2008
Diocesan Convention

November 7 & 8
Trinity Church
Rutland, Vermont

Convention Journal
The Mission of the Episcopal Diocese of Vermont is
To pray the prayer of Christ, learn the mind of Christ, do the deeds of Christ.

We envision a lively, mission-oriented church
that discerns and welcomes
God’s call to us as a Diocese.
Five interwoven themes emerge from this call:

Formation + Liberation + Communication + Connection + Celebration
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Alice Daley
Kevin Morris

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Roy Morgan

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Barbara Merrill

Bishop Booth Conference Center
20 Rock Point Circle, Burlington, VT 05408, (O) 658-6233 (F) 658-8836
Email: bishopbooth@dioceseofvermont.org

Brookhaven Treatment & Learning Center
Dr. Anthony Iazzo, Director
PO Box 127, Chelsea, VT 05038 (O) 685-4458 (800) 585-4458 (F) 685-3094
Email: Brookhaven50@hotmail.com

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The Rev. Sr. Laurian Seeber

Champlain Deanery
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Northeast Deanery
Mary Ann Christian
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Vacant

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The Rev. Canon Jeanette Tweedy, Canon for Ministry Development

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Peg Hamlin, Associate Ecumenical Officer
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Phil Hoff  
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John Rouleau  
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The Rev. Paul Brannock-Wanter  
Bert Cicchetti  
The Rev. Dr. Lee Alison Crawford  
Martha Holden  
The Rev. Mary Mansfield  
Christopher Wesolowski  
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The Rev. Robert Borden, Alternate  
Donna Reidt, Alternate  
The Rev. Carole Wageman, Alternate  

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Nanci Gordon  
Jennifer Ogelby  
The Rev. John Morris  
The Rev. Dr. Lee Alison Crawford  
The Rev. Thomas J. Brown  
The Rev. Canon Tanya Wallace  

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The Rev. Linda Maloney  
The Rev. Carole Wageman  
The Rev. Jud Pealer  
Steven Smith  
Scott Paul  
Duncan Tingle  
Mary Carlson  

Living Stones  
The Rev. Canon Diane Root  

Mountain Echo  
Anne Clarke Brown, Editor  

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Laurel Broughton  
The Rev. Timothy Eberhardt  
Barbara Hoar  
The Rev. Victor Horvath  
The Rev. John Mitchell  
The Rev. Stewart Pierson  
George B. Spear  

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Anne Brown  
Laura Chase  
The Ven. Catherine Cooke  
Margo Fletcher  
Mary Gerish  
Susanna Grannis  
Craig Hammond  
The Rev. Joel Hill
Diane Nancekivell
Michelle Peattie
Marcia Stone
Margy Zabriskie
Sandy Zabriskie

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Domestic
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Lori Borden
Nancy Bower
The Ven. Catherine Cooke
Ron Corkins
Peter D. Galbraith
The Rev. Mary Haas
Bob Halverson
Lindsey M. Huddle, Esq.
The Rev. Stewart Pierson
Marcia Stone
Margy Zabriskie

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The Rev. Peter McLean
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Alice Rouleau
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Diocesan Treasurer, Ex Officio

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Susan Ohlidal, Executive Director

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

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

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Mike Austin
The Rev. Jane Garrett
Nanci Gordon
The Rev. Judson Pealer
The Rev. Gunnar Urang

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The Rev. Al and Claire Stefanik

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Alice Daley (Term 1 to 2009)
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Bob Laidman, Jr., Chair Program (Term 1 to 2010)
Travis Lamberton (Term 1 to 2011)
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The Rev. Craig Smith (Term 1 to 2011)
The Rt. Rev. Thomas Ely, Ex Officio Vacancy (Bishop’s Appointment to 2009)

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Canon Lynn Bates
Chuck Courcy, Property Manager
John Rouleau, Rock Point School

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

Rock Point School
John Rouleau, Headmaster
C. J. Spirito, Dean of Students
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(Term 1 to 2009)
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(Term 1 to 2011)
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Lisa Simon (Term 1 to 2009)
John Rouleau, Headmaster
The Rt. Rev. Thomas Ely, Ex Officio

Safe Church Training Coordinator
Canon ConnieSaeger-Proctor

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(Term 1 to 2010)
The Rev. Paul Brannock-Wanter
(Term 1 to 2013)
The Rev. Don Morris (Term 1 to 2011)
The Very Rev. Kenneth Poppe

(Term 1 to 2009)
Genie Rayner(Term 1 to 2010)
Duncan Tingle(Unexpired term to 2009)
Elizabeth Van Dyk (Term 1 to 2013)
Alice Winn (Term 1 t 2011)

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Ron Calise (Unexpired Term to 2009)
Michael Huffman (Term 1 to 2013)
Steve Reynes (Term 1 to 2015)
Franklin Sanders (Term 1 to2012)
The Rt. Rev. Thomas C. Ely, Bishop
Diocesan Treasurer, Ex Officio

United Thank Offering
Donna Abramov
Vacancy

Vermont Ecumenical Council and
Bible Society Trustee
Peg Hamlin (Term to 2009)
On October 17, 2007, the Rev. Kenneth R. Hitch (St. James’ Church, Essex Junction) was received from the Diocese of Southern Ohio.

On December 1, 2007, the Rev. Scott Bradley Neal (St. Mary’s Church, Northfield) was ordained a Priest at St. James’ Church in Arlington, Vermont.

On February 2, 2008, Margaret A. L. Fletcher (St. Peter’s Church, Bennington) was ordained a transitional Deacon at St. Peter’s Church in Bennington, Vermont.

On February 12, 2008, the Rev. Alan G. Gibson was released to the Diocese of Michigan.

On February 13, 2008, the Rev. J. Harrison L. Heidel (Calvary Church, Underhill) was received from the Anglican Province of Newfoundland, Canada.

On April 12, 2008, the Rev. Regina Lee Christianson (St. John in the Mountains) was ordained a Priest at St. John in the Mountains, Stowe, Vermont.

On June 3, 2008, the Rev. Peter Floyd was released to the Diocese of Connecticut.

On June 10, 2008, the Rev. Alfred T. Stefanik was received from the Diocese of Long Island.

On June 17, 2008, Stannard Baker (The Cathedral Church of St. Paul, Burlington) was admitted as a Candidate for Holy Orders.

On June 17, 2008, Beth Ann Maier (Christ Church, Montpelier) was admitted as a Candidate for Holy Orders.

In this twelve month period (July 1, 2007, - June 30, 2008), the Rev. Janet Brown was called as Priest in Charge of Grace Church in Sheldon, the Rev. Scott Neal was called as Rector of St. James’ Church in Arlington, the Rev. Brendan Whittaker, Jr, was appointed as Vicar of Christ Church in Island Pond.

