming year include continued efforts to improve the Mountain Echo, significant work on the web site, work with parish communicator, and exploration of better ways to use the internet for communications within the diocese.

Respectfully submitted,
Anne Clarke Brown, Communications Minister

CONGREGATIONAL SUPPORT AND RESOURCES

The Congregational Support and Resources Committee is a committee of Diocesan Council charged with stewardship of certain resources for the encouragement and up-building of congregations. Current members of the committee include a coordinator of Living Stones, representatives of the Liturgy and Music Commission, the Diocesan Study Program, the Christian Education Resource Center, council members, and a Ministry Support Team liaison. Generally, the committee meets quarterly to review and make grants.

CS&R administers McClure Discipleship/Discovery funds and Irish funds, making grants that assist in local ministry development. Between July 1, 2002 and June 30 2003, \$27,446.10 has been granted under Initiative II, \$23,592 under Initiative III, and \$33,078 in Irish funds. (Note: McClure Discovery 2000 Grant application and accounting forms can be found in Section 5 of the Diocesan Handbook. Information about other grants and loans is available at the Diocesan Office).

Some of the things made possible by grants in 2002/2003 include:

- Handicap access in Colchester
- Childcare and advertising in Proctorsville, related to evangelism
- Campus Ministry outreach by Three Rivers Ministry
- Covenant Group education in Bellows Falls
- Education programs in a variety of congregations, including Education for Ministry, Alpha, Stewardship, and the Leadership Program for Musicians in Small Congregations
- A youth service trip by young people from Middlebury
- A building feasibility study in Hardwick
- New furnaces in several congregations

The following deadlines for grant requests has been set by CS&R, so that the committee can give them full consideration and distribute grants in a timely way. Initiative II and III requests are due by: January 15, April 15, August 15 and October 15. Congregational Development Grants (Irish Funds) are due October 15th.

Respectfully submitted,
The Rev. Diane E. Root

REPORT FROM DIOCESAN COUNCIL

Council met on September 7, 2002 at St. Mark's, Springfield

The Bishop shared two new open grants have been received by the Diocese; one from Holy Trinity, Swanton, and the other from Grace, Sheldon. These 2003 grants total \$25,000. He also reported on diocesan participation in the Episcopal Youth Event in Wyoming by our youth; his trip to Central America; progress on the Diocesan office building; and the successes during the 2002 session of Rock Point Summer Conferences. Recent clerical changes included Paul Carling, Associate Rector, St. Michael's, Brattleboro; Peter MacLean, Bishop's Vicar, St. Luke's, Alburg; and ordination of Shelie Richardson, Local Priest, Bethel.

Financial Report: *Mary Haas moved and Andy Crane seconded that the report be accepted as presented, subject to audit. Unanimously approved.*

The Bishop announced the appointment of Chair Jean MacDonald as chair of the Spiritual Life Committee and a large Diocesan-wide membership. A new Environmental Stewardship committee has been created with appointment of Chair Jeanette Tweedy and a large Diocesan-wide membership. A reconstituted Stewardship committee with Co-Chairs Genie Rayner and Con Quinby with a large Diocesan-wide membership has been established.

Budget 2003: Peter Galbraith presented a third draft of the budget, including the effects of the above-announced 2003 open grants. *Peter Galbraith moved and Don Morris seconded that the budget be accepted, as presented. Unanimously approved. Lori Borden moved and Diane Root seconded that the narrative budget be accepted, as presented, with technical amendment. Unanimously approved.*

Council Structure: *Lee Crawford moved and Peter Galbraith seconded that the circular model of Council structure, with the recommendations for implementation by the Executive Committee, be accepted. Unanimously approved.*

Strategic Planning Process: *Peter Galbraith moved and Ron Corkins seconded that Craig Collamer be retained by Council, pending Grant funding, as the Strategic Planning Process facilitator as recommended by the Task Force for recommending a Strategic Planning Process. Unanimously approved.*

The Dismantling Racism Task Force recommends a resolution for annual meeting. *Peter Galbraith moved and Don Morris seconded that the resolution be co-sponsored by Council and forwarded to the annual meeting, as presented. Unanimously Approved.*

Holy Trinity 2002 Open Grant: *Peter Galbraith moved and Gina Logan seconded that the funds be given to the Rock Board Point Board for renovations to the Diocesan office, as needed. Unanimously approved.*

Council met on December 7, 2002 at Trinity Church, Rutland

The Bishop shared that Episcopal Divinity School received a \$1.6 million, 5-year grant from the Lilly Foundation to work in partnership with Vermont, New Hampshire and Maine in offering resources, education and training to help build pastoral excellence with clergy and lay leaders. VT will have a half time coordinator for this program paid for by the grant. The Bishop is requesting that the Task Force on Accessibility become a committee of Council. Sharon Bartram and Carol Murphy are the new Diocesan UTO co-coordinators. Keri Aubert and Susanna Grannis are co-Jubilee officers for the Diocese.

The Bishop presented the financial statements through October. *Gina Logan moved and Bill Melhado seconded that the report be accepted as presented, subject to audit. Unanimously approved.*

The Bishop explained that there may be some excess funds from the 2002 budget at the end of the year. In order for this money to be able to be used, it needs to be reallocated. *Lee moved and Pat seconded that Council authorize the Bishop, the Financial Administrator, and the Canon to the Ordinary to reallocate any 2002 year-end budget excess, including the use of funds to off-set 2003 expenses and the setting aside of reserve funds, and to communicate those decisions to Council at its January meeting. The motion passed unanimously.*

Peter Galbraith distributed a report from the Outreach and Social Justice Committee. *Peter moved and Nancy Bower seconded that the funds of the Outreach and Social Justice funds be reallocated as listed in the report Peter distributed. The motion passed unanimously.*

Reorganization of Council: Last January the Bishop presented a Trinitarian model for Council discussions. The three groups (Prayer, Mind and Deed) are based on the mission statement of the Diocese.

Reaffirm working covenant: *Bill Melhado moved and Dave Shuffleburg seconded that Council reaffirm the working covenant. There was discussion of the meaning of consensus. The motion passed unanimously.*

Task force on accessibility: *Christina Brannock-Wanter moved and Genie Rayner seconded that Council make the ad hoc task force on accessibility a committee of Council. The motion passed unanimously.*

Council met on January 25, 2003 at various locations using Vermont Interactive Television

There was discussion of Diocesan involvement in trying to respond to the approaching war. The Bishop is very active with the Vermont Ecumenical Council, and the possibility war is of great concern to him. Bishop Barbara Harris has agreed to be at the 2003 Diocesan Convention. Ken Poppe is starting to put together a statement from Episcopalians. Andrew Crane added that a Vermont branch of the Episcopal Peace Fellowship is in process of forming with Dick Bower leading the effort.

Financial Report: The written report distributed is a year-end draft and requires no action at this meeting. There are still some year-end bills to come in and final numbers to be put together. Canon to the Ordinary, Lynn Bates,

explained the proposed reallocations. *Pat Saul moved and George Lewis seconded that the council ratify the reallocations approved by the Executive Committee. Unanimously approved.*

Genie Rayner reported that the Environmental Ministry Team expresses thanks to Council for using VIT for its meeting. EMT would like to ask Council to model environmentally sound behavior and asks that the Bishops' pastoral letter be distributed before Clergy Day in February. There was discussion about ways to address the dismantling racism resolution and the environmental resolution together.

Gretchen Calcagni reported that the Rock Point Summer Conference Committee met on Nov 19th. There are three subcommittees: Policies and procedures; personnel; and finance. They discussed the need for a nurse at each conference and the Canon for Youth Ministry was added to the job description.

David Shuffleburg added to his report that in the first two weeks of the Mountain Echo fundraising campaign almost \$7100 has been raised.

Peter Galbraith moved and Bill Melhado seconded that the council support the VT livable wage campaign agenda as outlined in the written report. It is likely that the Vermont Ecumenical Trustees will support this campaign. There was discussion. The motion was unanimously approved.

Strategic Planning update: Peter Galbraith reported that the Diocese made a commitment to visit every parish during the strategic planning process. 51 Facilitators have been identified who will visit every parish in pairs to explore the questions received at Convention.

Council met on March 8, 2003 at St. John's, Randolph

Bishop Ely is in touch with members of the Vermont legislature regarding clergy as mandated reporters, namely Ms. Flory and Mr. Leddy. There is support for adding clergy and others to a list of mandated reporters; there is, however, the question of confidentiality of the confessional. The approach to this differs by denomination, but there needs to be a way preserved by the final legislation that will protect confidentiality. The whole matter is in response to the Roman church's problems of priestly abuse. The Bishop will make the legislation available to Council.

Bishop Ely asked for funds to be reserved to audit the 2001 year, which was delayed due to the office flooding and the subsequent unavailable records. *Ron so moved; The motion was seconded, and passed. Craig Smith moved to accept the financial report subject to audit, Pat seconded the motion; which passed. Lee and Bill moved to approve the month of January 2003, Tanya seconded. The motion passed.*

Anne Brown noted the Mountain Echo received contributions of \$10,000 in response to the Bishop's letter appeal.

Strategic planning update: 48 people signed up to train as facilitators, 24 have completed the training. That change in numbers caused some re-organizing of plans and multiplies the burden on a smaller number of people. Some parishes may have to be visited singly instead of by a team. The Bishop thanked the Planning Committee and stressed again that the purpose is to give members of the diocese the chance to own the diocese.

2004 Budget: Revisions to Draft Time Line. Send preliminary budget to Council and Convention Delegates. Send presentation and Council comments to Delegates, who have until June to respond. Invite Delegate response to Council members. It should be made clear that it is a work in progress. Put on web site. Ask Delegates to share preliminary budget with vestries and deaneries. *Christina moved to accept the revised time line; Gina seconded the motion. The Motion passed.*

Budget Letter: The letter is an attempt to be forthright about the budget. It was approved. However, it was mentioned that we should consider expressing a conviction that we can achieve positive results rather than indicating probable cuts; emphasize what is being achieved, and our abundance rather than our scarcity. Council voted to give Executive Committee authority to re-draft the letter. The Bishop noted, regarding the budget, that the comment he hears most often is the decision to flat line fund our National Church payment while the parish assessment is increased. We should set a goal to fully fund our National Church assessment within a prescribed period of time and be ready to meet that goal at that time.

Vermont Community Loan Fund: In 1992 \$2500.00 was invested; there is no record of where these funds came from, but it is assumed that they came from diocesan funds. There is now \$3500.00 to invest in the Loan Fund. *Craig moved that we invest it in the VCLF at 1% interest until the year 2007. Dennis seconded the motion. Some discussion followed: Pat called the question to stop debate, Gina seconded the motion, which passed. The main motion made by Craig Smith then passed.*

Council met on May 17, 2003 at various locations using Vermont Interactive Television

There was a discussion about what it means that Swanton will have responsibility for St. John's Church in Highgate. St. John's is only open in the summer and they file a parochial report. The Bishop feels that it is important to have some kind of specific ecclesial oversight of the church. It was also noted that the Bishop did not get as much money as requested from Hunt Trust, but the amount is an increase in what was previously received and the Bishop is confident he can make the amount work.

Financial Report: (1st quarter). *Andrew Crane moved and Tanya Wallace seconded that the financial reports be received as presented subject to audit.* The Bishop stated that the reports are on target according to Barbara Adams. There was discussion about the format of the report. *Unanimously approved.*

Craig Smith reported from the prayer cluster on three committees: Stewardship, Spiritual Life, and Music and Liturgy (which is not yet functioning). The Stewardship Committee is interested in creating a Diocesan Stewardship statement. There were several people from the Diocese who attended the Province I event for which there will be follow-up in Randolph. One goal of the committee is eventually to consult with congregations about stewardship.

Tanya Wallace reported that the Environmental Ministry Team formed task groups within the committee to follow-up on pastoral letter from the Bishops of Province I. Diocesan Study Program will have its graduation on June 22. John Morris will teach next year, the other teacher has yet to be chosen. The Rock Point Summer Conferences have a full staff (paid and volunteer). The Environmental Ministry Team was asked what the status of the electronic bulletin board is. It is still in process, but eventually it should be available to the entire diocese via the website.

Peter Galbraith added that the Episcopal Communications gave Gina Logan an award for her column in the Mountain Echo. Peter also reported that Bishop Garang of the Sudan will be coming to Vermont in July.

Strategic Planning Process: Canon Bates reported that meetings have been held in 46 congregations led by 26 facilitators resulting in 24.5 pages of raw data. Consultant Craig Collemer will compile the data and bring it to the steering committee in early June. A preliminary report will be distributed to congregations for reactions.

2004 Budget: Peter Galbraith reported that income is down because of anticipated revenue from investments. The 1% for Rock Point giving ends in 2003 and thus is not part of the 2004 budget. There is a significant increase in the amount allocated for the National Church. This increase brings the Diocese to 13.5% of the whole budget while the National Church asks for 21%. BBCC has asked the Diocese for support (supplemental to their own budget) for their operating and capital expenditures for the year. In the 2003 budget the priorities of the budget have been youth ministry and the ministry support team, it is important that members of Council speak with members of the Executive Committee about priorities for the 2004 budget. There was discussion about funding for prison ministry (which had not requested any money at this time). Pat Saul will look into possible ministries with the new prison in Springfield. The next step with the budget is to determine where to cut back.

Craig reported that the executive committee heard concerns from various parishes about the complications the assessment creates in the budgeting process. It might be useful to set up a task force for more deliberate discussion about the issue. There is no proposed solution at this time.

Clergy Compensation Committee: *Bill Melhado moved; Bob Lee seconded that Council adopt the resolution from executive committee to create an ad hoc committee to study the matter of clergy compensation. Unanimously approved.*

Policy on National Church Covenant: *Gretchen Calcagni moved and Peter Galbraith seconded that Council adopt the resolution from executive committee regarding the National Church Covenant.* The Bishop explained that this resolution came out of discussion at Diocesan Convention in 2002, and that this resolution is about creating a priority. There were concerns about the amount of the increase from the 2003 budget to the 2004 budget. *Pat Saul moved and Bob Halverson seconded that Council table the issue until the next meeting. By a vote of 9 to 8 (with one abstaining) the motion was carried.*

General Convention Resolution: This resolution for Funding the Mission of the Church came from the Diocese of Lexington and came to Bishop Ely through the Bishops of Small Dioceses group. *Dennis Hayward moved and Blanche Cooper moved that Diocesan Council go on record as supporting this resolution. Unanimously approved.*

Council met on June 14, 2003 at Trinity Church, Shelburne

Financial Reports: The financial reports through May were distributed. *Gina Logan moved and Bob Halverson seconded that the financial statements be received subject to audit. Unanimously passed.*

Craig Smith reported that the mindfulness meditation was quite successful. The Fall Cursillo may be postponed as the leadership of the group is being reorganized.

The Bishop reported that he met with the people who attended the Christian Formation conference in February about creating a Christian Formation Task Force. John Morris will be the new Dean of the Diocesan Study Program. The committee on ending racism had a positive meeting with representatives of the Methodist Church and a group from the UCC church, which has a great supply of literature.

The Accessibility committee is looking for liaison from each parish. The website update continues in an attempt to have a page for each congregation. The Outreach and Social Justice committee has been enhanced by the work of Marcia Stone, who has been looking at the concern about AIDS in Africa.

The Bishop reported that he has been in conversation regarding the re-formation of the Music and Liturgy Committee, and that it may be in existence by the Fall.

Report from the Strategic Planning Committee: The booklet with the summary from the meetings with congregations was distributed. The next step is to make the information available for all vestries to review. Over 40 parishes participated in the process. The whole experience was positive. One of the priorities that came up was how does the diocese build up communication? The goal is to create a plan to be presented at Convention in November. The parishes seemed to value the visits from other churches. It might be worthwhile to have Council members consider the possibility of visiting parishes. This would mean that it is not just "the Diocese" that is a resource for parishes, but parishes are a resource to parishes.

Con Quinby, Genie Rayner, and Craig Smith reported from the Stewardship Committee. Con explained various ways to provide leadership around stewardship. He presented the model of Rector and Vestry saying, "this is what we believe about stewardship, this is what we are committed to, we invite you to join us in this process." It is important to create a safe space in which to talk about money.

2004 Diocesan Budget: Craig Smith presented the first draft of the budget reflecting cuts to requested amounts made by the Executive Committee. The feedback from small groups reflected interest in all possibilities for additional income. If fees are increased for events, there needs to be some scholarship money available from congregations.

The Bishop reported that he appointed Paul Carling, Christine Moseley, Jenny Ogelby, Tanya Wallace, and Carole Wageman to be the Christian Formation Task Force. *Gina Logan moved and Diane Root seconded that the Council ratify the Bishop's decision. Unanimously passed*

Proposal to use 2001 excess funds for Diocesan office computer upgrades: *Diane Root moved and Dennis Hayward seconded that the late income from 2001 in the amount of \$15,134 be used to upgrade the computers in the Diocesan Office. Unanimously passed.*

The election of Gene Robinson as Bishop Coadjutor of New Hampshire: *Dennis Hayward moved and Leslie Black seconded that Diocesan Council send its greetings and congratulations to Gene and the Diocese of New Hampshire, assuring them of our support, prayers and best wishes for their new season of ministry together. The motion passed with one abstention.*

There was support for the Bishop's idea to review Council Committees. The Bishop will create a proposal and bring it to the September Council meeting.

DIOCESAN STUDY PROGRAM

The past year has been a real transition year for the Diocesan Study Program. For many years, the program has been a three-year course of study, with a curriculum based on the same major areas that seminaries offer (i.e., Scripture, Church History, Ethics, etc.) In the spring of 2002, the final class in this three-year program graduated. The graduates were: Scott Neal (St. Mary's, Northfield), Remington Rose-Crossley (Slate Valley Ministry), and Duncan Tingle (St. John's-in-the-Mountains, Stowe). Their teachers for their final two terms were Elizabeth Alison (Church History), Lee Crawford (Liturgy and Anglican Studies), Tom Hayes and Larry Yarbrough (Ethics).

Beginning in January of 2003, DSP changed to its new model--a two-year program focused less on curriculum and more on building a community of study and prayer. In the new model, the same teachers stay with the group for the entire two years and invite resource people to offer the class special presentations as particular needs arise. Eight students are currently enrolled in the new program, with Lee Crawford and Anne Brown as the teachers. The class usually meets at Mission Farm in Killington on the first Saturday of each month. A new class is scheduled to begin in the Fall of 2003, with Liz Stedman, Hilary Cooke, and John Morris as the teaching team.

With the graduation of the class of 2003, Larry Yarbrough stepped down as Dean of DSP after three years of service. Bishop Ely appointed John Morris to be the new Dean.

Respectfully submitted,
John Morris, Dean of DSP

DIOCESAN YOUTH COMMITTEE

Diocesan Youth Committee (DYC), consisting of young people and youth leaders from the Diocese strives to support congregational youth ministry by cultivating program development, building leadership, and fostering Christian Community through shared ministry and vision. DYC welcomes participation of any young person and youth leader in the Diocese. A full-time Diocesan Canon for Youth Ministry was appointed. Relationships were and continue to be formed with youth and youth leaders around the diocese. The community is nurtured through the various activities, workshops, and retreats offered this year. A brief recap of the year includes:

July 2002, thirteen young people, three youth leaders and Bishop Ely attended the National Episcopal Youth Event in Laramie Wyoming.

September 2002, Connie Saeger-Proctor was appointed full time Canon for Youth Ministry.

December 2002, the Southeast Deanery sponsored a retreat for young people in Grades six through twelve. Young people and youth leaders planned and led the retreat. A service project to supply food to a Brattleboro homeless shelter was offered. St. Michael's Brattleboro was the host church for the event.

Two youth events were held for Diocesan Youth at the Bishop Booth Conference Center. A Junior High Youth Retreat was held November 2002 and a Senior High Retreat was held in March 2003. Under the Direction of Keri and Alden Franzoni, and the Canon for Youth Ministry, the two events were planned and led by Diocesan Youth.

February 2003 an inter-generational group went to the National Cathedral in Washington, D.C. for Vermont Day. A blizzard prevented the group from attending the Sunday morning liturgy but later that day, participants vested

and processed for Evensong. Everyone toured the Cathedral and visited the gift store. Sunday evening and Monday, delayed and snowy, the group toured the Washington Memorials and the Smithsonian Institute.

March 2003, The Cathedral Church of St. Paul's hosted Vermont Watch, an overnight event for young people in Grades six through twelve. Under the direction of the Reverend Canon Tanya Wallace, Canon Educator, young people participated in workshops, group building activities, service projects, and worship.

December 2002 a Journey to Adulthood Diocesan License was purchased from Leader Resources. Six workshops were held presenting a program overview and offering ways in which congregations could use Journey to Adulthood to support and enhance youth ministry within their congregation.

Respectfully Submitted,
Connie Saeger-Proctor, Canon for Youth Ministry

EPISCOPAL RELIEF AND DEVELOPMENT

This past year several more churches have appointed representatives for Episcopal Relief and Development (ERD) had some form of publicity and gave church members an opportunity to participate in this mission of the Whole Church to the Whole World. Giving from our diocese has declined substantially, although to some extent this in a national issue for all non- profits.

ERD has become incorporated as a non-profit organization. **Of every dollar given by individuals or Church congregations, 98 % goes into program as designated. Only 2% of donor money is used for administration or fund raising.** How many other non- profits can make this claim? We have the unique benefit of having the Anglican Church presence in many parts of the world and" Partners in Mission" like Bread for the World and Ecumenical organizations to help administer aid at the local level internationally.

Last May, Executive Director of ERD, Sandra Swan and National ERD Network Coordinator, Canon Joyce Hogg, came to Vermont for an intense weekend. They met with church representatives in Randolph, hosted a dinner for substantial donors and clergy of strongly supportive churches, and preached at St. Paul's Cathedral, Burlington and St. Paul's Church, White River Junction. Our General Convention Delegates also heard Sandra speak at General Convention.

During 2003, Kristin and Margy spoke in eight churches in the Diocese about ERD.

Kristin and Margy attended the National ERD Network Meeting in June. There David Beckman from Bread for the World said "hunger is solvable!" We have made progress, and targeted development programs are changing lives for the better. ERD's board has approved two major themes for ERD's overseas work: Food Security and Primary Health, including aids. And it will continue its programming in countries where we are committed to long-term partnerships with the Anglican/Episcopal Church, such as Uganda, El Salvador, Haiti, South Africa, the Philippines, and Tanzania. Relief in many parts of the world, like Iraq, Liberia, the Middle East, and Afghanistan continues. The corollary of this new policy focus is a movement away from small, one-time grants.

Episcopalians at the local level need to know about ERD's work and its cost- effectiveness so they can funnel their charitable giving, as distinct from their support of their local churches, to provide maximum benefits. We can be proud of what ERD is doing for Christ's sake and eager to support it. We still need to get that message out to more Episcopalians in Vermont.

Respectfully submitted,
Kristin Wood and Margy Zabriskie, Coordinators

OUTREACH & SOCIAL JUSTICE COMMITTEE

The Diocesan Strategic Planning process has revealed the ministry of Outreach & Social Justice to be a high priority for Episcopalians in Vermont. The Committee welcomes all interested Episcopalians to join us in this Diocesan wide ministry that is developing a strong interfaith component.

Vermont Interfaith Action (VIA)

VIA is an emerging state-wide interfaith coalition working for social justice. VIA was initiated by the Cathedral. They have received \$85,000 in start up grants and are in the process of interviewing candidates for a full time community organizer. This individual will assist VIA in developing regional interfaith coalitions around the Diocese.

Bishop Ely, UCC Conference Leader Arnold Thomas, Rabbi Joshua Chasan, Robert Lowenthal, Methodist District Superintendent, and other leaders from Vermont Interfaith Action negotiated with labor and management in the process that led to a precedent setting contract for the nurses.

Outreach & Social Justice matching grants:

Five parishes received \$2877 in matching funds that are available for outreach and social justice initiatives. Examples of social justice projects that you might consider include initiatives to collaborate with regional interfaith coalitions; education and support for implementation of a livable wage; initiatives to address racism; support to develop additional high quality and affordable child care services; initiatives to reduce domestic violence; efforts to address the lack of affordable housing etc. Examples of outreach projects include food banks, shelters, thrift stores, and fuel assistance.

Global AIDS Interfaith Alliance

The Rev. William Rankin, Director of the Global AIDS Interfaith Alliance spoke to the Committee about their work in Malawi Africa and the project partnerships available to individual parishes. Marcia Stone is working to arrange a Province I conference for November 2004 featuring the opportunities for AIDS ministries in Africa. For more information go to www.thegaia.org

Farm issue

Jim Ballard is holding forums with Rural Vermont around the Diocese. The focus has been on farm preservation, milk pricing, genetically modified seed, irradiated food and sustainable farming. Rural Vermont will have a table at our annual Convention

The war in Sudan and a class action law suit

Plaintiffs, led by the Presbyterian Church of Sudan, claim that Talisman Energy, a Canadian company, collaborated with the government of Sudan in “ethnically cleansing” civilian populations surrounding oil concessions located in southern Sudan. This ethnic cleansing is alleged to have served the purposes of both the government and Talisman. On March 19, 2003, the United States District Court for the Southern District of New York declined to dismiss the case.

The war has resulted in approximately two million deaths and as Secretary of State Colin Powell has said “There is perhaps no greater tragedy on the face of the Earth today than the tragedy that is unfolding in the Sudan.”

The Vermont Diocese is working with Peace and Justice Ministries of The Episcopal Church of the United States (ECUSA) and have asked the Presiding Bishop to consider a letter of support and an amicus brief backing the legal action. Any action by ECUSA will be done in collaboration with the Episcopal Church of Sudan and Archbishop Barona.

Respectfully submitted,
Peter Galbraith

OVERSIGHT AND AUDIT COMMITTEE

1. The members of the Oversight and Audit Committee this year have been the Reverend Donald Morris, the Reverend Art Kingdon, Jim Harder, Patricia Saul, Alice Rouleau, and Bill Rayner. Bill continued his careful research and reporting of Diocesan and Province One insurance policies and coverage. We are sad to be losing the sage advice of Don Morris, who has been one of the founding members of this group and whose term is ending, and Art Kingdon, who is retiring this year.

2. The Committee met six times during the reporting period of July 1, 2002 to June 30, 2003 to review parish audits and deal with matters relating to audits, assessments, investments, and insurance. Meetings have alternated between Burlington, Middlebury, and Rutland to accommodate our membership covering the full length of the state.

3. Audits of Diocesan and Trustee accounts and for the Unit Fund for 2001 were delayed because of the building repairs that occurred in Summer 2002. The Committee expects to review and accept both the 2001 and 2002 audits being conducted by Grippen, Donlan and Roche, PLC, in Fall 2003.

4. A total of 34 parishes filed audits for fiscal year 2000 that were accepted by the Committee, for a compliance rate of 71%. We have made efforts to increase this percentage, sending out reminders and presenting at workshops.

5. Members of the Committee participated in Diocesan Days workshops by hosting seminars for parish treasurers at two locations in the spring.

6. At this time, all parishes have adequate insurance coverage according to Diocesan requirements. This Diocese is in the third year of a five-year contract with Cincinnati Insurance Company. We have been fortunate to have modest costs through such a turbulent time for insurance rates. We are beginning to consider the next bidding cycle, and preparations necessary to be ready to find the best coverage and rates for the future.

Respectfully submitted,
Alice Rouleau

PROVINCE ONE SAFE CHURCH NETWORK

Vermont Representatives: Canon Lynn Bates, Anne Clarke Brown, the Rev. Dr. Lee Alison Crawford and Laura Chase

Mission Statement: "The Province One Safe Church Network is made up of representatives of the bishops of the several dioceses in the Province of New England, working to promote and increase an environment of safety and respect by developing and observing commonly-held guidelines for training, background screening, and administrative procedures relating to sexual conduct in the church, and by providing mutual support for diocesan leadership working in this area of the church's ministry."

The network representatives met twice during the year, September 24, 2002, and May 6, 2003. Anne Brown also met twice and participated in two conference calls with a small group charged with planning a three-day national conference that was held in February 2003, at the Lake Morey Resort in Fairlee, Vermont. Called "SAFE: Safe Church Advanced Training for Episcopalians," its workshops and plenary sessions were geared toward those who already are involved in some aspect of safe church work. Lynn Bates and Connie Saeger-Proctor participated in the SAFE Conference.

The network has developed a web site, www.safechurchnetwork.org, that lists safe church training schedules for the dioceses in New England. It also has password protected portions for bishops, chancellors, and those doing safe church work.

Respectfully, submitted,
Anne Clarke Brown

PROVINCIAL SYNOD

The Provincial Synod met at Mont Marie Conference Center in Holyoke, MA. The President of the Province the Rt. Rev. Douglas Theuner opened the meeting. In the absence of the Rev. Canon Gene Robinson who was on sabbatical Bishop Theuner appointed Caryl Frink, lay deputy, Rhode Island, as Secretary pro tempore. The minutes of the 2001 meeting, the treasurer's report and the 2003 Budget were approved.

The Rev. Ann Coburn, clerical representative to Executive Council and Rita Redfield, lay representative to Executive Council reported on Executive Council. The next 3-year budget to be presented to General Convention will be a challenge, reflecting the national economic situation. Moving the Church Center to General Seminary is moving forward. Ann reported on her participation on the A045 task force. The task force was unable to change the minds in any of the three dioceses. Rita reported that there will be a major mission funding effort to raise \$200,000. The International Concerns Committee is working to expedite translation of major documents of the Church into Spanish.

The Rev. Steve Kelsey reported on the Harvesters Partnership and the sold-out Convocation. Mark Dirksen, Rhode Island, reported on the work of the Provincial Insurance Task force. Laura Chase, Vice President, Province I, reported on the Provincial Leadership Council meeting in San Juan in June 2002. Reports were also presented from the Provincial Education Network and the newly formed Hispanic Network.