In this twelve month period (July 1, 2007, - June 30, 2008), the following Lay Participant Licenses in the Liturgy were issued: 3 Eucharistic Ministers, and 1 Eucharistic Visitor.

In this twelve month period (July 1, 2007, - June 30, 2008), 30 official visitations were made. At these visitations, 17 adults and 37 youths were confirmed, 28 were received into the Episcopal Church, and 10 recorded reaffirmations of baptismal vows.

In this twelve month period (July 1, 2007, - June 30, 2008), consent was given to the elections of five diocesan bishops, two bishops coadjutor, three bishops suffragan, and the resignation of one bishop.

Respectfully submitted,
The Right Reverend Thomas Clark Ely
10th Bishop of Vermont
REPORT FROM THE DIOCESAN ECUMENICAL OFFICER
July 2007 – June 2008

The Episcopal Diocese of Vermont is a founding member (1968) of the Vermont Ecumenical Council and Bible Society, a fellowship of nine Member Denominations committed to the Ecumenical Movement, of visible Christian unity in fulfillment of our Lord’s prayer “That all may be one … that the world may believe.” (John: 17:21)

The Board of Trustees and Standing Committees (Faith & Order, Prayer & Worship, Peace, Justice & Integrity of Creation) serve the Member Denominations, both in response to them and in initiating cooperative works, agreed statements, and dialogue on issues of mutual concern. Most recently: domestic violence, racism, Camp Agape, childhood poverty; spiritual ecumenism, comparative liturgies, Week of Prayer for Christian Unity observance, challenges of Christian faith in a secular society, forms of prayer and worship which unite us; detailed study of the WCC consensus document “The Nature and Mission of the Church” with preparation for response to Geneva; representative to Anti-Racism Task Force and, at invitation of VT Human Rights Commission, participating in their study of harassment and bullying. The free distribution of Bibles program (funded by a restricted trust and American Bible Society block grants) expended $6500 to provide Bibles to a broad list of individuals, clergy, groups and institutions.

Adopted by the Board of Trustees and referred to the Member Denominations, the COVENANT & CODICIL (complete text previously reported; also www.vechs.org) is based on the Lund Principle of working together at all levels of church life. Our Diocesan Council has engaged in study of this landmark document and begun the process of reception and response.

VECTOR, Faith Common, and updated website are informative and serve the broad faith community. VEC&BS continues as fiscal agent for VT Interfaith Power & Light while it completes the organization process.


The continuing pattern of decline in financial support from Member Denominations to the annual operating budget and the resulting deficits are of very serious concern. The “rainy day” fund, which prudent management set aside many years ago, now provides necessary supplement and will carry 2009. However, the time is fast approaching when the Diocese of Vermont and other Member Denominations must decide how to sustain the VEC&BS and this visible expression and witness for reconciliation and Christian unity.

Respectfully submitted,
Peg Hamlin
Trustee
REPORT FROM THE HISTORIOGRAPHER AND REGISTRAR

The largest share of time continues to be spent in working with the Trustees of the Diocese, lawyers, paralegals and individuals to trace ownership of the various SPG leases held by the Trustees. To expedite the research in this area, a data base of current lease holders as well as one for deeds is in process.

In addition, time is spent researching the terms of the various gifts and endowments held by the Trustees for the benefit of the Diocese and for various congregations. The already completed data base provides almost instantaneous answers to the most frequently asked questions.

Completion of the Clergy data base which was projected for completion in the Fall of 2007 has been delayed by the need to spend time on items having a greater priority: research for the Bishop and answering question concerning SPG leases and Gifts and Endowment as well as questions about the Hopkins Episcopate.

Among the visitors to the property who came to the Diocesan Office were several great-great-great-grandchildren of Bishop Hopkins who had only a very vague idea of his life and Episcopate. One of them lives in Addison County but, alas, is not an Episcopalian.

The monograph, “To Have a Bishop of our Own” received a very favorable review in “The Historiographer”, the publication of the “National Episcopal Historiographers and Archivists” and, as a result, there have been several requests for copies.

Projected for completion for distribution at the 2008 Convention is an account of the first year of the Hopkins Episcopate based on his anecdotal account contained in his address to his first diocesan convention held at Trinity Church, Rutland. Not only was it a celebratory convention because it was his first convention, it was a celebratory one because during it Bishop Hopkins consecrated the Church.

A research project in progress and supported by a grant from The Tinmouth Historical and Genealogy Society deals with the forgotten Episcopalians of Tinmouth whose legacy to the Episcopal Church in Vermont has been neglected. Their first Rector, The Rev. Bethuel Chittenden, was the first person ordained specifically for a ministry in Vermont. Viewing Vermont as his parish, even after he moved to Shelburne, he continued to visit former parishioners and their families who had moved to Franklin County and were responsible for the organization of congregations in East Berkshire, Fairfax and Fairfield. The fact that Chittenden was more interested in ministering the Episcopalians than keeping any records of his ministry all indications are that, in a period of time when travel was difficult and hazardous, he had left his footprints in a number of Vermont communities and at one point received the income from the Pawlet Glebe Land.

Respectfully submitted,
Elizabeth E. Allison. Historiographer and Registrar
REPORT FROM THE TRUSTEES OF THE DIOCESE

The Trustees of the Diocese meet quarterly throughout the year. The Board membership remained the same this year, with Laurel Broughton elected to a second term on the Board.

During the past year, the Chair of the Investment Committee was transitioned from Neal Robinson to Franklin Sanders. The Investment Committee meets quarterly with representatives from Hickok & Boardman Financial Planning, to review the portfolio results for the previous quarter. The Board has been pleased with the results presented by Hickok and Boardman, which generally have been above the benchmarks for the various investment classes. Through June 30, 2008, the return since inception (September 30, 2006) was reported at 11.9%, while the benchmark return was 3.55%.

The Investment Committee created a Unit Fund Rules and Procedures document, which is an additional document to the Statement of Investment Policy which the Board adopted on November 9, 2006.

Franklin Sanders performed some due diligence research on the safety of funds held at Raymond James Financial Services, the custodian of the unit funds. He reported to the Board his satisfaction, after discussion with the CFO of Raymond James.

Among various items the Board approved during the past year:

- The merger of St. Thomas Church, Brandon, and Grace Church, Forestdale.
- Accepted a bequest to the Trustees from the estate of the Reverend Edward Williams, for the benefit of Brookhaven, Bishop Booth Conference Center, and the Bishop’s Discretionary Fund.
- Funding for the installation of carbon monoxide detectors at the Bishop Booth Conference Center.

The Board met the Reverend Angela Emerson, Minister for Stewardship Development, who highlighted her main areas of focus (local stewardship and planned giving).

Only one real estate item has been before the Board this year, which is a boundary adjustment for Christ Church, Guilford, which is still in process.