The Rt. Rev. Bud Cedarholm and the Rt. Rev. Douglas Theuner reported on the bishops' Pastoral Letter on the Environment, which will be sent to all parishes during Lent 2003.

A Resolution confirming Laura Chase's term of office as Vice President through 2003 was presented and passed. Douglas Theuner announced his retirement as president of the province as of this meeting and announced that the bishops had elected the Rt. Rev. Chilton Knudsen to be president.

Report from Provincial Synod June 20, 2003: The Provincial Synod met at Mont Marie Conference Center, Holyoke, MA on June 20, 2003 preceding the Pre General Convention Convocation. The president the Rt. Rev. Chilton Knudsen opened the meeting. The minutes of the November 22, 2003 meeting and the treasurer's report were approved. The president reported on a meeting of the Presiding Bishop's Council of Advice. The executive secretary gave his report and talked about the meeting of the Provincial Leadership Council in Oklahoma City in March. Chilton asked Gene to reflect on his election as Bishop coadjutor of New Hampshire.

Rita Redfield and the Rev. Ann Coburn, representatives to Executive Council reported on Executive Council meetings. The Episcopal Church Center will not be moving to General Seminary. There are plans underway to begin renovations at the Church Center probably starting next year.

An election was held to replace Rita Redfield as lay representative to Executive Council. Delbert Glover of Western Massachusetts and Laura Chase of Vermont were the candidates. Delbert Glover was elected. Laura Chase's term as Vice President ends in November. Chilton appointed a nominating committee to find a candidate for this position. A courtesy resolution was unanimously passed congratulating Gene Robinson on his election as Bishop of New Hampshire.

Respectfully submitted,
Jane Garrett, Clerical Deputy and Laura Chase, Lay Deputy

ROCK POINT BOARD

The Rock Point Board provides oversight of the Diocesan property pursuant to Canon 29C adopted at Convention in 2001. The hallmark of the Board's work in the past year is continued progress in the development of professional procedures and substantive policies to aid the stewardship of the wonderful resource known as Rock Point. Individual Committees have worked through complicated situations and made specific written recommendations for consideration and appropriate action by the full Board. These procedures and policies are helpful in clarifying areas of responsibility and authority, without micro-managing. This means that on-going needs, such as maintenance and security, are handled within clear frameworks, which itself reduces stress and emergencies. The greater regularity and clarity of on-going functions also allows increased opportunity to consider and implement broader visions of stewardship and use of the property. Specific procedures and policies developed and implemented since our report in 2002 include the following:

- Security Policy & Program, which has been developed through increased cooperation with the City of Burlington, which is important given the proximity of North Beach and the Recreation Path.

- Increased professionalism in the use and management of the Bishop Booth Conference Center, including in the reservation process, development of a Group Leader's User Guide, tracking of maintenance and repairs, and development of a detailed Waterfront Policy. There is also a new lease agreement with the BBCC resident that is beneficial to operational needs.
- Gift Policy for donations, which helps potential donors and Rock Point.
- Project and Policy Management Procedures have been adopted to streamline project planning and follow-through.

The Long Range Planning Committee continues to work with the aid of a consultant to gain increased awareness of the resources and opportunities for Rock Point. This work included a day-long Diocesan meeting on September 20, 2003 to explore ways in which Rock Point can serve the dreams and needs of the Diocese in the years ahead. Internal renovations at the Diocesan office (following replacement of the leaking roof) have provided a more user-friendly work space. The 2003 Summer Conferences were marked by lively faith and spirit in the campers and staff.

Respectfully submitted,
Steve Reynes

ROCK POINT SUMMER CONFERENCES

The Summer Conferences for 2003 were:

- Senior High Conference, June 29-July 5, volunteer staff was a design team of 5 youth and adults. The Rev. Marnie Keator, Chaplain. "Exploring our Faith & Building Bridges" 44 campers
- Junior High, July 6-12, volunteer staff of 10 led by Stephanie Keitel; The Rt. Rev. Thomas Ely, Chaplain. "Survivor" 44 campers
- 5th/6th Grade Conference, July 13-19, volunteer staff of 17 led by Marianne Marshall; The Rev. Lisette Baxter, Chaplain. "Narnia" 32 campers
- 3rd/4th Grade Conference, July 20-26, volunteer staff of 5 led by Jenny Ogelby. The Rev. Gordon Bardos, Chaplain. "Harry Potter" 20 campers
- Arts Conference, July 27-Aug 2, volunteer staff of 3 led by Jenny Ogelby. "Celebrating Diversity through the Arts" 11 campers
- All Ages Conference, August 3-9, led by Kim Woodbury, Connie Saeger-Proctor and the Rev. Peggy Crane. "Living Waters: Exploring Baptism" 26 adults, 23 children.
- Bike Conference, August 9-16, led by the Rev. Brad Clark and John Bertelson.
- Connecticut Valley Tour. 9 campers.

The director was Susan Claytor and asst. director was Meredith Visco. The counselors were Anna Haensch, Heather Ogelby, Sarah Perry, Nate Broughton, Chris Keitel, and George Marshall.

The Bishop's Appeal, which takes place in January, generated \$3080. Thank you to all who contribute! Dollar Day happened again on Mothering Sunday. On that middle Sunday in Lent in parishes throughout the diocese, campers and staff and lovers of Good Old Rock Point (GORP) stood, witnessed, and asked for a dollar from everyone. \$1565 has been collected. With these monies, the committee is able to offer scholarships to campers.

The Rock Point Summer Conference Committee is: The Rev. Lisette Baxter, St. Andrew's, Colchester, Erik Bushey, BBCC, Burlington, Gretchen Calcagni, St. Paul's Cathedral, Burlington, Hilary Cooke, St. Michael's, Brattleboro, The Rev. Margaret Crane, Immanuel, Bellows Falls, Natalie Good, Holy Trinity, Swanton, Jennifer Grosvenor, St John's in the Mountains, Stowe, Barbara Hoar, St. Peter's Bennington, The Rev. Marnie Keator, at large, Robert Laidman, St. Paul's, Vergennes, Jennifer Ogelby, St' James, Essex, Claude Stone, Christ Church, Montpelier, Ex officio: Connie Saeger-Proctor, Canon for Youth Ministry, Bonnie Fournier, Holy Trinity, Swanton

Respectfully submitted,
Natalie Good, Chair

VERMONT ECUMENICAL COUNCIL AND BIBLE SOCIETY

Congratulations to Bishop Thomas Ely and The Venerable Catherine Cooke on their election to leadership roles in The Vermont Ecumenical Council and Bible Society: Bishop Ely, Vice-Presidency; Catherine Cooke, Chair of Peace, Justice, Integrity of Creation Committee. Other transitions are: The Rev. Frederick Neu, President; Mr. Joseph Cioffi, Treasurer; The Rev. Ralph Howe, Chair, Faith and Order; The Rev. Gregory Smith, Chair, Prayer and Worship. We welcome American Baptist Trustees: The Rev. Z. Allen Abbott, new regional executive for VT/NH, and The Rev. Steven Jewett.

The Rev. Dr. Leonard Rowell, retired United Methodist executive and recent VEC & BS Treasurer, was confirmed as Executive Officer in September. He works with Trustees, the several committees, oversees the general operation of the organization, and is responsive to contacts made by the larger community, in this 16 hour/week position. His administrative and communication skills and deep concern for Christian Unity are valued contributions. The Administrative Assistant is in the office four days/24/hours/week.

The VEC is dependent on strong financial support from its Member Denominations.* This support, however, has not kept pace with increased operating costs. The 2003 expense budget of \$ 46,000, to which the Diocese contributes \$3900, projects an \$8500 deficit. (The Bible Society portion is funded by restricted trust income.) Trustees authorized an appeal to churches and individuals through "Circle of Friends" for supplemental funding.

The Board of Trustees, representing nine Member Denominations,* meets quarterly. Some concerns have been:

1. Racism: Presentations by representatives of UCC and Episcopal committees, and Trustees sharing of additional efforts to combat/dismantle racism.
2. Gambling: Revisited prior statements on Casino Gambling and spoke out against the introduction of Powerball in Vermont.
3. U.S.-Iraq: Issued a timely statement, "Vermont Christians Call for Peace", based on documents from Member Denominations, which was read in many churches throughout the State. Distribution to media, Vermont Congressional Delegation, and President Bush. Prayers For Peace were requested on two Sundays in March, and denominational leaders participated in a Service of Word and Prayer at St. Paul's Cathedral.
4. End of Life Issues: Followed closely Death With Dignity bills now carried over to 2004 Legislature. In initial study, generally rejecting physician-assisted suicide as not ethically responsible; agreeing with Lambeth 1998 and General Convention 2000 that it is incompatible with Christian Faith.
5. Health Care: Endorsed healthcare facilities engaging with clergy in the holistic care of patients.
6. Mandatory reporting: Discussed proposed legislation to add clergy to the list a mandatory reports of child abuse.
7. Legislative strategy: Appointed Task Force to study effective approaches to the Vermont Legislature.
8. Energy conservation: Presentation by Massachusetts Interfaith Power and Light (non-profit service organization) which advises religious communities on reduction of energy consumption and cost-saving measures while helping the environment.
9. Season of Ecumenical Celebration: Approved concept of Holy Week-to-Pentecost emphasis and initial publicity of call to congregations and ecumenical partners for local engagement in conversation, fellowship, and common life in witness and service.
10. Prayer and Worship: Approved creation of Committee for Ecumenical Prayer and Worship to work in close cooperation with other committees and to assist denominational members as called upon.
11. Web site: Assisted by grants from this Diocese (\$750) and Hedding United Methodist Church (\$1200), www.vecbs.org is an increasing source of information.
12. By Laws (1981) and Standing Rules: Considered proposal for major revisions submitted by previous Executive. Appointed task force to evaluate current and proposed forms and to recommend revisions as may be needed.
13. Office move: After 17 years as tenant of VT Conference UCC at 285 Maple Street, relocation will be necessary as the UCC headquarters moved to Randolph.

Bible Society Committee: Episcopal Members – 2 vacancies.

1. Oversees free distribution of Bibles program, both seeking recipients and answering requests from churches, individuals, organization and institutions. Clergy newly ordained or new to Vermont are invited to receive a Bible of choice; Up to \$100 worth of Bibles is offered to any Vermont church in need.
2. Greenleaf Trust provided \$5300 in 2002. Generous credits from The American Bible Society supplement this ministry.

Faith and Order Committee: Episcopal members – Peg Hamlin, one vacancy

1. Provides Trustees with theological reflection on issues before them.
2. Engages in dialogues with other committees
3. Organized biennial convocation in conjunction with Manchester-based Center for Scriptural Studies and noted ecumenists: Ecumenism and Interfaith Relations.
4. Planned and coordinated with denominational leaders the 2003 observance of the Week of Prayer for Christian Unity, hosted by Trinity United Methodist Church, Montpelier. Organizing for January 2004 in Middlebury is underway.
5. Dialogue continues on marriage, Christian marriage, and re-marriage, noting agreement and differences, and the import to inter-denominational relations. How best to share the findings is being defined.
6. Discussed the medical confidentiality requirements of HIPPA and the effect of varying interpretations on clergy access for pastoral care in medical facilities.
7. Weighing protection of children vs. the sanctity of confession (as understood in each denomination), forwarded to the Trustees comments on the proposed legislation requiring of clergy as mandatory reporters of child abuse.
8. Prompted by bills before the Legislature, gave careful consideration to physician-assisted suicide. Position of disapproval was documented and forwarded to the Trustees.

Peace, Justice and Integrity of Creation Committee

Episcopal members – The Ven. Catherine Cooke, Chair; the Rev. Alexander Zabriskie. Consultant – Peter Galbraith.

1. Gathered denominational statements on U. S. involvement in Iraq.
2. Continues interest in criminal justice system, restorative justice, and services to victims. Works with Department of Corrections and Center for Crime Victims Services. Plans restorative justice directory for Vermont.
3. Has focused on issues of health care, racism, livable wage, and economic justice. Connects with Vermont Interfaith Action.
4. Received document on organ donation after cardiac death from Dr. Robert Orr, of FAHC and UVM Medical School, and requesting response.
5. Dialogues with Faith and Order.

Within the VEC & BS, discussion is on-going regarding how best to serve the Member Denominations and the cause of Christian Unity: How can we know one another better? How may ecumenical relationships beyond the VEC & BS be strengthened? How to reach the grassroots? How to build a supporting network? How to translate the church-wide ecumenical dialogues and agreements of Member Denominations to the broad Vermont audience? How to get people talking so that it makes a difference?

Proposals include: Identifying ecumenical officers, committees, and those who are ecumenically-minded in each denomination, encouraging conversations on Christian unity at every level within and between denominations, education for ecumenism, both theological and practical, at all levels of church life.

As first steps: Planning is underway for a gathering of ecumenical officers and those who have similar responsibility, And the Season of Ecumenical Celebration 2004 is a call to congregations for local conversation and witness.

Respectfully submitted,
Peg Hamlin, Trustee

*Member Denominations: American Baptist Churches of VT/NH; Episcopal Diocese of Vermont; Evangelical Lutheran Church in America, New England Synod; Greek Orthodox Diocese of Boston; Presbyterian Church USA, Presbytery of Northern New England; Religious Society of Friends, Quarterly Meeting; Roman Catholic Diocese of Burlington; United Church of Christ, Vermont Conference; United Methodist Church, Troy Conference. Observers: Church of Christ Scientist; church Women United; Ohavi Zedek Synagogue.

JOURNAL OF THE 2003 CONVENTION
November 7 & 8, 2003

Diocesan Convention Address – The Right Reverend Thomas C. Ely
November 7, 2003

Human generosity, I have learned, is the incarnation of God's abundance. In the summer of 1976, Ann and I were working as volunteers with the Highland Educational Project, a social action ministry program of the Diocese of West Virginia. It was our first year in West Virginia. The local women running the Clothing Center, where we spent a good portion of our time, were determined to have enough new shoes on hand so that every child who needed them would have a new pair to start the school year. Tirelessly they canvassed donations of new shoes from local merchants, but by early August they were far from their goal, and they knew that families would soon be coming to the Center.

Then it happened. The miracle occurred. Just when the women had reached the peak of their frustration and worry level, word came from an Episcopal Church, at the other end of the state where the program's Director had made a presentation some months before, that a truck load of new shoes was on its way from one of their parishioners who owned a shoe store. Two days later over 200 pair of new shoes arrived at the Clothing Center and the women were able to fill every order in time for the opening of school.

Human generosity is the incarnation, the visible expression, of God's abundance. It was true that summer in West Virginia. It was true long ago in that deserted place by the sea where over 5,000 were fed. It has been true time after time, in place after place and in situation after situation. When the offering is made, the miracle happens. Human generosity is the incarnation of God's abundance.

As we gather in Convention around the theme of Engaging God's Mission, I want to claim that abundance as a valuable dimension of our ministry. That abundance, made visible in the human generosity of God's people in this diocese, is a source of great joy and satisfaction to me. Ann and I feel at home here in Vermont. I love serving as your bishop. While I've made my share of mistakes, I've learned a lot. I've grown a lot too. I may have a few more gray hairs, but I have deep respect and affection for you. You have made my life richer. And, along the way, I hope I've offered something to our common life and engagement in God's mission.