Respectfully submitted,
Carolyn Fouts
President
This committee, after its initial period of organizing, brainstorming and planning, found itself meeting not as often as a large group, but rather as smaller, project-focused groups.

These projects include:

Judith McManis and David Shuffleburg are creating heraldric shields for each parish in the diocese. Some parishes are working on their own, in consultation with David and Judith. Two goals of the group are to have a welcoming wall of shields displayed at the Cathedral in Burlington, and to produce a poster of all the shields for display at parishes around the state.

Suzanne Snider is working on collecting banners for each parish to be displayed at Convention 2008. People who attended Convention 2007 may recall a similar display.

Sarah Carpenter, student at Rock Point School, using material supplied by Elizabeth Allison, created a twelve month Bishops of Vermont Calendar. This calendar was sold as a fund-raising project to support the New Sudan Education Initiative. Sarah raised a total of $625.00

Laura Chase is working with the Dispatch of Business Committee to help plan for Convention 2008.

The Music Committee, including Mark Howe and Jim Cassarino, have arranged for Sara Doncaster, a respected composer and member of St. Mark’s, Newport, to compose an anthem in celebration of the Diocese’s 175th anniversary. This same group is working together to plan the liturgy for Convention 2008 and sharing the music-leadership duties for same.

I greatly regret having to note in this report that Carolyn Kerr, our Honorary Committee Chair, passed away during this year. Her contributions to our discussions and her interest in the committee’s work were productive and enjoyable. Bishop Ely, in a message telling us of Carolyn’s passing, said:

“The life and ministry was full and rewarding. She graciously accepted my invitation to serve as honorary co-chair of the 175th Anniversary Committee and took a keen interest in that right up to her final days. Ann and I welcomed her “back home” to the Bishops’ House on several occasions over the past seven years and so we shall miss her very much.

O God of grace and glory, we remember before you this day our sister Carolyn. We thank you for giving her to us, her family and friends, to know and to love as a companion on our earthly pilgrimage. In your boundless compassion, console us who mourn. Give us faith to see in death the gate of eternal life, so that in quiet
confidence we may continue our course on earth, until, by your call, we are reunited with those who have gone before; through Jesus Christ our Lord. Amen.

Rest eternal grant to her, O Lord;

And let light perpetual shine upon her.”

Hoping this report is sufficient to its purpose, I am

Sincerely yours,

John Rouleau
Chair

ALCOHOL AND DRUG COMMITTEE

The Alcohol and Drug Committee again held a day retreat for 10 recovering women at Heminway House at Our Saviour Parish in early December 2007. The focus of the day was Recovery and Spirituality for Women and was co-led by Penny and Joe Hauser (Trinity Church, Rutland) and Karen Speerstra (Christ Church-Bethel). Lunch and snacks were sponsored by the Diocese of Vermont.

It was attended by recovering women from Burlington, the Northeast Kingdom and points in between. This retreat focuses on a woman's relationship with God as the essential path to sustained recovery. The retreat is available to any church or group in Vermont. Cost is free. A donation of $5.00 is requested from registrants.

Penny and Joe Hauser, the committee co-chairs, remain available for individual and group education and consultation. Also, any person in the diocese who is willing to accept the chair of this committee is encouraged to call or email us. Penny and Joe Hauser pnyhsr@comcast.net 802-773-6404

ALTAR GUILD

Welcome to the 52nd Vermont Altar Guild meeting*. We are happy that you are here! This has been a quiet year since nothing much has really happened since last year’s meeting. We were unable to meet to consider changes to the by-laws.

Around the Diocese of Vermont a few things happened. Christ Episcopal Church in Montpelier and St. James’ in Woodstock both celebrated their 100th anniversary. My mother and I journeyed to the one in Montpelier. It was a moving ceremony and wonderful luncheon.
The Episcopal Diocese of Vermont celebrated its 175th Anniversary at Saint Stephen’s on the Green in Middlebury with a beautiful service that I was fortunate to be a part of. My church asked me to make a banner which I carried in the procession. Saint Stephen’s is such a beautiful old church and it has that old church smell. (Whether that is good or bad, I don’t know!) The music was fantastic. A hymn was written especially for the occasion by Judith V. Krum to the hymnal tune Rhondda and it really captured the spirit of Vermont. Our first Directress, Carolyn Kerr was there, (they had cake!) which she served. It was a pleasant way to spend the afternoon.

The National Altar Guild heard about our meeting last year and requested information about it. We had a nice article in the autumn 2007 issue of the Epistle.

We are approaching the “quiet time” of the church year with Pentecost running until Advent. Parishes usually take stock of supplies and have some well-deserved respite from the busy Advent and Lent season.

Sarah Maynard
Directress

*Due to the fact that few people were able to attend the Memorial Day weekend meeting, the annual meeting was canceled, so the report is offered here instead.

BISHOP BOOTH CONFERENCE CENTER

At this time last year, Debi Paterson, Executive Director of the Bishop Booth Conference Center (BBCC), reported on “a year of ups and downs” for both the BBCC and the Rock Point Board and further reported, “The challenges before us are great. The additional expense of operating summer camp, aging facilities, increases in utility rates, insurance coverage and the cost of living, staff insurance benefits and cancellations have put us into a deficit. The Rock Point Board Finance Committee and Executive Committee of Diocesan Council are looking at ways to help fund these ministries. It is our hope that we will be able to support ourselves within two to three years.”

In September 2007, Diocesan Council received information on a projected year-end BBCC operating deficit of $125,000 and extended a line of credit in that amount to the Rock Point Board for the purpose of maintaining current operations of the BBCC. The line of credit is guaranteed by the Anniversary Fund (an investment fund whose income supports BBCC operations). The Rock Point Board, through its Finance Committee and the BBCC Executive Director, continued its work gathering financial data and other information in order to present a proposal to the Rock Point Board for future operation of BBCC within a balanced budget.

Early in 2008 and with regret, the Executive Director, Debi Paterson, resigned from her position for health reasons. Debi’s ministry and daily presence at Rock Point are missed. Her love of conference center ministry and deep understanding of the ministry of hospitality were gifts to us during her tenure and the environmental emphasis she helped to nurture continues. The Bishop
appointed The Rev. David Larcombe and Canon to the Ordinary, Lynn Bates, to provide financial and operational oversight to the BBCC in the absence of an Executive Director.

Late in March, an ice dam on the roof of the Van Dyke building caused significant water damage, resulting in closure of the building for several weeks. Most of the damage was covered by insurance. The staff rallied around, working with groups previously scheduled for those weeks to salvage programs and find alternative overnight accommodations. The repairs were completed and the building re-opened with new paint and carpet in several of the rooms.