There are many ways in which that abundance, and the generosity through which it is manifest, is present in our common life and ministry as a diocese. Let me identify some of those ways, those important mile-markers on our journey together, pointing toward the future and our continuing engagement in God's mission.

In the profile you prepared in anticipation of the Episcopal election process, you identified some characteristics you were looking for in the person you would eventually call to serve as bishop among you. You expressed a desire for someone "*who will empower and equip the ministry of all the baptized of the diocese.*" You also indicated a desire for someone who is "*open to creative change in our church and has a desire to work as our leader and partner in pastoring this 'emerging church.'*" That suggested to me a bishop ready to roll up his or her sleeves and join you in the work of baptismal ministry development. I hope you got what you were looking for!

I think the work of ministry development, manifest in our commitment to deepening baptismal ministry in this diocese, is one of the most important mile-markers we can point to in our common life and ministry. Make no mistake about it. This is hard work. My experience is that in every part of our diocese, people and congregations are engaged in the discernment, education, and formation processes that are essential to this work of ministry development. Mutual Ministry Reviews, Leadership Reviews, visioning and planning, education, and conversation about new and creative ministry models are a regular part of our life as a diocese.

Gifts discernment, creative evangelism efforts, new forms of worship and a growing awareness and appreciation of ministry in daily life are all being woven into the fabric of our common life and ministry. Here in Vermont we embrace the model of clergy and laity working in partnership for the building up of the Body of Christ. I am grateful to be among you as a partner in that work.

Significant credit for helping to foster that atmosphere of collegiality, mutual responsibility and interdependence goes to parish leaders – you who are gathered here as well as those back home. Like the gift of shoes to those West Virginia kids, your energy, wisdom and commitment are incredible expressions of generosity, which manifest in countless ways God’s remarkable abundance. From the bottom of my heart, I thank the lay and clergy leaders of our diocese for all you do in your local faith communities and through your ministries at the diocesan level.

Thanks and credit for helping to foster that ever-deepening spirit and expression of baptismal life and ministry in our diocese also goes to our Diocesan Ministry Support Team. These colleagues of mine, whose ministry among us you support through your parish giving to the diocesan budget, are on the road and in the office ready to support and encourage the mission and ministry of our diocese at every level. They are a gifted and talented team.

I believe that every congregation in this diocese has had some interaction with one or more members of the Ministry Support Team. I hope you will join me now in thanking them for their ministry among us.

Another “*desirable characteristic*” you identified in the Episcopal election process was “*A visionary planner.*” Hoping to fit that bill, the Diocesan Council and I initiated a strategic planning process this past year and invited every parish, committee, commission, clergy person and institution in our diocese to participate. The response was tremendous. Forty-six of our fifty congregations participated in some way. The five clergy sessions and the diocesan leadership session were well attended, and twenty-eight parish facilitators were trained.

The result was a substantial amount of important data and the identification of six key ministry areas for our Diocese in the next five years. Task groups are now at work on the action plans related to each of these areas. A progress report will be made to Council in December, and the goal is to have final Council approval in March. Let me name the six key areas and say a word about each:

1. *Diocesan/Parish and Parish/Parish Relationships*: The focus of this task group is the building of mutual and collaborative relationships between our diocesan structures, the Ministry Support Team and our fifty local congregations. The task group will also focus on the cooperative work of congregations one with another. In both cases the goal is to enhance and enrich the ministries of the Diocese and its constituent parts. Action plans in this area will help build stronger relationships throughout the diocese.
2. *Communication*: This area of ministry was frequently identified in conjunction with other areas of ministry. Here the intention is to develop action plans to help us improve our efforts to “make connections” by using the current and ever changing technology available to us.
3. *Parish Life/Support and Spiritual Growth*: This task group will focus on the inner life of the parish and the spiritual growth of the people of our diocese. Believing the local congregation to be the core mission center, the task group will offer action plans to help expand our expression of baptismal ministry and deepen our spiritual life and commitment.
4. *Social Justice/Outreach*: This ministry area was passionately represented by many participants in the sessions and covered a wide range of issues. There was a consistent reminder that this ministry is often best done when congregations work together and when approached on an ecumenical and interfaith basis. The action plans developed for this area will reflect that focus.
5. *Christian Education/Youth Ministry*: It will surprise no one that this area of ministry gave strong evidence of both the passion and energy of those participants who care about the Christian formation of children and youth. Action plans in this area will build on the good work in place and continue our commitment in these areas.
6. *Organizational/Structural/Financial*: This area of ministry focuses on the “supportive systems” of the diocese that enable the wide range of ministries in which we are engaged to occur. Action plans here will address the challenges we face with regard to financial resources, as well as some of the challenge present in a state so geographically diverse and where mountains divide us.

Craig Collemer, our consultant in this process, cautions us in his report not to try to accomplish too much too soon. The Council will work to identify one or two action plans within each key ministry area that will move us forward. No one wants this work to become a report that gets put away in a file cabinet somewhere in the diocesan office, never to be seen again. I believe there are abundant human and financial resources available for us to move forward in mission in each of these areas as a diocese. It will take the offering of each one of us to make that abundance manifest in our common life. In other words, we need a lot of shoes!

For me, the life and work of our Diocesan Council is an important manifestation of Episcopal partnership in pastoring this emerging church with its focus on baptismal life and ministry. The same is true with regard to all the various committees, commissions and task forces of Diocesan Council. So much of our common life depends upon the generosity, commitment and hard work of these people.

This generosity of spirit, time, and talent enables an abundance of ministry to be done for, with, and on behalf of the Diocese of Vermont. The same can be said about those who serve on other boards and commissions of our diocese and those who serve in ministries on the Provincial and National Church levels.

These ministries represent a significant portion our common life as a diocese and so, for a few minutes, I want to draw attention to four among the many: Our Dismantling Racism Commission, Our Environmental Ministry Team; The Rock Point Board; and Youth Ministry.

The Dismantling Racism Commission, established by vote of Convention last year, will report to Convention tomorrow. Among the fruit of their work are two important anti-racism training opportunities that will be offered throughout the diocese. The first is a two-hour workshop on white privilege that can be used in every congregation. A guide for workshop leaders—who do not need special training—is included in your convention packet. The second is an important anti-racism training opportunity that will be offered throughout the diocese. The format will be a daylong workshop, offered in three locations around the diocese on April 1st, 2nd and 3rd. This training is especially important for all those serving in any leadership capacity at the diocesan level.

As leaders, we need to set the example by our willingness to participate in this kind of training. These workshops will help us better understand the issues and dynamics of personal and institutional racism, white privilege, and what we can do to help ourselves and our church live more deeply into the baptismal promises to *“seek and serve Christ in all persons, to strive for justice and peace and to respect the dignity of every human being.”*

The recently released report from the Vermont Advisory Committee to the U.S. Commission on Civil Rights concluded that racism persists in Vermont Public Schools. Other testimony, including that brought out through the Racism Study Circles in Burlington earlier this year, indicates that racism persists in all parts of Vermont and in all areas of our common life. Here is a place where the church’s voice needs to be raised. The workshops being offered for congregations and for diocesan leaders will better equip us for that work. The human offering of our time and commitment to addressing the sin of racism can be the generous gift that helps manifests God’s abundant love for all. Who knows what miracle might spring from that! Who knows how many feet will enjoy new shoes if we commit ourselves fully to this work!

Our Environmental Ministry Team has also been hard at work on our behalf. One piece of that is the resolution we will consider tomorrow. They also have an extensive display in the exhibit area downstairs. Their effort is a generous offering of resources, practical ideas, and partnerships with others around Vermont and New England, all with the expressed purpose of helping to raise our awareness and increase our commitment to love and care for God’s creation. As I said in my homily at the Ministry Fair days in October, loving and caring for God’s creation is God’s first assignment to human beings.

In Vermont, we can help lead the way for the rest of the church and society in addressing environmental concerns and caring for the earth and its future. Please take that responsibility seriously and appreciate the implications for future generations if we fail to act. I encourage you to go back and read and study the New England Bishops’ Pastoral Letter on the Environment, *To Serve Christ in all Creation*. You can get the letter on the diocesan web site or by calling the diocesan office. Deepen your understanding by attending the Province One Convocation this November 21-22. Use the resources identified by our Environmental Ministry Team and available downstairs at their display. Adopt and carry out the resolution before us tomorrow.

This is not the work and ministry of one short season. It is a commitment we must make for the rest of our lives. Here, we need enough shoes for a lifetime. Small steps are better than no steps. Find the right place to connect yourself to this ministry. Make the generous offering to do something concrete. Expect the miracle.

The work of the Rock Point Board and the many ministries associated with Rock Point is another area of our common life where God's abundance is manifest in the generous offering of people's time, talent and treasure. One important dimension of the Board's work is a long range planning process that will lead to recommendations and action plans for the future of Rock Point. Rock Point has many stakeholders, and it is an incredible resource for our diocese. To secure the future of Rock Point will require a strong commitment from people throughout the diocese. Those who have gone before us have given us a wonderful gift in Rock Point. We have worn those shoes well! To secure that gift for future generations will require our human and financial commitment. I hope and trust that we are ready to rise to the challenge and opportunity that is before us, with gratitude and generosity.

Youth Ministry is another important area of our common life and baptismal ministry, in which God's abundance is manifest in the gifts offered by the people of our diocese. When I became your bishop, you said this ministry was a priority; and I agreed. Both Council and I wanted a full time Canon for Youth Ministry, but the funds just weren't there. Then the miracle! The shoes arrived - or were they sneakers! The generosity of Holy Trinity, Swanton, made God's abundance tangible; and the seed money we needed was given.

Here, I could easily point to the ministry of our Canon for Youth Ministry, Connie Saeger-Proctor, and all that she has accomplished. However, Connie is not alone in that ministry and God's abundance is not manifest in her alone, as she herself would tell you. For me, and for her, that abundance is displayed most fully and wonderfully in the ministry of the young people throughout our diocese and the adults who minister to and with them. The work of our Diocesan Youth Council, the Summer Conferences, all the mission trips, all the local outreach, all the ways in which young people are active in their local churches and minister to and with one another in daily life, and all the ways they make us proud by their actions, speak volumes about their commitment to Christ and our continuing commitment to them and their ministries in this diocese.

It also gladdens my heart and gives me hope for the church when I see young people taking their place as leaders in the councils of our church. Elizabeth Hall, our first lay alternate deputy to General Convention, was the third youngest deputy at General Convention. Ian Ogelby (St. James, Essex Junction), Stephanie Philips (St. Peter's, Bennington), Sarah Woodbury (St. Michael's, Brattleboro) and Colin Crowther (Good Shepherd, Barre) were active participants in the *Count Me Faithful* youth ministry presence at General Convention. Young people from our diocese have served in leadership roles and on planning teams for diocesan, Provincial and National Youth Events. I could go on and on in praise of their ministries, but the point I want to make is that this ministry needs the full support of each one of us here today, and every person in the congregations you represent, if we are to continue the good work that we have begun.

There is so much in the present and on the horizon that is positive about our diocese and the Episcopal Church. The attention people are paying to the Episcopal Church right now, as a result of the election and consecration of Gene Robinson and other actions of General Convention, provides us with an important moment – an opportunity to claim the abundance of God's love and grace in the way we welcome all people into our hearts and churches. How we deal with disagreements will say as much to the world as anything else we might do right now. The gift of Anglicanism to the larger church has always been its capacity to hold things in tension, to live with ambiguity, to respect the differences we have and to stay in relationship around the communion table which is not ours, but God's.

The ordination and consecration liturgy in New Hampshire this past Sunday was, for me and for many, a powerful and glorious event – a witness to the diversity of our church and the power of God's Holy Spirit moving in our midst. I recognize that for some it represented something quite different. I respect those who are struggling with this development in our common life and find themselves at odds with their church. I will not turn away from them. Yet, at the same time, I want to turn towards those persons, especially gay and lesbian persons, who find in these developments a sign of welcome and affirmation. For far too long, they have lived with the pain of being marginalized and objectified by a church whose slogan is, "The Episcopal Church Welcomes You." I believe Gene Robinson's ordination and consecration enables us to become more honest in our proclamation of that Good News. Those who supported Gene and those who opposed his ordination need to stay in conversation and live into its implications for us as Anglicans. On Sunday, that was his deepest expressed desire.

A friend of mine, a priest of the church who also happens to be a gay man, recently wrote to me and said, "*I have stayed at the table for 35 years since my confirmation and 24 years since I understood myself to be a gay man. I*

has not always been easy and at times I wanted to leave. But I know God wanted me to be present with the whole Body of Christ, to be a part of that Anglican body. Now, I have been invited to that table in a new way and what would pain me the most would be to have other people who were there during the discernment process to leave and find myself with less of a Body of Christ. I stayed through pain and confusion and anger and found God ever more present in this wonderful Church of ours. Please, if people are confused, pained, or angry, please do not run away ... because I believe we will find God even more present in this part of the journey.

I keep wondering, as we seek to make our way through all this, who will call and tell us there are enough shoes coming? My prayer and plea to any who are feeling alienated is to stay connected: make your offering, share your concerns, listen to others, live in charity with all, trust God, walk with integrity. My prayer and plea to the rest of us is the same: stay connected, make your offering, share your concerns, listen to others, live in charity with all, trust God, walk with integrity.

I have attempted in this address to call us to a deeper awareness and appreciation of the abundance of God as that abundance is made flesh in the concrete actions of God's people making the offering of their lives, their gifts, their time, their talent and their treasure. Sometimes, like the disciples in the Gospel feeding stories, we are reluctant to make the offering. Like them, at times we may fear there will not be enough to meet the needs at hand. The struggle with the question of "enough" is ever present in our ministries: enough time, enough money, enough people, enough spirit and enough commitment.

Commenting on this theme, William Countryman writes, "*Does our hope in God make it worthwhile to contribute what we have to offer at any given moment, even if we feel quite sure that it will not be enough?*" "Hope," he writes, "*is the expectation that the good will we have experienced from God in the past is not exhausted, that God will continue to work with us even under the most difficult of circumstances.*"

For me, it really is all about offering. Words from the hymn we will sing in just a moment encourage us on to make the offering and remind us to what end we do that: *Open wide our hands in sharing, as we heed Christ's ageless call; healing, teaching, and reclaiming, serving you by loving all.* I think this is something we need to learn over and over again. I learned this lesson during that summer in West Virginia and I have learned it many times since.

Not every effort we make will meet with great success, but dwelling on that feeds our fears of inadequacy. Instead, the Gospel calls us to engage the question, "What do I have to offer, even if it seems inadequate to me?" We don't have to fix everything or produce perfect solutions. To engage God's mission is to offer what we have in the confidence that God will make it to do more than we can ask or imagine. Miracles become more possible when the offering is made. Human generosity is the incarnation of God's abundance. Make the offering. Send the shoes. Live and minister as generous people. Manifest God's abundance.

Glory to God whose power working in us can do infinitely more than we can ask or imagine. Glory to God from generation to generation in the church and in Christ Jesus forever and forever.

MINUTES Diocesan Convention 2003

The 213th Convention of the Episcopal Church in Vermont, being the 171st Annual Convention of the Diocese of Vermont, was called to order at 10:25 a.m. on Saturday, November 8, 2003 by the Rt. Rev. Thomas C. Ely, Bishop of Vermont, at the Cathedral Church of St. Paul, Burlington. Bishop Ely opened the Convention with prayer and greetings.

Report of the Credentials Committee:

The Rev. Lisette Baxter, Member of the Credentials Committee, reported that at 9:45 a.m., 62 of the 117 canonically resident clergy were registered, and 115 lay delegates representing 47 of the 48 congregations were registered. A quorum was declared present for the Convention. The list of canonically resident clergy present and entitled to vote is part of this record.

Granting of Courtesy Seats:

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

Election of the Recording Clerk for Convention:

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

Introduction of the Head Table:

The Bishop introduced the Head Table: Chancellor, Thomas Little; Secretary of Convention and Chair of Dispatch of Business, James Larkin; Recorder, Hilary E. Cooke; Pages, Stephanie Phillips and Ian Ogelby.

The Bishop then introduced new clergy: Victor Horvath and Stephen Fuller, ordained priests in Bellows Falls; Charles Mansfield and Mary Haas, ordained deacons in Bellows Falls; Paul Carling, ordained priest; Carole Wageman, ordained Transitional Deacon; Ted King, Jean Fuller, and Gloria Mansfield were commissioned to the Bellows Falls Ministry Support Team.

The Dean's Welcome:

The Very Reverend Kenneth Poppe, Dean and Rector of the Cathedral Church of Saint Paul welcomed Convention delegates and guests to the Cathedral.

Ecumenical Theme:

The Bishop announced that this Convention includes guest speakers from other religious traditions throughout the day. The Bishop reported that there are many opportunities to celebrate the work of the Vermont Ecumenical Council and Bible Society.

The Rev. Dr. Arnold Thomas, Past President of VEC&BS, brought greetings from the UCC community.

David Hamlin brought greetings from the Christian Science Church.

The Bishop read the following letter from the Most Rev. Martín Barahona, Bishop of El Salvador.

Our beloved friends in the name of our Lord Jesus Christ:

On behalf of the Episcopal Anglican Church of El Salvador, the people of El Salvador and myself, we are sending our warm greetings on the occasion of your Diocesan Convention. We wish the richest blessings from the Lord and success on your deliberations and decisions for the development and growth of the missionary job of your diocese, which is the same job of our older brother Jesus, the child of the living God.

Receive our friendship and prayers on this important event for the life of your church.

Faithfully in Christ,

The Most Reverend Martin Barahona
Bishop of El Salvador and Primate of IARCA

Housekeeping Announcements:

James Larkin made various housekeeping announcements, referring people to the printed announcements in their packets.

Presentation of Agenda:

The agenda was presented by James Larkin and delegates were advised copies were contained in the Convention packets. There was a motion to accept the agenda as presented. The motion was seconded and passed. The order of business will be nominations, Brookhaven Annual Meeting, resolutions, budget and canons.

Presentation of the Rules of Order:

The Rules of Order for this Convention were presented. There was a motion to accept the Rules of Order for this Convention as presented. The motion was seconded and passed.

Appointment of Tellers:

Lucy Pellegrini, co-Head Teller, presented the names of the tellers, who were then appointed by the Bishop to serve at this Convention: Jim Ballard and Lucy Pellegrini, co-Head Tellers, Janet Smith, Lonnie Sweet, Linda Ballard, Liz Stedman, Regina Christianson, Scott Pellegrini, Cheryl Hooper, Gina Logan, and Betty Packer.

Legislative Process:

Thomas Little, Chancellor, presented some remarks about debate and the legislative process for the Convention. There were no objections to accepting the legislative process as outlined by Mr. Little; this was accepted without vote.

Nominations from the floor:

The Bishop asked if there were any nominations from the floor for Convention Offices. There were none. There was a motion to close nominations, it was seconded and passed.

Additional Resolutions from the floor:

The Bishop asked if there were any additional resolutions from the floor. Auburn Watersong stated that she had an additional resolution. She reported that the resolution, "A Resolution Against Domestic Abuse," was sponsored by the Northeast Deanery and Christ Church, Island Pond. There was a motion to add this resolution to the agenda. The motion was seconded and passed. Copies of the resolution were distributed.

Report from the Nominations Committee:

Hilary E. Cooke, member of the Nominations Committee, introduced the nominees for the Offices of Convention. The first ballot for Offices of Convention was distributed.

There was a motion to elect all the persons nominated in uncontested elections. The motion was seconded and passed. Elected were:

Trustee of the Diocese (elected to 2010):

Carolyn Fouts

Diocesan Council – At-Large Members (elected to 2005):

The Rev. Christina Brannock-Wanter

Blanche Cooper

Barbara Hoar

Diocesan Council – Youth Representative (elected to 2004):

Stephanie Phillips

Ecclesiastical Court (elected to 2007):
Martha Holden
The Rev. Lee Alison Crawford
The Rev. Canon Tanya Wallace

Ecclesiastical Court – Alternates (elected to 2007)
Donna Reidt
The Rev. Gordon Bardos

Oversight and Audit Committee – Lay Member (elected to 2006)
James Harder

Rock Point Board (elected to 2006)
Laurel Broughton
Janet Smith
Sharon Ross

Trustees – Rock Point School (elected to 2006)
The Rev. Lisette Baxter
James Eastham
Jackie Schultz
John McLendon

Trustee – Vermont Ecumenical Council and Bible Society (elected to 2006)
Peg Hamlin

Annual Meeting of the Incorporators of Brookhaven Home:

At 11:12 a.m., a motion was made to recess Diocesan Convention and reconvene as the Annual Meeting of the Incorporators of Brookhaven Home. The motion was seconded and passed. The Diocesan Convention recessed and the Annual Meeting of the Incorporators of Brookhaven Home convened.

The Rev. Diana Collins and Mr. Brett Murphy reported on the status of Brookhaven Home. Brookhaven Home recently celebrated its 50th anniversary. Brookhaven ministers to boys in circumstances where they have been abused and removed from their homes. At Brookhaven the boys have a place where they can be cared for and healing can begin. Currently there are nine boys resident at Brookhaven. Brookhaven provides both residential 24 hour care and a day school. There is a waiting list for the school right now.

There was a motion to elect John J. Foster, Brewster Martin and Sharon Ross as board members for three year terms expiring 2006. The motion was seconded and passed.

As there was no other business to come before the Incorporators of Brookhaven Home, a motion was made at 11:29 a.m. to adjourn the Annual Meeting. The motion was seconded and passed.

The 213th Convention of the Episcopal Church in Vermont, being the 171st Annual Convention of the Diocese of Vermont, was called back to order.

Ecumenical Presentation:

The Most Rev. Kenneth Angell, Bishop of the Roman Catholic Diocese of Burlington greeted the Convention on behalf of the Roman Catholic Diocese.

Dismantling Racism Presentation:

The Rev. Nancy Vogeles reported for the Dismantling Racism Committee. Nancy referred those present to the report included in the packets, and reminded everyone about the packets available for use in congregations. There is currently a bill before the Vermont State House of Representatives focused on trying to end school harassment. Nancy encouraged everyone to contact their State Legislator and ask whether he or she is supporting the bill, and why or why not. Nancy reminded everyone that there is an anti-racism hotline that people can call in Vermont.

Resolutions:

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

A Resolution Establishing Minimum Clergy Compensation

RESOLVED, That the 171st Convention of the Diocese of Vermont concurring, the minimum stipend for clergy in the Diocese of Vermont be increased by (3%) for the year 2004, and that travel allowance be reimbursed at the current IRS standard.

The resolution was seconded. A question was asked about whether the language of the resolution should be changed to reflect the fact that deacons are not compensated financially for their work. After brief discussion, there was a call for a vote. The resolution, as presented, was adopted.

A Resolution for a Formal Study of the Clergy Compensation and Benefits

Policy of the Diocese of Vermont

RESOLVED, That the 171st Convention of the Diocese of Vermont request the Clergy Compensation Committee (appointed by the Bishop and Diocesan Council) to conduct a thorough study of the Clergy Compensation and Benefits Policy for the Diocese of Vermont.

The resolution was seconded. There was a call for a vote. The resolution, as presented, was adopted.

Environmental Ministry and the Development of a Green Church

RESOLVED, That the 171st Convention of the Diocese of Vermont encourage each parish to develop an environmental policy and action plan through a process of study and reflection and; be it further

RESOLVED, That the environmental action plan encourage parishes to commit to reduce, reuse and recycle, conserve energy, seek renewable sources of energy, buy products made from recycled materials, and “seek to understand and uproot the political, social and economic causes of environmental abuse.”

The resolution was seconded. A question was asked about the source of the phrase, “seek to understand and uproot the political, social and economic causes of environmental abuse.” The Rev. Canon Jeanette Tweedy responded that the phrase originated in a Pastoral Letter from the Bishops of Province I. They quoted the baptismal covenant to give a broader understanding of who and what we are in relationship with. Bishop Ely spoke about the history behind the resolution and stated that he has asked Nancy Bloomer to lead the diocesan committee. There was a call for a vote. The resolution, as presented, was adopted.

Ecumenical guest:

Helen Head, a member of the religious society of Friends brought greetings. 100 Quakers from the Northwest Quarter of the New England Yearly Meeting met in September and crafted the following letter:

To the Episcopal Diocese of Vermont:

We, members of the Northwest Quarter of the New England Yearly Meeting of the Religious Society of Friends, congratulate you on this occasion of your Diocesan Convention. We celebrate over 200 years that Episcopalians and Quakers have worked and served. Our hearts reach out to you as you struggle with questions of inclusiveness, the seeds of war within us, and care of the earth, as Friends have done and continue to do. And we look forward to our continued connection through ecumenism and interfaith action as we worship and serve God together.

Ecumenical guest:

The Rev. Dr. Richard Wyatt, from the Presbytery of Northern New England brought greetings from the Presbyterian Church.

Results of election for Standing Committee:

The Bishop reported that the results of the election for standing committee were as follows: Ann Cooper, and the Rev. Jacqueline Arbuckle were elected. The Bishop thanked all who ran for being willing to be considered for these positions.

Task Force on Blessing of Same-Gender Relationships:

The Bishop reported that he has appointed a Task Force on Blessing of Same-Gender Relationships. General Convention passed a resolution around blessings this past July which acknowledged that some dioceses have blessings of same-gender unions. The Task Force has begun to meet under the guidance of Ken Poppe and Anne Clarke Brown. The Task Force will study four different areas: theology, resources for congregations, liturgies and policies, and hope to have a report by the end of Epiphany season.

Diocesan Convention 2005:

Two years from now, Diocesan Convention may be held in Fairlee at the Lake Morey Inn on the first weekend of November. The intent is to give enough advance notice so that congregations can include enough money in their budgets, although it should not be tremendously more expensive than having convention at the Cathedral. The Inn will allow for a slightly different configuration. Hopefully delegates will be seated at round tables which should allow for better conversation.

The 213th Convention of the Episcopal Church in Vermont, being the 171st Annual Convention of the Diocese of Vermont then recessed for lunch.

Following a lunch break, the 213th Convention of the Episcopal Church in Vermont, being the 171st Annual Convention of the Diocese of Vermont was called back to order.

Affordable Housing:

The Bishop announced that there are CDs available (one per congregation), created by VHFA and The Vermont Housing Awareness Campaign, discussing the need for affordable housing in Vermont.

Ecumenical guests:

The Rev. Dr. Lawrence Curtis (representing Bishop Susan Morrison) of the United Methodist Church. He reported that Bishop Morrison has asked that congregations be in prayer for the Episcopal Church.

Fr. Robert Athas, of the Greek Orthodox Church, reported that he brings prayers and best wishes from his congregation. He prayed that the inspiration of the Holy Spirit make our decisions a light that will shine before others and bring Glory to our Father in heaven.

Resolutions:A Resolution Against Domestic Abuse

RESOLVED, That the 171st Convention of the Diocese of Vermont urge the congregations of this Diocese individually and collaboratively to acknowledge and work to prevent domestic abuse by praying for victims/survivors of domestic abuse and their families and by pursuing ways to support victims/survivors in all our communities, through empowerment, respect, and resources; and be it further

RESOLVED, That in keeping with the commitment to acknowledge and prevent domestic abuse, this Convention publicly acclaim its support of the United Nations Declaration of Human Rights Articles 3 and 5 stating (respectively):

Everyone has the right to life, liberty and the security of person.
No one shall be subjected to torture or to cruel, inhuman or degrading punishment.

And be it further,

RESOLVED, That this Convention urge congregations to seek out and make better known the resources for domestic abuse prevention and intervention in their local communities; and be it further

RESOLVED, That this Convention formally recognize October as Domestic Violence Awareness month in our Diocese, and encourage congregations to set aside some of this time to acknowledge the presence of abuse in our midst and to support those who suffer its consequences.

The resolution was seconded and discussion followed. A question was asked about the language, "Bible used as a tool for further oppression." Auburn Watersong explained that people have used scripture to encourage victims of abuse to stay with their abusers.

Robert McCauley of St. Paul's Vergennes moved to amend the resolution with the following RESOLVED added as the final paragraph:

RESOLVED, That this convention recognizing that no one is beyond the saving and changing love of Christ, also urge congregations of the diocese to pray for perpetrators of domestic abuse, that they would repent of this sin and be reconciled to Christ and Christ's church.

The motion was seconded.

There was discussion of the proposed amendment in which some concern about changing the original intent of the resolution was raised. There was a call for a vote. The amendment passed.

Zarina O'Hagin moved that the resolution be changed to remove the pieces regarding Article 5 from the United Nations Declaration of Human Rights.

The motion was seconded.

There was discussion of the proposed amendment. There was a call for a vote. The amendment was defeated.

There was a call for a vote on the resolution as amended. The resolution, as amended, passed.

The Bishop thanked the resolutions committee for their good work.

Ecumenical guests:

The Rev. Dr. Leonard Rowell, of the Vermont Ecumenical Council and Bible Society, greeted the Convention. He spoke about the Vermont Ecumenical Council and Bible Society, saying that it strives to be a gathering place to talk about our faith, to provide opportunities for fellowship and to explore peace, justice and the integrity of creation. An upcoming event is the discussion of Physician-assisted suicide. The event will be open to the broader community.

Presentation on Lilly Grant:

The Rev. Sheryl Kujawa spoke about the Pastoral Excellence Program. This program is one of the new initiatives from the Lilly Grant that EDS applied for. Susan Ohlidahl is the coordinator in the Diocese of Vermont. One issue the grant seeks to address is that the resources offered in Cambridge at EDS are unavailable to some people.

The question is, how do we infuse other regions with resources? Vermont, New Hampshire and Maine were chosen because of EDS's historical relationship with those dioceses, and because they are readily accessible from Cambridge. Each diocese has a pastoral enrichment co-coordinator in each diocese (there are two in Maine). This is an opportunity for both lay and clergy leaders. There will be an on-line course on environmentalism in January with an interactive website and a grant from Trinity Wall Street to work on Spiritual direction.