The theme for Summer Camp in 2008 was “Handle With Care” and over 100 campers were at Rock Point over the course of the summer to explore how to handle God’s creation with care, how to handle our relationships with God and one another with care, how to handle ourselves with care. The skilled, dedicated staff and volunteers at Rock Point Summer Camp, including Betsy Brown as Director, handled the campers with care as well. The Camp is growing, with an increase of more than 25 percent in enrollment this summer over last. New programs were added (Mini-Camp for children entering second and third grade), old programs made a come-back (Performing and Creative Arts Camp for fifth through twelfth grades), and the Day Camp was expanded to a third week. We look forward to building on the successful 2008 summer of this diocesan ministry in the years to come.

With the assistance of a contracted accounting service, the Finance Committee continued (and continues) its work toward a complete understanding of the financial situation. As the summer of 2008 comes to a close, it is clear the operation of the conference center cannot continue as it has been. An operating deficit is projected again for 2008. We realize our diocese is not immune from the struggles of many organizations with similar, aging infrastructure and the impact of cultural changes on facilities built generations ago. The Finance Committee will be making a recommendation to the Rock Point Board this fall and a decision regarding 2009 is expected before Diocesan Convention.

There are significant short-term challenges for the BBCC – and while the Rock Point Board struggles to meet those, it has also been looking at the long-term mission and ministry of the conference center. The Mission and Program Committee of the Board also continues its work to identify and develop new program ideas – for the BBCC as a whole and supporting the development of the Rock Point Summer Camp. There has been, and continues to be, enthusiasm for the conference center and its future. It is often identified as a key component of the vision and mission of our diocese. The current struggles are allowing – forcing – us to be clear and realistic about that vision and mission.

Respectfully submitted,
Canon Lynn Bates
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COMMISSION ON MINISTRY: COMMITTEE ON DISCERNMENT

Over the past year, the Commission on Ministry, Committee on Discernment has focused on the following areas:

1. Continued work of discernment with those called to Ordained Ministry. The Committee's primary work is evaluation of those discerning ordained ministry. This year the committee has engaged in this process with 17 individuals. The Committee met four times during the year, twice for interview/discernment weekends, and twice to continue engaging with bigger-picture issues related to Canonical revisions, Covenant Group processes, collaboration with the Committee on Christian Formation and other groups, and training for Committee members. In addition, Committee members were active all year as liaisons with people in the discernment process, as advisors to Parish Discernment Committees, and as members of several subcommittees.

2. Partnership with the Standing Committee. Acknowledging that the Committee on Discernment and the Standing Committee have separate but overlapping responsibilities related to working with those in the ordination process, we created and approved a Memorandum of Understanding to increase clarity of roles around revisions made to Title III regarding ordination.

3. Continued partnership with the Ministry Developers to establish guidelines for Covenant Groups exploring ordained ministry. The Committee focused time and energy in working with the ministry developers and the Committee for Christian Formation around developing a process of discernment for covenant groups in the Diocese of Vermont. This work is ongoing.

4. Continued revision of Discernment Handbooks. Changes in the National Canons and movements within the diocese have required continual updating of Handbooks and other committee documents. A new handbook was created for those already ordained in another tradition who are seeking Orders in the Episcopal Church. In addition, major revisions have been made to the handbook for use by those discerning a call to the diaconate, in collaboration with Deacons of the diocese.

The Rev. Canon Tanya R. Wallace, Chair

CONGREGATIONAL SUPPORT AND RESOURCES COMMITTEE
7/01/07 - 6/30/08

The Congregational Support and Resources Committee of the Diocesan Council is responsible for evaluating grant applications for three funds: Initiatives II and III of the McClure Discipleship/Discovery 2000 Fund, and the Walter P. Irish Trust for assistance to congregations in small communities. During the past year we were able to award 18 grants totaling $78,761 to 15 congregations. Grant awards ranged in size from $100 to $15,096 and contributed funds to a wide variety of projects including: signing for the hearing impaired, Companion expenses, a video projection system, rectory repairs and a Parish Health Minister.

Bob Halverson
Chair, CS&R Committee
DIOCESAN COUNCIL

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

The Diocese is represented on Council by active, committed members from all areas. Council continues to be challenged by vacancies in the seats for Deanery representatives. During 2007-08, Council members were: Donna Abramov, Emily Adams, Mary Ann Christian, Blanche Cooper, Don Crofut, Lisa Eash, Reid Farrell, Steve Fuller, Terry Gleeson, Victor Horvath, Roy Morgan, Scott Alan Paul, Steve Reynes, Diane Rooney, Patricia Saul, Sister Laurian, Helen Short, Nicole Stevens, Dorothy Wootton, Victoria Zajan, and Bishop Ely. Canon to the Ordinary, Lynn Bates; Diocesan Treasurer, Steve Smith; and Diocesan Chancellor, Thomas Little are ex officio members of Council.

Part of the work of Council this year included continuing its review of each of the Key Ministry Areas of the diocesan strategic plan, asking “What have we achieved? Where have we made progress? What do we see as a priority for the coming year? Our highest priority? What’s missing that should be here?” These conversations have often included an invitation to others in the diocese to share their experience and expertise in the specific area.

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

September 8, 2007 Meeting at St. John the Baptist, Hardwick

The Diocesan Treasurer reported that the Bishop Booth Conference Center, which operates under the Rock Point Board of Governors, is currently running a deficit of $62,000, and projects $63,000 of additional deficit by the end of the year. The Executive Committee met with the President of the Rock Point Board and the Executive Director of BBCC. The Board in developing a plan to improve reporting on BBCC finances and to increase its revenue while decreasing expenses. Executive Committee recommended that Council issue a line of credit to BBCC to continue operations during the development and implementation of the plan, and the following resolution was adopted by Council unanimously:

Resolved, that Diocesan Council extend a line of credit to the Rock Point Board for the purpose of maintaining current operations of BBCC in the total amount of $125,000 provided the Rock Point Board and the Trustees of the Diocese pledge assets of the Anniversary Fund against all amounts owed by the BBCC and/or the RPB to the Diocese, those assets to be collectible within thirty days after the end of any quarter in which the Diocese has notified the RPB of its intent to collect same, and subject also to execution of loan documents satisfactory to the Chancellor of the Diocese.
Be it further resolved that the Financial Administrator be authorized to continue advancing monies to RPB as needed to maintain BBCC operations in the absence of such documents, such authorization not to extend beyond October 31, 2007.

Further discussion noted causes for the deficit: increased fuel and insurance costs, costs to bring the facility up to industry standards, the addition of a new position, general reduced utilization and cancellation of a large conference originally booked for the fall.

A motion that Diocesan Council authorize the Executive Committee to take whatever other action is necessary to continue to protect the assets of the diocese and to ensure the continuation of BBCC during the development and implementation of a plan addressing BBCC finances by the RPB was passed unanimously.