The Bishop then commissioned Susan Ohlidahl as the Pastoral Enrichment Coordinator.

Ecumenical guest:

Rabbi Joshua Chasan, leader of Ohavi Zedek synagogue, brought greetings from his congregation. He stated that he has great respect for the courage with which the members of this diocese are grappling with the issues of conscience of this age and looks forward to continuing our work together.

Diocesan Budget:

The Rev. Craig Smith presented the budget. There were no questions. A motion was made to approve the budget as presented. The motion was seconded and the budget, as presented, was passed.

Ecumenical guest:

Frederick Neu, President of Vermont Ecumenical Council and Bible Society, brought greetings on behalf of Margaret Payne, Bishop of the Evangelical Lutheran Church of America. He spoke about the work of the Good News Garage.

Episcopal Relief and Development:

Margie Zabriskie reported on Episcopal Relief and Development (formerly known as the Presiding Bishop's Fund for World Relief). ERD gives 98% of income to programming. Margie stated that ERD can be a tool to help us live out our baptismal covenant, to reach beyond our own church and diocese to respond compassionately to those in need all around the world. The funds do not only help Episcopalians and Christians, but all of God's children. ERD continues emergency grants, has had to redouble efforts because of the magnitude of the problems needing help. Opportunities to volunteer are ongoing.

Canons:

The Bishop reported that Thomas Little, Diocesan Chancellor, has been asked to serve on the Presiding Bishop's Chancellors Council of Advice.

Thomas Little, a member of the Canons Committee, presented a report from the Canons Committee. The canonical changes will become effective immediately after this convention if passed with a two-thirds majority.

BE IT RESOLVED BY THE 2003 DIOCESAN ANNUAL CONVENTION:

That the following amendment be adopted: [new language underlined]

By striking out Canon 4 in its entirety and inserting in lieu thereof the following:

Canon 4: Standing Convention Committees

At an appropriate time following the calling of the annual meeting of the Convention to order, the Bishop shall appoint the following Standing Convention Committees, each of which shall have both Lay and Clergy members:

1. Credentials Committee, consisting of the Secretary of Convention and at least two other persons. The Committee shall have the duties described in Canon 1.6.

2. Dispatch of Business Committee, consisting of the Secretary and Assistant Secretary of Convention, a member of the Credentials Committee and at least three other persons. The Committee shall assist the Bishop in planning and organizing the agenda and business of Convention.
3. Canons Committee, consisting of the Chancellor of the Diocese, *ex officio*, and at least five other persons.
4. Nominating Committee, consisting of eight persons. The Committee shall solicit canonically-resident Clergy persons and Lay communicants in good standing sufficient to yield an appropriate slate of candidates for each office or position to be elected by vote of the Delegates of Convention. All candidates for these offices shall be placed in nomination before the Convention by the Committee. The Convention, however, retains the right to permit nominations from the floor.
5. Resolutions Committee, consisting of at least six persons. The Committee shall review the form of all resolutions prior to their presentation on the floor of Convention, and shall assist Convention delegates in preparing resolutions for introduction.

All members of Standing Convention Committees shall serve one-year terms commencing at the adjournment of the Convention at which they are appointed and continuing through the adjournment of the next annual meeting of the Convention.

A motion was made to accept the resolution. After brief discussion, a vote was taken and the motion was passed.

BE IT RESOLVED BY THE 2003 DIOCESAN ANNUAL CONVENTION:

That the following amendment be adopted: [new language underlined deleted language ~~struckthrough~~]

Canon 36: Vermont Ecumenical Council and Bible Society

1. The Diocese at its annual Convention shall elect one person to the Board of Trustees of the Vermont Ecumenical Council and Bible Society for a term of ~~one year~~ three (3) years.

A motion was made to accept the resolution. A vote was taken and the motion was passed.

BE IT RESOLVED BY THE 2003 DIOCESAN ANNUAL CONVENTION:

That the following amendment be adopted: [new language underlined, deleted language ~~struckthrough~~]

Canon 27: Commission on Ministry

1. Membership:
 - a. The Bishop shall *ex officio* be a member of the Commission on Ministry and shall designate ~~the~~ Co-Chairs of the Commission from the membership. The Bishop Coadjutor and the Bishop Suffragan, if there be such, shall *ex officio* be members of the Commission on Ministry.
 - b. The Commission shall be made up of ~~twelve (12)~~ twenty-four (24) persons, ~~six (6)~~ nine (9) clergy and ~~six (6)~~ fifteen (15) lay persons. Of this number, two (2) persons, one (1) cleric and one (1) lay person shall be members of the Standing Committee of the Diocese. Members shall be appointed by the Bishop with the advice of the Commission and such other persons as the Bishop shall choose to consult.
 - c. Membership shall be divided equally between two committees, the Committee on Discernment and the Committee on Christian Formation, and each Co-Chair shall lead one Committee. Members shall be appointed to a particular committee. The Committee on Discernment shall include six (6) clergy and six (6) lay members; the Committee on Christian Formation shall include three (3) clergy and nine (9) lay members.
 - d. Members shall serve a term of three years, one third in each Order to be selected annually. A member may serve two terms of three years, but may not be reappointed for a third term until one year has elapsed from the end of the pervious appointment.
 - e. The Bishop may, in the exercise of discretion, include not more than four (4) persons who are not communicants of the Episcopal Church.

2. The duties of the Commission on Ministry shall be those prescribed in the Canons of the Episcopal Church and such other duties relating to the ministry of this Diocese as shall be assigned by the Bishop. These duties shall be divided between the Committee on Discernment and the Committee on Christian Formation as deemed appropriate by the Bishop and the Commission.
3. The Commission on Ministry shall have the power to devise and enact bylaws for its governance, not inconsistent with the Constitution and Canons of the Diocese.
4. The Commission on Ministry shall report annually in full to the Convention of the Diocese.
5. The Bishop, with the advice of the Commission, may require all persons seeking Holy Orders to participate in such counseling and evaluation programs as the Bishop may deem necessary and advisable.
6. To provide moral and spiritual support for newly ordained clergy, and to strengthen those actively engaged in ~~ordained~~ ministry, the Commission may establish such support as it may deem advisable, and may require the participation of the clergy of the diocese, as far as practicable.

A motion to accept the resolution as presented was made. After brief discussion, the motion was seconded and a call for a vote was made. The motion passed.

The Bishop announced that Carole Wageman is to be the chair of the Christian Formation side of the Commission on Ministry.

Courtesy Resolutions:

Nanci Gordon of the Resolutions Committee presented courtesy resolutions.

Thanks to Ecumenical Visitors

RESOLVED, that this 171st Annual Convention of the Diocese of Vermont, also being the 213th Convention of the Episcopal Church in Vermont, express our hearty thanks to the Vermont Ecumenical Council and Bible Society, its nine Member Denominations, Observers, and Representatives here today, whose worship, discussion, and fellowship together, while respective of each other's differences over these many years, has become the common purpose and catalyst not only for unity but for the seeking of truths and the routing out of injustices around the world, and we pray that you continue in the Spirit of Christian Fellowship and remain rooted in the faith of the Gospel in mission, prayer, and dialogue as you venture further in your ecumenical journey and are constantly challenged by Christ's call: "To be one, that the world may believe"; and be it further

RESOLVED, that the Secretary of Convention convey these sentiments to the VEC&BS should their Representatives not be present at this reading.

Thanking Peg Hamlin

RESOLVED, that the 171st Convention of the Diocese of Vermont, with deep appreciation, gratefully acknowledge and thank Mary Margaret—better known as "Peg"—Hamlin for her 32 years of illustrious service, as our elected and faithful Trustee to the Vermont Ecumenical Council and Bible Society as well as her years as our Associate Ecumenical Officer, offering our hopes and prayers that you may continue, with your usual graceful stamina and unfailing courtesy, patience, and wisdom, all your good works for may more years to come, and that your legacy of permanence, performance, and perseverance carry on our church's imperative for ecumenism, as you persist in nudging us with the question: "What can we share?"; and be it further

RESOLVED, that should Mrs. Hamlin not be present here today that the Secretary of Convention convey these words of gratitude and encouragement with our utmost praise and best wishes.

Honoring Barbara Adams

RESOLVED, that the 171st Convention of the Diocese of Vermont gratefully acknowledge, honor, and profoundly thank Barbara Adams who, after 4 years of faithful service as Treasurer, Financial Administrator, and member of the Ministry Support Team of our Diocese has decided to end her "nightmare" of "juggling and balancing" our books to perfection and pursue her "dream" job as Manager of Kaleidoscope Yarns, wishing all the

best God has to offer as you apply your many skills and collegial style to a hopefully more relaxed, but no less rewarding field of knit one, purl two; and be it further

RESOLVED, that should Ms. Adams not be present here today, that the Secretary of Convention convey these thanks and best wishes and the reminder that she will always be in our hearts and prayers.

Honoring Canon to the Ordinary Lynn Bates

RESOLVED, that this 171st Convention of the Diocese of Vermont, send our prayers, love and wishes for a VERY speedy recovery to our most extra-ordinary Canon to the Ordinary, Lynn Bates, as she convalesces. (If you wanted a year off from Convention, Lynn, you could have just said so!) We send Chicken Soup for the Soul to speed your healing, and urge you to faithfully take your medication until such a point as your doctor will say, “Go and thin no more.”; and be it further

RESOLVED, that the Secretary of Convention convey these sentiments to Canon Bates, the Assistant Secretary of Convention.

Thanking Bishop Thomas C. Ely

RESOLVED, that this 171st Convention of the Diocese of Vermont, express our appreciation to Bishop Thomas Ely for his own generosity of spirit and inspired leadership in his calling of us to fulfill the Gospel and manifest God’s own abundance. Thank you, Rt. Rev. Sir, for reminding us to incarnate God’s abundance in our service of the Gospel—and to expect an avalanche of shoes.

Honoring Retiring Clergy

RESOLVED, that the 171st Convention of the Diocese of Vermont gratefully acknowledge, honor, and thank all those clergy who in this church year have left—or will shortly be leaving—their ordained ministries in this diocese to take up life in retirement or to follow out different avenues of service:

Namely, to the Rev. Sarah Horton, who after a dozen compassionate and caring years at St. Barnabas’, Norwich, has decided to leave her labyrinth and Memorial Garden legacies behind and join Gunnar her Staten Island Viking, in retirement by moving far from her childhood home of Felixstowe on the English Channel to the landlocked hills of East Montpelier, may you continue to enjoy many more birthday luncheons with friends and find as much comfort and happiness as you have bestowed on others;

And to the Rev. Garret Kiezer, who came to Vermont as a young man and never left—with thanks for your 23 dedicated years as lay reader, clock winder, and priest-in-charge at Christ Church, Island Pond and, with prayers that you, with Kathy at your side, may continue to enjoy your daughter’s college years, to enlighten and entertain us through the pages of “Yankee” and “Reader’s Digest” and with the likes of “Dresser of Sycamore Trees” and “God of Beer” and do us all good service on the Board of the National Cathedral;

And to the Rev. Arthur Kingdon, whose priestly abilities, extreme practicability, and seeming ability to be in two places at one time have captivated the multitudes at St. Peter’s, Bennington for many years, with our prayers and best wishes that as you and Linda retire to your Maine farm, you may once again receive pleasure in raising church-going goats, continue to make and break bread with kids (the human variety), and exercise your “green thumb” by planting many vegetables—along with a few rows of “lobsta”—for us;

And to the Rev. Catherine Nichols, who after a number of years at St. Stephen’s, Middlebury has left a legacy that includes not only a handicap accessible and user friendly building but also wonderful music (some commissioned) throughout our small diocese as well, sending along our hopes and prayers that you may continue to have the courage of your environmental convictions and that, as you and Paul speed on in your 2-seat red “Black and Decker”, your batteries never run low;

And to the Rev. Ramona Rose-Crossley, whose five years of compassion and caring while serving the four churches of the Slate Valley Ministry has endeared her to all, our wishes for the very best as you move on to

support your husband, Remington, in his quest at Sewanee in Tennessee where hopefully you will continue to enjoy your flowers, reading, and EFM instruction;

And to the Rev. Anne Webb, for her decade of service to the folks at St. Mark's, Springfield as she, and her husband Cassius, head into retirement at their "palatial" estate in New Hampshire's Monadnock Region, wishing for you joy in the knowledge that your sermons were perfect—good and short—and that others hold you in awe for your unabashed ability to take on the world-class financial institutions without batting an eye, along with much luck and success as you redefine cardiac rehab and search for a competent plumber;

And to the Rev. Peter Floyd, for herding his flock for a dozen years in the round barn of St. Dunstan's, Waitsfield, and more than doubling its size, in spite of his inability to corner them, with best wishes to you and your wife, Patricia, as you pursue the gourmet feeding of our physical being—continuing to nourish our bodies as successfully as you did souls—helping us to realize not only the heartfelt and regularity benefits of oatmeal but the fact that, no matter the time of day, it will always be "Good Morning" at your cereal business; and be it further

RESOLVED, that should these clergy persons not be present here today, that the Secretary of Convention convey our greetings, thanks and best wishes in their future endeavors and that although they may be absent from our midst they are ever present in our hearts and prayers.

Thanking the Rt. Rev. Barbara Harris:

RESOLVED, that this 171st Annual Convention of the Diocese of Vermont, also being the 213th Convention of the Episcopal Church in Vermont, express our warmest and heartfelt thanks to the first woman Bishop in the Anglican Communion, the Rt. Rev. Barbara C. Harris, thanking her for her presence with us and for her contribution in making this a most memorable and pleasurable event, offering assurance (even though you hail from slightly south) that, contrary to what you might hear about Vermont, you CAN get here from there and expressing the hope, God willing, that you may return often; and be it further

RESOLVED, that should Bishop Harris not be present at this reading, that the Secretary of Convention convey these thanks and best wishes.

Congratulating the Rt. Rev. V. Gene Robinson:

RESOLVED, That this 171st Annual Convention of the Diocese of Vermont, also being the 213th Convention of the Episcopal Church in Vermont, express our congratulations to the Rt. Rev. V. Gene Robinson who, less than a week ago, was consecrated Bishop Coadjutor of our neighboring Diocese of New Hampshire, and who will shortly lead as its 9th Bishop, conveying our admiration for your honesty and integrity as a pathfinder to step forward in your new sacred, solemn, and now very public position and accept the challenge to lead, and offering prayers that, with the guidance of the Holy Spirit, the legacy and lessons of your hopefully long episcopate will strengthen God's work and understanding throughout the world; and be it further

RESOLVED, that the Secretary of Convention convey these sentiments to Bishop Robinson.

2003 minutes:

There was a motion that the Convention authorize the Dispatch of Business Committee to approve the minutes of this Convention. The motion was seconded and passed.