A motion to approve the 2008 budget and recommend its adoption by Convention passed unanimously.

A motion to approve and adopt a resolution approving the merger of Grace Mission in Forestdale and St. Thomas in Brandon passed unanimously.

A recommendation from the Diocesan Loan Committee Recommendation to write off the outstanding balance on the $128,000 Bishop Butterfield Loan to Church of Our Savior, Killington was received and the following resolution was adopted by a majority vote:

Resolved, that Diocesan Council, accepting the recommendations of the Diocesan Loan Committee regarding Bishop Butterfield Fund Loans made to the Church of Our Savior, Killington in 1997 and 1998 and currently in arrears, instructs the Financial Administrator to write off as uncollectible the current balances of these loans ($128,538 plus interest accruing during 2007) and to inform the Senior Warden that the debt has been forgiven, all actions of this resolution subject however to the full execution no later than December 31, 2007, of documents satisfactory to the Bishop and the Chancellor of the Diocese.

A motion to adopt a resolution setting the 2008 minimum clergy compensation levels reflecting a 2.5% COLA over levels approved for 2007 and recommend its approval by Convention passed by majority vote.

A motion to adopt a resolution establishing a process and expectations for compensation for part-time clergy and to recommend its approval by Convention passed with a majority vote.

A motion to adopt a resolution authorizing a diocesan capital campaign and to recommend its approval by Convention passed with a majority vote.
January 19, 2008 Meeting at St. Paul’s, White River Junction

There was consensus of Council that since the 2007 budget balanced due to contribution from funds available to the Bishop, any excess be restored to funds available to the Bishop when final figures are available.

The Treasurer reported that the Bishop Booth Conference Center has used approximately $115,000 of the $125,000 line of credit extended by Council in October, 2007. The financial plan requested at the time the line was issued has not yet been finalized. It was anticipated the full line would soon be used and there could be a request for a further line of credit. Discussion ensued regarding how BBCC is funded, and whether the line of credit should be increased without a clear plan for correcting the long loss trend. The sense of Council was that continuance of the BBCC was important to the diocese, but that a financial plan needs to be in place soon. Noting that continuance of the line of credit will have impact on diocesan cash flow, Executive Committee was to continue the discussion, keeping the sense of Council in mind.

The Treasurer noted that an error in the 2008 assessment figure presented to the Cathedral which was already reduced by the $6,000 payment from the diocese for cathedral use. Since both the cathedral and diocese had prepared their budget based on the figure, the Treasurer suggested the diocese move forward with that figure.

A motion to waive the difference between the budgeted assessment for the Cathedral and the actual amount for 2008 noting that the 2009 assessment will be based on the correct 2008 assessment passed unanimously.

Based on information received regarding the need for carbon dioxide detectors throughout BBCC to comply with code, a motion to use up to $50,000 from the Patterson bequest as an advance against a future capital campaign for the purpose of installing the lift safety equipment currently being required at the BBCC by the State of Vermont and the City of Burlington (carbon dioxide detectors passed unanimously.

Susan Ohlidal, diocesan Canon for Ministry Development, presented the history and future of the diocesan Companions Program, noting nine individuals have been trained to work with the Ministry Developers and Interim Pastors in ‘walking with’ congregations in transition. Brochures explaining the program were distributed.

Diocesan Strategic Plan Review - Parish Life and Spiritual Growth Ministry: Representatives of various programs were present to report on the accomplishments in this ministry area, and/or presented written reports. Ken Poppe reported on the Christian Meditation Center at the Cathedral. Joel Hill and Ann Ely reported on Education for Ministry (EFM). John Morris presented a written report on the Diocesan Study Program (DSP). Lynn Bates and Susan Ohlidal presented recent information regarding the issues related to diocesan recognition and sponsorship of identified spiritual directors, noting on-going concerns about certification and diocesan liability.
The Executive Committee presented a proposal to prepare the budget so to be reflective of its support of the Diocesan Strategic Plan. *It was the sense of Council that the Executive Committee should continue work in making the budget reflective of the Strategic Plan.*

**March 15, 2008 Meeting at St. Paul’s, White River Junction**

Peg Hamlin of the Vermont Ecumenical Council and Bible Society (VEC) was present to discuss the “Covenant and Codicil” (C&C) of the VEC. Mrs. Hamlin gave an oral history of the VEC and stated the present goal of the VEC is to bring acceptance of all Christian faiths to the parish level based on leadership in education, communication and the Lund Principle. The VEC strives to bring all Christian faiths together. The VEC has always been based upon Trinitarian formula, and, therefore, the Unitarians are not a part of the VEC, but they are welcome to be in dialogue with the VEC.

Discussion of the C&C by Council followed. The practical work of reconciliation among the various Christian faiths was noted. The answer to the question of whether all churches will blend together is “no.” However, the main divisive issue remains: the sharing of the Eucharist across all Christian faiths. The long-term goal is to create one Eucharistic fellowship. It was noted that the C&C helps to create a spirit of cooperation and brings things down to individual relationship building. Council agreed to form a working group to investigate how to bring the Covenant and Codicil more fully to the attention of the broader diocese with an eye to getting the document presented to Convention.

The Bishop informed Council that Canon Bates and the Rev. David Larcombe have been appointed to provide temporary operational oversight of the Bishop Booth Conference Center. The newly hired Minister of Stewardship Angela Emerson was introduced to Council and shared her background and approach to stewardship.

**May 10, 2008 Meeting at Trinity Church, Rutland**

Diocesan Strategic Plan Review - Outreach and Social Justice: Karin Davis, a member of the Cathedral Church of St. Paul and Vermont Interfaith Action (VIA), gave a report on the ministries of VIA, which included conversation regarding the ministry of the Upper Valley Vermont Interfaith Action. Laura Chase, chair of the diocesan Outreach & Social Justice (Domestic) Committee presented information regarding the McClure/Discovery2000 Initiative IV grants. Lee Crawford, chair of the diocesan Outreach & Social Justice (Global Reconciliation) Committee, presented information regarding the ministry of that committee. Sr. Laurian Seeber presented information on the ministry of Vermont Interfaith Power and Light. Council members engaged in conversation regarding outreach and social justice ministries in the diocese. A suggestion was made to add “caring for God’s creation” to this area.

Diane Root, diocesan coordinator of Living Stones was present to report on the 2008 Annual Meeting of Living Stones which is a partnership of dioceses and communities of faith engaged in Christian mission, committed to the ministry of all baptized. The case study (BMER) Vermont took to the meeting was regarding the structure and work of our Commission on Ministry and its relationship with the diocesan Ministry Developers.
A motion to approve a request that Council extend the current line of credit to the Rock Point Board by $50,000 – for a total of $175,000 for the operation of the BBCC was approved.