Reports:

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

Bishop's Nominations:

Canons Committee (One year terms)

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

Commission on Ministry (Three year terms)

Rita MacDonald, Chair	Cathedral Church of St. Paul
Denis Dees	St. James, Essex Junction
Eadie Templin	Cathedral Church of St. Paul
The Rev. Canon Tanya Wallace	Cathedral Church of St. Paul

Credentials Committee (One year terms)

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

Dismantling Racism

Donna Abramov	Trinity, Rutland
Anne Clarke Brown	Our Saviour, Killington
Vaughn Carney	Cathedral Church of St. Paul, Burlington
The Rev. Thora Chadwick	St. Matthew's, Enosburg Falls
Laura Chase	Trinity, Rutland
Blanche Cooper	St. Barnabas, Norwich
The Rev. Dr. Lee Alison Crawford	St. Mary's, Northfield
Peter Galbraith	Cathedral Church of St. Paul, Burlington
Phil Hoff	Cathedral Church of St. Paul, Burlington
Betty Obermann	St. Mark's, Newport
Connie Quinby	Cathedral Church of St. Paul
The Rev. Diane Root	Our Saviour, Killington
The Rev. Nancy Voegel	St. Paul's, White River Junction
Naima Wade	St. Michael's, Brattleboro
Gabriel Willey	Cathedral Church of St. Paul, Burlington
The Rt. Rev. Stewart Wood	St. Paul's, White River Junction
Margy Zabriskie	St. James, Essex Junction

Dispatch of Business (One year terms)

James Larkin	St. James, Essex Junction
The Rev. Gordon Bardos	St. Thomas-Brandon/Grace-Forest Dale
Lynn Bates	Our Saviour, Killington
Laura Chase	Trinity, Rutland
Sarah Gallagher	Cathedral Church of St. Paul, Burlington
John Rouleau	Cathedral Church of St. Paul, Burlington

Environmental Ministry Team

The Rev. Dr. Nancy Bloomer	
Glenn Harter	Christ Church, Island Pond
Libby Hillhouse	St. Andrew's, St. Johnsbury
Sue Holden	St. Andrew's, Colchester
Veronica Johnson	
The Rev. Robert Lee	St. Paul's, Canaan
Ellen Maloney	Zion, Manchester

The Rev. Catherine Nichols	
Debi Paterson	BBCC
Genie Rayner	Christ Church, Bethel
The Rev. Canon Jeanette Tweedy	St. Andrew's, St. Johnsbury
Boris Von York	St. Mark's, Springfield
Dan Woodbury	St. Michael's, Brattleboro

Episcopal Relief & Development Co-Chairs

Kristin Wood	St. Paul's, White River Junction
Margy Zabriskie	St. James, Essex Junction

Jubilee Ministry

Susanna Grannis	St. Luke's, Chester
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Nominations (One year terms)

Mary Lou Ashton, Chair	St. Andrew's, Colchester
The Rev. Brad Clark	St. James, Arlington
The Rev. Tim Eberhardt	St. John's, Randolph
The Rev. Dennis Hayward	St. Luke's, St. Albans
The Rev. Stewart Pierson	All Saints', South Burlington
Two additional appointments to be made	

Resolutions (One year terms)

Laura Chase, Chair	Trinity, Rutland
The Rev. Jane Garrett	Non-parochial
Nanci Gordon	Trinity, Rutland
Gina Logan	St. Mary's, Northfield
David Shuffleburg	St. Mark's, Springfield
The Rev. Gunnar Urang	

Rock Point Board (Appointed to three year term)

Laura Hunter

Rock Point Summer Conferences Committee (Appointed to three year terms)

Hilary Cooke	Cathedral Church of St. Paul, Burlington
Barbara Hoar	St. Peter's, Bennington (to 2005)
Jean Huebner	Trinity, Rutland
Tyler McGuire	St. Stephen's, Middlebury (to 2004)
Carrie Wells	St. Paul's, Vergennes
Kim Woodbury	St. Michael's, Brattleboro

United Thank Offering Co -Coordinators

Sharon Bartram	St. Mary's Northfield
Carol Murphy	St. Mary's Northfield

Officers (one year terms):

Chancellor	Thomas Little, Esq.	Trinity, Shelburne
Assistant Chancellor	Bill Meub, Esq.	Trinity, Rutland
Secretary of Convention	Jim Larkin	St. James, Essex Junction
Assistant Secretary of Convention	Lynn Bates	Our Saviour, Killington
Registrar and Historiographer	Elizabeth Allison	St. Stephen's, Middlebury

Adjournment:

There was a motion to adjourn the 213th Convention of the Episcopal Church in Vermont, being the 171st Annual Convention of the Diocese of Vermont, with the reciting of our Baptismal Covenant.

Respectfully submitted,
Hilary E. Cooke, Recording Clerk

Rules of Order, Diocese of Vermont – 2003 Convention

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

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

2. Elections.

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

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

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

3. Resolutions.

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

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

4. Revision or Waiver of Rules of Order.

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

5. Constitution and Canons To Prevail.

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

REGISTERED DELEGATES AT THE 2003 CONVENTION

Alburg, St. Luke's	The Rev. Peter MacLean, Kevin Morris, Ruth Toner, Sarah Van Ryckevorsel
Arlington, St. James	Gary Roosma, Yvonne Sutton, Edward Weismann
Barre, Church of the Good Shepherd	The Rev. Jean Jersey, Cindy Cobb, Alban Richey
Bellows Fall, Immanuel	The Rev. Canon Peggy Crane, Jean Gilman, Rebecca Waryas
Bennington, St. Peter's	Barbara Hoar, Emily Kennedy
Bethel, Christ Church	Nancy Wuttke
Brandon, St. Thomas	The Rev. Gordon Bardos, David Beer, Robert Wertz, Dr. Eleanor Young
Brattleboro, St. Michael's	The Rev. Thomas Brown, Diana Bingham, Mary Carnahan, Jane Sbardella
Burlington, Cathedral of St. Paul	The Very Rev. Ken Poppe, The Rev. Canon Tanya Wallace, Lisa Schnell, Eadie Templin
Canaan, St. Paul's	The Rev. Robert Lee, Virginia Carr, Betty Raymond
Castleton/Fair Haven St. Mark's/St. Luke's	Michael Austin, Melanie Combs, Tad Mandell
Chester, St. Luke's	The Rev. Paul Brannock-Wanter, Susanna Grannis, Mike Saul, Pat Saul
Colchester, St. Andrew's	The Rev. Lisette Baxter, Susan Ainsworth-Daniels, Alice Daley, Cathy Dorhn
Enosburg Falls, St. Matthew's	The Rev. Thora Chadwick, Dinny Hawksworth, Denise Stephanek, David Thomas
Essex Junction, St. James	The Rev. Molly Comeau, Lois Belair, Rachael Comeau, Kathy Rouleau
Fairlee, St. Martin's	The Rev. John Morris, Andrea Buermeyer, Hank Buermeyer, Matthew Wiencke
Forest Dale, Grace Church	Barb Brown, Ken Brown, Franklin Sanders
Hardwick, St. John the Baptist	The Rev. Susan Tobias, Peggy Bresee, Averill Brown
Island Pond, Christ Church	The Rev. Jean MacDonald, Auburn Watersong-Harter
Killington, Our Saviour	The Rev. Canon Diane Root, Anne Brown, Deanne Grim, Bill Rayner

Lyndonville, St. Peter's	Sandra Densmore, Elizabeth Norris, Elise Roessler
Manchester, Zion	The Rev. John Mitchell, Jean Noble, Tim Thompson, Marge Wilbur
Middlebury, St. Stephen's	Ceil Murdock, Steve Sontum, Jim Ten Broeck
Montpelier, Christ Church	The Rev. David Hall, Stephanie Keitel, Beth Ann Maier, Peter Olson
Newport, St. Mark's	Mary Ann Christian, Christine Moseley, Dave Richards
Northfield, St. Mary's	The Rev. Dr. Lee Crawford, Peter Bartram, Sharon Bartram, Scott Neal
Norwich, St. Barnabas	Blanche Cooper, Suzanne Sweet, William Sweet
Proctorsville, Gethsemane	The Rev. Betty Berlenbach, John Berlenbach
Poultney, Trinity	Sylvia Rupe
Randolph, St. John's	The Rev. Tim Eberhardt, Gay Gaston, Jeff Tolbert, Nancy Wright
Richford, St. Ann's	
Rutland, Trinity	The Rev. Hugh Tudor-Foley, Donna Abramov, Mary Ruth, David Sternberg
Shelburne, Trinity	The Rev. Craig Smith, Laurie Broughton, Norma Rigby, Diane Rooney
Sheldon, Grace Church	The Rev. David Walters, Elisabeth Crane, Lori Derry
So. Burlington, All Saints'	The Rev. Stewart Pierson, Ellie Bushweller, Bob Halverson, Trish Hardy
Springfield, St. Mark's	The Rev. Anne Webb, Mary Dalton, Rick Hunter, Loraine Wallace
St. Albans, St. Luke's	The Rev. Dennis Hayward, Barbara Barnard, Herk Dunsmore, Carolyn Fouts
St. Johnsbury, St. Andrew's	The Rev. Canon Jeanette Tweedy, Dick Ashton, Libby Hillhouse, Susan Ohlidal
Stowe, St. John's in the Mountains	The Rev. Mary Mansfield, Jean Gouert, Belle Sanders Duncan Tingle
Swanton, Holy Trinity	The Rev. Don Morris, Alden Franzoni, Wally Good, Katherine Winchester
Underhill, Calvary	The Rev. George Moyser, Barbie Koier, John Koier

Vergennes, St. Paul's	The Rev. Robert Macauley, Greg Hamilton, Carol Knauss, Jeanne Wisner
Waitsfield, St. Dunstan's	The Rev. Lisa Ransom, Beth Phillips, Jim Theodore
Wells, St. Paul's	Christine Sears, James Sears
White River Junction, St. Paul's	The Rev. Nancy Vogeles, Gary Barton, Leslie Black, Kristin Wood
Wilmington, St. Mary's in the Mountains	The Rev. Canon Thad Bennett, Marcy McElroy, Ian Schrauf, Susan Taylor
Windsor, St. Paul's	Maggie Giffin, Richard Knight, Dan Sylvester
Woodstock, St. James	The Rev. Christina Brannock-Wanter, Dan Field, Sally Garmon, Bonnie Umland

Registered Clergy at 2003 Convention

The Rev. Jackie Arbuckle	The Rev. Charles Mansfield
The Rev. Polly Beebe-Bove	The Rev. Judith Marquess
The Rev. Molly Bidwell	The Rev. Robert Miner
The Rev. Dr. Reed Brown	The Rev. Catherine Nichols
The Rev. Paul Carling	The Rev. Zarina O'Hagin
The Rev. Diana Collins	The Rev. Tim Raasch
The Rev. Hayward Crewe	The Rev. Shelie Richardson
The Rev. Robert Freeman	The Rev. Sister Laurian Seeber
The Rev. Steve Fuller	The Rev. Virginia Thomas
The Rev. Russell Ellis	The Rev. Paul Thompson
The Rev. Jane Garrett	The Rev. Lee Udell
The Rev. Paul Gratz	The Rev. Gunnar Urang
The Rev. Mary Haas	The Rev. Canon Howard Van Dine
The Rev. Penny Hawkins	The Rev. Carole Wageman
The Rev. Vic Horvath	The Rt. Rev. Stewart Wood

Registered Guests at 2003 Convention

Idella Adams	Vicki Litzinger
Joyce Burell	Jane Lowe
Laura Chase	Ian Ogelby
Ann Cooper	Stephanie Phillips
Margaret Fletcher	Jim Proctor
Ivy Freeman	George Spear
Joe Grannis	Marcia Stone
The Rev. Sheryl Kujawa-Holbrook	Dan Woodbury
Jim Larkin	Kim Woodbury
Tom Little	Sarah Woodbury

Parochial Reports as compiled by the Office of General Convention

City	Congregation	Latest ReportYear	members last year	Members ThisYear	communicants	communicants under 16	others in congregation	Sunday attend ance	easter attend ance
Alburg	St Lukes	2002	10	18	18	1	2	13	18
Arlington	St James	2002	236	239	196	49	1	104	183
Barre	Good Shepherd	2002	179	187	135	19	22	47	96
Bellows Falls	Immanuel	2002	145	140	140	43	0	47	99
Bennington	St Peters	2002	625	628	399	72	31	129	387
Bethel	Christ Church	2002	74	77	65	11	0	30	85
Brandon	St Thomas	2002	120	122	31		13	30	44
Brattleboro	St Michaels	2002	211	218	393	49	0	150	375
Burlington	Cathedral of St Paul	2002	432	436	275	79	20	182	634
Canaan	St Paul Border Parish	2002	41	41	13	1	0	11	42
Castleton	St Marks & St Lukes Mission	2002	39	43	43	7	0	28	61
Chester	St Lukes	2001							
Colchester	St Andrews	2002	273	276	276	88	0	108	256
Enosburg Falls	St Matthews	2002	74	43	43	11	0	19	53
Essex Junction	St James	2002	459	436	286	95	95	160	369
Fairlee	St Martins	2002	68	77	77	7	0	42	72
Forest Dale	Grace Church	2002	159	159	12		5	21	42
Hardwick	St John the Baptist	2002	128	132	121	21	0	44	72
Highgate Falls	St Johns	2002	5	5	5	0	0	0	0
Island Pond	Christ Church Mission	2002	61	61	35	6	1	27	42
Killington	Church of Our Saviour Mission	2002	41	38	25	2	13	19	59
Lyndonville	St Peter Mission	2002	71	48	48	6	0	19	40
Manchester	Zion	2002	403	449	412	91	167	248	451
Middlebury	St Stephens	2002	363	365	210	32	32	129	287
Montpelier	ChristChurch	2002	380	399	380	76	24	168	403
Newport	St Marks	2002	167	168	156	12	1	58	107
Northfield	St Marys	2002	124	128	84	11	9	48	124
Norwich	St Barnabas	2002	149	148	148	42		85	208
Poultney	Trinity	2002	16	17	13	1	2	8	13
Proctorsville	Gethsemane	2002	45	39	35	11	10	18	26
Randolph	St Johns	2002	190	202	101	22	6	47	91
Richford	St Anns	1999							
Rutland	Trinity	2002	657	715	476	128	31	190	394
Shelburne	Trinity	2002	472	478	363	83	15	162	345
Sheldon	Grace Church	2002	15	12	12	2	0	11	14
So. Burlington	All Saints	2002	180	188	161	27	1	72	186
Springfield	St Marks	2002	73	72	69	2	7	31	38
St Albans	St Lukes	2002	432	449	328	87	8	100	258
St Johnsbury	St Andrews	2002	206	215	215	15	0	57	101
Stowe	St Johns in the Mountains	2002	209	209	182	16	0	66	126
Swanton	Holy Trinity	2002	144	157	143	32		37	129
Underhill	Calvary	2002	103	102	97	31	4	38	93

Vergennes	St Paul	2002	98	103	90	13	4	50	138
Waitsfield	St Dunstans Mission	2002	111	102	102	15	0	57	93
Wells	St Pauls Mission	2002	15	11	11	0	1	15	15
White River Jct.	St Pauls	2002	142	155	152	33	0	92	187
Wilmington	St Marys in the Mountains	2002	46	45	45	6		29	44
Windsor	St Pauls	2002	74	76	52	7	3	27	42
Woodstock	St James	2002	233	233	139	24	50	103	293