A motion to accept the recommendation of the Diocesan Insurance Committee to renew our property and casualty insurance with Church Insurance Company for 3 years at an annual increase of 2 ¼ percent per year was passed.

June 28, 2008 Meeting at St. Paul’s, White River Junction

The Treasurer noted that use of the line of credit to the Bishop Booth Conference center (BBCC) was creating a minor cash liquidity problem for the diocese and reported that should the Rock Point Board make use of the extension to the line of credit as approved by Council in May, liquidity could get tight.

A motion to adopt the re-stated goals presented as a result of the Diocesan Strategic Plan Review of Parish Life and Spiritual Growth was passed.

Diocesan Strategic Plan Review-Communication: Anne Clark Brown, diocesan Communications Minister, was present to review this area with Council.

A motion to accept the recommendation of the Diocesan Loan Review Committee to approve a Butterfield Loan to St. Paul’s, Wells for a 10 year loan of $45,000 at 3.6% interest subject to conditions specified (establishing clean title to the house owned by the Women of St. Paul’s, approval for the transaction from both parish and the Women of St. Paul’s, approval from the Standing Committee) with distribution of $40,000 at the closing payable to the owner of the house next door was passed.

A motion to accept the recommendation of the Diocesan Loan Review Committee to approve a Butterfield Loan to St. Paul’s, Windsor for a 10 year loan of $85,000 at 3.6% interest, subject to conditions specified (interest and principal payments to begin within 90 days of release of funds; immediate payment to the diocese of the $25,000 expected from the Preservation Trust once it is received by the parish, to be applied to principal; writing guarantee from the Vestry to release the funds of the parish’ Mowry endowment should they have a problem repaying) was passed.

A motion to accept the recommendation of the Diocesan Loan Review Committee to approve a Butterfield Loan to St. Paul’s, Burlington for a 10 year loan of $40,000 at 3.6% interest subject to conditions specified (letter from the trustees of St. Paul’s endowment to guarantee the loan should there be a problem with the proposed repayment plan) was passed.
A motion to accept the recommendation of the Diocesan Loan Review Committee to deny a Butterfield Loan to St. Paul’s, Burlington for $100,000 to fund a capital campaign as the purpose of the Butterfield Fund is to fund capital projects through low interest loans, but not to support fund raising efforts, even if those efforts are ultimately for capital improvements was passed.

Council members praised the work of the Diocesan Loan Review Committee and expressed appreciation for the level of detail provided by the Committee in their reports.

Council was joined by representatives from: Brookhaven Home; Christian Formation Committee and Discernment Committee of the Commission on Ministry; Dismantling Racism Committee; Dispatch of Business Committee; Episcopal Relief and Development; Living Stones; Outreach and Social Justice Committee; Rock Point Board; Standing Committee; Trustees for a “2009 Budget Summit” meeting.

The Executive Committee and Council presented information on the 2009 budget development process and noted the need for the diocesan leaders gathered to assist Council in making challenging decisions regarding the budget. Council’s goal is to present a balanced budget that as much as possible uses the Strategic Plan as a guide for priorities. Council engaged in reflective exercises to frame the budget in terms of the Baptismal Covenant and “kingdom language.” As a result, three priorities for 2009 were established: the diocesan Ministry Support Team and related expenses; connections with the wider church (slow growth of our payment of national assessment with goal of full funding of assessed amount, Province One and Synod related costs); funding of the Millennium Development Goals.

Representatives from the various bodies provided information related to their budget requests. There was exploration of alternatives in funding, discussion of possible duplication of ministries over various bodies, and brainstorming on radical ways to approach the shortfall. Noting societal and economic pressures on parishes, there was agreement that parish vitality has significant impact on the health of the diocese as a whole. Following considerable discussion that was consensus that the Executive Committee should use parish vitality as the priority guideline for finalize the budget.

Respectfully submitted,
Lynn Bates, Canon to the Ordinary

DIOCESAN STUDY PROGRAM

After the last group of DSP students completed its two-year program in the spring of 2007, it was decided not to convene a new class in the fall of 2007. Instead, two “one-shot” seminars were offered, one in September (focused on Verna Dozier's book, The Dream of God) and one in November (focused on Archbishop Tutu's book, God Has a Dream.)

The DSP will continue to: (1) offer diocesan-wide short-term courses or “one shot” programs as we discern specific interests; (2) provide parishes or other groups with courses from
our “Take Out Menu” of classes or discussion sessions (this “menu” is available on the Diocesan Website, under Education Opportunities); and (3) assist in training licensed lay preachers, such as happened in the spring of 2008 with the online preaching course offered through Episcopal Divinity School.

Anyone with questions about DSP or with an interest in one of the program offerings can contact me at 802-439-6599 (or morrisvt@tops-tele.com)

Respectfully submitted,
The Rev. John C. Morris, Dean
Diocesan Study Program

DISMANTLING RACISM COMMISSION
July 2007- July 2008

Trainings
The Commission held two trainings. In February 2008, we held an interfaith workshop at St. James' Church in Essex Junction. Over 40 people attended. We also worked for the first time with trainer Brian Hsiang who is a board member of the Peace and Justice Center in Burlington. Our second training was for Rock Point Counselors in June. Brian and Nancy Vogele led this training. Both trainings included a Peace Corps game, videos, discussions, and activities to help participants go deeper in their understanding of white privilege and racism.

Vermont Day at the National Cathedral
The Commission helped sponsor and plan the Vermont Day trip at the National Cathedral at the end of March. The commission organized trips to the Sandy Springs Slavery Museum, the Museum of the American Indian (part of the Smithsonian), and dinner and an evening with members of St. Luke's Church and the Washington Chapter of the Union of Black Episcopalians. Participants on the trip said it was a very rewarding weekend.

Workshop at Vermont Historical Society
In April, we organized a Workshop at the Barre branch of the Vermont Historical Society. The workshop was in response to General and Diocesan Convention resolutions calling on all dioceses to research to what extent the diocese and its parishes benefited from slavery and segregation. Vermont Historian Elise Guyette gave the opening lecture which was extremely informative. We were also taught how to use the library in order to research if our churches had any history around these issues.

Additional anti-racism work by commission members
A few years ago, Stew Wood convened an interfaith group of people who do anti-racism work in the state. Laura Chase and Diane Root have also been a part of this group. Their original goal was to work on developing ecumenical training opportunities. It soon focused, however, on anti-harassment legislation and how to lobby our legislators. Now that this legislation is back on track, members are, again, wondering about developing ecumenical training. As a result of that
work, Stew was appointed as a member of the Vermont Advisory Committee to the US Civil Rights Commission. They recently held hearings on the extent of Racial Profiling in Vermont by our law enforcement personnel.

Margy Zabriskie continues to advocate on behalf of the Sudanese community in Burlington.

Other
The diocese, through the Dismantling Racism Commission's budget helped financially support two Vermont organizations doing anti-racism and justice work: ALANA (Brattleboro) and The Peace and Justice Center (Burlington).

We welcomed Jay Vos as a new member of our commission. Please let us know if you are interested in being on the Commission or learning more about anti-racism work here in Vermont. Commission members are: Laura Chase, Blanche Cooper, Connie Quinby, Nancy Vogele (Chair), Jay Vos, Stew Wood, and Margy Zabriskie.

Respectfully submitted,
Nancy Vogele

EPISCOPAL RELIEF AND DEVELOPMENT ANNUAL REPORT
July 1, 2007 to June 30, 2008

Margy Zabriskie and Kristin Wood, the two diocesan co-coordinators for ERD, continued to work on securing parish representatives and keeping the mailing/email list up-to-date so that all may receive the news and information from headquarters re recent disaster assistance and new development projects.

As usual, we manned a booth at diocesan convention where we handed out materials and answered questions. The special event this past November was the presence of our presiding bishop, The Most Rev. Katharine Jefferts Schori. With the leadership of our bishop, the diocese planned a special ERD ingathering offering before convention to be presented to the presiding bishop at the convention Eucharist. This offering was dedicated to the MDG Inspiration Fund. A representative from each parish processed down the aisle to present its offering; when all were totaled, the diocese had raised over $30,000 for this work.

In April, Kristin Wood and Kit Cooke (for Margy Zabriskie) attended the annual training meeting for diocesan coordinators which was held this year in Minneapolis. We learned about the work the ERD board has been doing on our “branding”; the new logo was presented: “Healing a hurting world”.

Finally, Kit Cooke, St. Andrew’s, Colchester, has agreed to become the new co-coordinator, replacing Margy Zabriskie who is retiring after many years of faithful service.

Respectfully submitted,
Kristin Wood
GLOBAL RECONCILIATION COMMITTEE

The Global Reconciliation Committee (GRC) established by Diocesan Council in November 2006 serves as a resource for congregations wishing to engage in some aspect of world mission, advises Diocesan Council on allocating the 0.7% Millennium Development Goals line item in the diocesan budget and disburses grants on a 1:2 matching basis to congregations that apply for them.

Last year at the Ministry Fair Days, members of the GRC presented workshops on the Millennium Development Goals (MDGs) — an overview of the purpose of the MDGs, the work of NESEI (the New Sudanese Education Initiative), the MDGs in Central America, specifically El Salvador, and the 2007 Kids4Peace program that this diocese helped sponsor.

Council approved in July 2007 a proposal to use the $2000 in the budget for world outreach as seed money for congregational support of the MDGs. In October, GRC received two applications from one congregation, Saint Peter’s, Bennington. The committee met in October and voted unanimously that these requests be funded: $318.50 (to go to FINCA) and $318.50 (to go to New Sudan Education Initiative, NESEI) for a total of $637. At the same time, the committee recommended to council grants of $500 to CHABHA, $500 to Global AIDS Interfaith Alliance (GAIA) and $1000 to Fundación Cristosal (Hasta la Cosecha, a micro-loan program).

At its November meeting, the GRC members voted that the remaining $1363 of the grant/seed money go to the Farming Assistance Project in the Diocese of Bor, Sudan. The committee was very pleased with the diocesan response to Episcopal Relief and Development’s Inspiration Fund (to support in particular, NetsforLife, that distributes insecticide-treated anti-malaria bed nets), which was collected at the 2007 diocesan convention. It yielded $34,120.

GRC encouraged congregations to observe World Mission Sunday 2008 (the Last Sunday of Epiphany).

In 2008, GRC awarded the following grants: to Saint Paul’s Cathedral, $166.50, for the booking fee for a concert by the African Children’s Choir; Saint Mark’s, Newport, $500.00 to match their fund raising for ERD; Saint Barnabas’, Norwich, $1000, matching funds for donations to the New Sudan Education Initiative and Episcopal Relief and Development; Saint John’s in the Mountains, Stowe, $1300, matching funds for building materials and scholarships for an Episcopal Church school in Santé Fe, Dominican Republic; Saint Paul’s, and White River Junction, $500, for God’s Littlest Lambs in Tegucigalpa, Honduras.

The committee has also disbursed the 2008 budgeted 0.7% MDG funds to the following organizations: Fundación Cristosal, $1000 and GAIA, $1000. Congregations interested in obtaining more information on how to apply for a grant can go to the following page on the diocesan website: [http://www.dioceseofvermont.org/Orgs/GlobalReconciliation.html](http://www.dioceseofvermont.org/Orgs/GlobalReconciliation.html)

Applications are due on March 1, June 1, and September 1. Note that vestry approval is required for an application to be considered, so plan accordingly.

Respectfully submitted,
The Rev. Dr. Lee Alison Crawford, chair
LIVING STONES

From its founding, Living Stones has been a partnership of dioceses engaged in Christian mission and committed to encouraging the ministry of all the baptized. In the past few years, this partnership has been joined by a religious community and three of our Episcopal seminaries. It is the largest annual gathering of bishops outside of the House of Bishops. Our Presiding Bishop is a past attendee. Deans and faculty members of member seminaries attend. Ministry Developers from around the country come. The Ministry Developers Collaborative give workshops at the same site, just prior to the gathering. Members of parishes actively developing local leadership present their stories. All of these things, and more, make Living Stones an extraordinary resource for growth and development of parishes, and for transforming the Church.

In February of 2008, a team of four prepared for the Annual Meeting. Three of us were ultimately able to attend, and presented a case focused on the relationship between the Commission on Ministry (COM) and the Ministry Developers as both groups work to respond to the needs of congregations who are exploring new models of being church. Feedback from partners was stimulating and very helpful. Reports from that experience have been shared with the Commission on Ministry, Ministry Developers, Diocesan Council, and Standing Committee. The work continues, and hopefully a report on our continuing steps in Baptismal Ministry Development will be made in February of 2009.

Respectfully submitted,
Diane Root, Living Stones coordinator for Vermont

McCLURE DISCIPLESHIP DISCOVERY 2000

Total pledges received since inception $1,464,545
Butterfield Loans approved (July 1, 2007 – June 30, 2008) $235,000
Grants awarded (July 1, 2007 – June 30, 2008)
  Initiative II – Talent and Resource Network $14,254
  Initiative III – Congregational Renewal and Emergency Assistance $17,906
  Initiative IV – Diocesan Outreach Fund $6,780

OVERSIGHT AND AUDIT COMMITTEE

The Oversight and Audit Committee works to assure that adequate procedures are in place, and adhered to, regarding diocesan and parish financial audits, financial reporting, and funds management. To this end, the committee makes itself available to provide advice, guidance, and education to parish treasurers and audit committees.
The committee met several times throughout the year, while continuing to do more of its business by email to be more efficient and to reduce the driving miles of its members. In addition to audit work, committee members also participated in the diocesan workshop for treasurers held in Barre in April of this year.