City						baptisms		confirmations		church	
	sat&sun eucharists	weekday eucharists	private eucharists	marriages	burials	16 up	baptisms under 16	16 up	confirmations under 16	school students	adult ed.
Alburg	52				2						yes
Arlington	103	7	6	5	9	1	5	2	4	26	yes
Barre	98	46	2	1	2	0	1	0	0	0	yes
Bellows Falls	52	38	25	3	9	2	3	0	0	20	
Bennington	105	83	185	8	17	1	8	2	9	22	yes
Bethel	41	4	0	1	1	0	0	0	0	0	yes
Brandon	50	14	3		4		2			8	yes
Brattleboro	1	43	65	6	10	0	7	0	0	34	yes
Burlington	141	64	116	3	12	0	7	1	2	58	yes
Canaan	26	9	0	0	0	0	0	0	0	0	
Castleton	43	0	15	0	0	0	1	0	0	7	yes
Chester											
Colchester	105	60	46	4	5	0	4	0	0	55	yes
Enosburg Falls	51	29	7	0	2	0	0	0	0	0	
Essex Junction	118	58	68	3	9	2	14	3	4	43	yes
Fairlee	52	11	9	0	0	0	0	0	1	0	
Forest Dale	47	5		1	2			2			yes
Hardwick	53	61	12	2	5	0	1	0	0	7	yes
Highgate Falls	0	0	0	5	0	0	0	0	0	0	
Island Pond	53	5	21	0	2	0	1	1	0	8	yes
Killington	54	11	0	1	1	0	0	0	0	0	yes
Lyndonville	41				1				2	0	
Manchester	153	70	70	18	10	0	11	3	0	62	yes
Middlebury	134	59	52	5	11		4			12	yes
Montpelier	108	118	115	10	7	2	3	1	1	61	yes
Newport	98	14	19	2	4	0	1	0	0	7	yes
Northfield	102	27	8	0	2	1	4	1		4	yes
Norwich	100	49	30	0	6	1	6	1	0	24	yes
Poultney	34	6	2	1	1	0	1	0	0	0	
Proctorsville	49	5	1	0	7	0	1	0	0	0	
Randolph	55	16	10	1	6		1			19	
Richford											
Rutland	102	102	262	3	17	6	18	7	2	30	yes
Shelburne	107	10	49	4	11	7	0	0	0	56	yes
Sheldon	25	0	0	0	1	0	0	0	0	0	
So. Burlington	100	5	3	3	5	0	5	0	0	11	yes

Springfield	101	6	16	0	4	0	1	0	0	6	yes
St Albans	100	77	116	9	8	2	6	0	0	46	yes
St Johnsbury	96	9	40	0	3	1	1	0	0	16	yes
Stowe	103	5	15	3	3	0	2	0	0	27	yes
Swanton	103	5	6	1	0	1	3	0	0	11	
Underhill	50	4	4	0	0	0	5	0	0	35	
Vergennes	103	4	6	1	4	0	4	0	0	6	yes
Waitsfield	52	4	0	0	0	5	0	0	0	9	
Wells	44	3	0	0	0	0	0	0	0	0	
White River Jct.	91	54	63	1	5	0	0	0	0	30	yes
Wilmington	50	2	2		1		2				yes
Windsor	50	5	9	0	4	0	1	0	0		yes
Woodstock	89	96	105	5	12	1	8	0	0	12	yes

City	pledge cards	amount pledged	plate pledge	Operating Income	Operating Revenues	Total Revenues	to diocese
Alburg	0	\$0.00	\$7,298.00	\$9,259.00	\$9,259.00	\$20,828.00	\$400.00
Arlington	67	\$65,645.00	\$68,490.00	\$130,519.00	\$130,519.00	\$182,558.00	\$14,901.00
Barre	55	\$55,966.00	\$60,773.00	\$66,484.00	\$77,264.00	\$80,022.00	\$9,555.00
Bellows Falls	17	\$8,500.00	\$10,116.00	\$175,283.00	\$175,283.00	\$175,283.00	\$26,873.00
Bennington	129	\$103,648.00	\$123,976.00	\$163,456.00	\$163,456.00	\$182,293.00	\$23,924.00
Bethel	24	\$27,310.00	\$29,643.00	\$45,903.00	\$45,903.00	\$48,548.00	\$5,661.00
Brandon	16	\$15,740.00	\$22,235.00	\$70,197.00	\$70,197.00	\$71,207.00	\$10,908.00
Brattleboro	122	\$138,151.00	\$157,092.00	\$193,642.00	\$193,642.00	\$241,621.00	\$22,552.00
Burlington	179	\$236,025.00	\$257,294.00	\$538,037.00	\$538,037.00	\$591,637.00	\$81,625.00
Canaan	7	\$2,800.00	\$3,541.00	\$10,415.00	\$10,415.00	\$10,493.00	\$591.00
Castleton	15	\$13,000.00	\$17,906.00	\$30,920.00	\$30,920.00	\$50,292.00	\$4,136.00
Chester							
Colchester	72	\$103,797.00	\$108,669.00	\$112,150.00	\$112,150.00	\$124,681.00	\$13,875.00
Enosburg Falls	11	\$16,674.00	\$22,381.00	\$34,685.00	\$34,685.00	\$35,033.00	\$4,431.00
Essex Junction	150	\$176,974.00	\$191,350.00	\$202,052.00	\$204,759.00	\$486,146.00	\$34,928.00
Fairlee	40	\$64,050.00	\$73,118.00	\$92,722.00	\$92,722.00	\$93,722.00	\$11,334.00
Forest Dale	13	\$15,910.00	\$16,216.00	\$38,171.00	\$38,171.00	\$49,521.00	\$7,955.00
Hardwick	32	\$45,350.00	\$53,756.00	\$61,255.00	\$61,255.00	\$65,731.00	\$7,548.00
Highgate Falls	0	\$0.00	\$92.00	\$1,803.00	\$1,803.00	\$1,803.00	\$223.00
Island Pond	7	\$3,120.00	\$15,115.00	\$17,263.00	\$17,263.00	\$18,408.00	\$2,140.00
Killington	16	\$17,352.00	\$17,609.00	\$43,266.00	\$43,266.00	\$72,313.00	\$5,887.00
Lyndonville	7	\$3,048.00	\$8,013.00	\$12,869.00	\$12,869.00	\$18,348.00	\$2,078.00
Manchester	161	\$230,000.00	\$276,257.00	\$302,469.00	\$302,469.00	\$399,945.00	\$43,641.00
Middlebury	132	\$151,948.00	\$170,546.00	\$208,440.00	\$208,440.00	\$239,597.00	\$29,690.00
Montpelier				\$0.00	\$0.00	\$0.00	
Newport	60	\$55,000.00	\$56,016.00	\$63,222.00	\$63,222.00	\$68,978.00	\$7,138.00
Northfield	25	\$40,631.00	\$49,928.00	\$65,701.00	\$65,701.00	\$69,088.00	\$7,493.00
Norwich	57	\$102,000.00	\$125,634.00	\$131,927.00	\$133,822.00	\$145,520.00	\$15,010.00
Poultney	0	\$0.00	\$1,734.00	\$29,330.00	\$29,330.00	\$29,330.00	\$3,863.00

Proctorsville	14	\$17,958.00	\$23,465.00	\$27,459.00	\$31,259.00	\$36,399.00	\$3,362.00
Randolph	38	\$39,914.00	\$53,652.00	\$86,825.00	\$86,825.00	\$93,475.00	\$11,242.00
Richford							
Rutland	149	\$160,219.00	\$170,475.00	\$256,489.00	\$256,489.00	\$313,487.00	\$42,317.00
Shelburne	137	\$174,206.00	\$200,035.00	\$212,113.00	\$212,113.00	\$567,781.00	\$29,466.00
Sheldon	6	\$2,887.00	\$3,561.00	\$4,577.00	\$4,577.00	\$8,956.00	\$467.00
So. Burlington	55	\$59,064.00	\$67,557.00	\$93,816.00	\$93,816.00	\$96,096.00	\$11,551.00
Springfield	23	\$19,086.00	\$30,851.00	\$51,668.00	\$51,668.00	\$71,965.00	\$6,044.00
St Albans	89	\$84,648.00	\$95,512.00	\$157,371.00	\$157,371.00	\$190,637.00	\$20,469.00
St Johnsbury	48	\$5,100.00	\$52,937.00	\$69,591.00	\$69,591.00	\$76,983.00	\$8,718.00
Stowe	63	\$86,000.00	\$96,060.00	\$98,681.00	\$98,681.00	\$116,482.00	\$10,278.00
Swanton	25	\$22,308.00	\$30,286.00	\$161,858.00	\$161,858.00	\$354,330.00	\$6,981.00
Underhill	29	\$27,540.00	\$27,910.00	\$37,114.00	\$37,114.00	\$37,681.00	\$4,087.00
Vergennes	32	\$32,512.00	\$41,999.00	\$55,469.00	\$55,469.00	\$111,217.00	\$6,964.00
Waitsfield	40	\$39,741.00	\$45,769.00	\$46,963.00	\$46,963.00	\$48,963.00	\$6,256.00
Wells	10	\$7,056.00	\$12,194.00	\$14,289.00	\$14,289.00	\$14,777.00	\$2,091.00
White River Jct.	59	\$92,264.00	\$99,683.00	\$126,507.00	\$128,707.00	\$137,743.00	\$14,614.00
Wilmington	15	\$15,570.00	\$38,162.00	\$39,648.00	\$39,948.00	\$40,066.00	\$1,930.00
Windsor	20	\$19,600.00	\$20,197.00	\$43,857.00	\$43,857.00	\$44,658.00	\$4,656.00
Woodstock	113	\$148,995.00	\$176,303.00	\$229,774.00	\$229,774.00	\$539,280.00	\$28,183.00

City	outreach	Operating Expenses	NonOperating Expenses	Total Expenses	total cash
Alburg	\$0.00	\$7,711.00	\$9,079.00	\$16,790.00	\$7,881.00
Arlington	\$0.00	\$129,281.00	\$22,039.00	\$151,320.00	\$46,695.00
Barre	\$0.00	\$73,851.00	\$2,758.00	\$76,609.00	\$26,774.00
Bellows Falls	\$8,500.00	\$172,096.00	\$5,131.00	\$177,227.00	\$31,514.00
Bennington	\$3,000.00	\$161,611.00	\$25,319.00	\$186,930.00	\$42,493.00
Bethel	\$148.00	\$43,114.00	\$8,955.00	\$52,069.00	\$5,588.00
Brandon	\$2,943.00	\$69,426.00	\$1,781.00	\$71,207.00	\$27,663.00
Brattleboro	\$0.00	\$186,047.00	\$57,030.00	\$243,077.00	\$58,574.00
Burlington	\$25,097.00	\$551,850.00	\$65,363.00	\$617,213.00	\$43,600.00
Canaan	\$0.00	\$3,699.00	\$198.00	\$3,897.00	\$17,382.00
Castleton	\$450.00	\$27,273.00	\$3,964.00	\$31,237.00	\$69,188.00
Chester					
Colchester	\$6,581.00	\$112,463.00	\$4,110.00	\$116,573.00	\$9,247.00
Enosburg Falls	\$550.00	\$39,570.00	\$348.00	\$39,918.00	\$3,349.00
Essex Junction	\$9,533.00	\$206,860.00	\$115,143.00	\$322,003.00	\$245,486.00
Fairlee	\$6,778.00	\$94,170.00	\$1,428.00	\$95,598.00	\$13,057.00
Forest Dale	\$2,147.00	\$47,463.00	\$2,058.00	\$49,521.00	\$23,261.00
Hardwick	\$1,400.00	\$58,976.00	\$3,701.00	\$62,677.00	\$47,232.00
Highgate Falls	\$0.00	\$913.00	\$0.00	\$913.00	\$7,141.00
Island Pond	\$1,268.00	\$18,677.00	\$98.00	\$18,775.00	\$12,713.00
Killington	\$802.00	\$43,052.00	\$8,430.00	\$51,482.00	\$33,826.00
Lyndonville	\$0.00	\$12,951.00	\$7,877.00	\$20,828.00	\$3,476.00

Manchester	\$13,118.00	\$304,182.00	\$82,424.00	\$386,606.00	\$140,936.00
Middlebury	\$9,700.00	\$201,113.00	\$48,705.00	\$249,818.00	\$136,161.00
Montpelier		\$0.00	\$0.00	\$0.00	
Newport	\$1,622.00	\$51,792.00	\$6,373.00	\$58,165.00	\$53,079.00
Northfield	\$900.00	\$62,877.00	\$6,300.00	\$69,177.00	\$18,199.00
Norwich	\$6,326.00	\$141,156.00	\$15,314.00	\$156,470.00	\$44,100.00
Poultney	\$3,136.00	\$29,425.00	\$0.00	\$29,425.00	\$3,017.00
Proctorsville	\$1,200.00	\$27,691.00	\$944.00	\$28,635.00	\$7,910.00
Randolph	\$0.00	\$87,762.00	\$19,490.00	\$107,252.00	\$9,342.00
Richford					
Rutland	\$0.00	\$281,115.00	\$31,135.00	\$312,250.00	\$17,778.00
Shelburne	\$18,025.00	\$255,298.00	\$1,073,701.00	\$1,328,999.00	\$256,228.00
Sheldon	\$490.00	\$4,931.00	\$3,389.00	\$8,320.00	\$4,242.00
So. Burlington	\$2,923.00	\$88,315.00	\$3,243.00	\$91,558.00	\$18,182.00
Springfield	\$0.00	\$53,684.00	\$2,506.00	\$56,190.00	\$65,688.00
St Albans	\$1,479.00	\$167,578.00	\$9,500.00	\$177,078.00	\$13,663.00
St Johnsbury	\$953.00	\$75,533.00	\$2,810.00	\$78,343.00	\$8,081.00
Stowe	\$5,150.00	\$101,517.00	\$5,965.00	\$107,482.00	\$59,933.00
Swanton	\$11,875.00	\$131,635.00	\$192,177.00	\$323,812.00	\$102,622.00
Underhill	\$0.00	\$33,211.00	\$1,846.00	\$35,057.00	\$4,482.00
Vergennes	\$936.00	\$56,753.00	\$52,711.00	\$109,464.00	\$12,663.00
Waitsfield	\$3,625.00	\$44,154.00	\$0.00	\$44,154.00	\$45,193.00
Wells	\$147.00	\$16,328.00	\$86.00	\$16,414.00	\$9,599.00
White River Jct.	\$6,256.00	\$130,961.00	\$10,914.00	\$141,875.00	\$25,774.00
Wilmington	\$2,129.00	\$34,237.00	\$118.00	\$34,355.00	\$1,009.00
Windsor	\$0.00	\$45,988.00	\$29,333.00	\$75,321.00	\$8,982.00
Woodstock	\$6,853.00	\$267,228.00	\$20,055.00	\$287,283.00	\$80,607.00