The committee monitored the progress of the 2006 audits of the Diocese and Unit Fund. Between diocesan office work of higher priority and audit firm schedules, this work has not been accomplished. Instead, the 2006 audit and the 2007 audit will be done together this year.

Audits submitted by diocesan parishes for the year 2006 were reviewed and processed. The percentage of parishes submitting audits to the diocesan office and eventually being accepted by this committee remains high and steps are being taken to continue the improvement of these results. To this end, the Bishop sent letters to the five delinquent parishes for 2006 and, as a result, some of these are now current.

Parishes are reminded of the Canonical requirement for an annual financial audit and of the need to have a current, approved audit on file in the diocesan office in order to be eligible for diocesan loans and grants.

Respectfully submitted,
James Harder, Chair

PROVINCE ONE SYNOD

Provincial Synod is the governing body of delegates (one clergy, one lay and one alternate in each respective order) elected by the diocesan conventions of the dioceses of Province One (Connecticut, Maine, New Hampshire, Massachusetts, Rhode Island, Vermont and Western Massachusetts). Synod meets twice a year, in November before the synod convocation and in April. Its duties are analogous to those of Diocesan Council. Each diocese contributes a portion of its budget to the work of the province, including support of an Executive Director who currently hails from this diocese, Susan Ohlidal.

At its November 2007 meeting, Synod discussed current networks within the province and how they might better function, communicate and be more mindful of limited resources. The Stewardship and Evangelism network sponsors its annual spring conference which has not broken even. Synod considered some of the reasons why, the main one being that we no longer have an inexpensive centralized location as was Mount Saint Marie in Holyoke, MA. Another reason is the choice of topics.

Synod also heard a report from a task force charged with studying all aspects of blessing of civil unions, resources for pre-commitment resources, bearing in mind the needs of same-sex couples and finding ways that clergy and congregations can support these couples. The task force is not interested in changing policy; it is recognizing facts on the ground: there are real people in our parishes who have real needs, and Province One dioceses should address the needs of couples.
who are moving toward a commitment. Synod has yet to date (August 2008) received written documents.

The treasurer reported there would be about a 10% increase in the diocesan assessment in 2009 for the first time in 20 years. Further work will be done on calculating diocesan assessments. The synod voted to retain for reserve funds an amount equal to approximately six months of operating expenses not to include event expenses.

Judith Esmay from New Hampshire presented revised canons, which the Synod approved. Changes are from 7 to 14 canons and each has discrete title and is easier to find. Some changes are in nomenclature, clarification about ambiguous terms and clarification about the change of the office of secretary to executive director. The changes also bring the provincial canons into conformity with The Episcopal Church canons.

In April 2008, Synod voted the new membership of its Court of Review (should there be a trial of a bishop). Leslie Black, from Saint Paul’s, White River Junction, is on it. It also created a task force to review the identity and purpose of Province One. Anita Schell-Lambert is a member.

In June, the Executive Council of the Province decided not to hold the annual provincial convocation due to financial constraints and the fact that both it and the stewardship conference have lost considerable amounts of money. Synod will continue to discuss options for provincial gatherings including other venues.

As always, Synod hears informative reports from the bishops present on their House of Bishop. Likewise, its Executive Council representatives, Lee Alison Crawford, along with Dennis Stark from Rhode Island, report. Crawford is on its International Concerns Committee while Stark serves on its Administration and Finance Committee. Crawford is also on the task force that is currently monitoring the development of an Anglican covenant.

Respectfully submitted,
The Rev. Dr. Lee Alison Crawford
Michele Peattie
The Rev. Anita Schell-Lambert (alternate)

RETIREd CLERGY

Chaplaincy to retired clergy and surviving spouses held no gatherings this past year because of attendance problems, for one, and a pension fund conference which replaced the other.

In the winter of 2008, Al and Claire Stefanik joined the chaplaincy effort. They are interested in developing regional support groups throughout the diocese. One has already begun in Chittenden county with Warner White as it convenor.

Respectfully,
Stewart Pierson
ROCK POINT SCHOOL  
Activities from July 1, 2007 to June 30, 2008

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

The eleven people who earned diplomas are:

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<thead>
<tr>
<th>Name</th>
<th>Location</th>
<th>Institution</th>
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<tbody>
<tr>
<td>Evan Adorisio</td>
<td>Essex Junction, VT</td>
<td>University of Vermont SUCCEED Program</td>
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<tr>
<td>Julia Harris</td>
<td>Hinesburg, VT</td>
<td>Dynamy Internship Program</td>
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<tr>
<td>Patrick Kelley</td>
<td>Longmeadow, MA</td>
<td>University of Rhode Island</td>
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<tr>
<td>Mick Kenney</td>
<td>Merrimack, NH</td>
<td>Undecided</td>
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<tr>
<td>Katherine Nelson</td>
<td>Fairfax, VT</td>
<td>Simmons College</td>
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<tr>
<td>Derek Puzzanghera</td>
<td>Manchester, NH</td>
<td>Plymouth State College</td>
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<td>Eve Radovsky</td>
<td>Sharon, MA</td>
<td>Goucher College</td>
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<td>Mariko Rockefeller</td>
<td>Briarcliff Manor, NY</td>
<td>University of New Hampshire</td>
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<td>Austin Scrivens</td>
<td>Winooski, VT</td>
<td>Montserrat College of Art</td>
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<tr>
<td>Rachael Vosejpka</td>
<td>Maple Grove, MN</td>
<td>Moorehead College</td>
</tr>
<tr>
<td>Emily White</td>
<td>Randolph, VT</td>
<td>Undecided</td>
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We are very proud of the efforts and achievements of our young women and men and the support of the school community that helped channel their efforts to higher education. The graduation ceremony was very emotional and satisfying for all who attended. We look for continued success from these graduates as they work to fulfill the promise we witnessed at graduation.

Operating expenses for the year were approximately $1,576,523. Private tuition and Endowment and Gifts provided the great majority of our funding. The school community was the grateful recipient of $202,297 in individual donations and grants, of which $4,450 was given by ten Vermont Parishes. We completed our fifth Senior Initiative. This year’s juniors and seniors raised $10,023, which they used to renovate the laundry room. The project included some cosmetic improvements to the room, but the main feature of the project was replacing aging and inefficient machines with high-end highly efficient washers and dryers. The project was driven by the seniors’ desire to respond to the global climate change they see as the great challenge for their generation.

The school continues its work on the school building and grounds. This year we replaced the roofing on the Dean of Student’s house.

The school continues to provide scholarship help to as many students as possible. This year the school awarded $100,800 to six students. Scholarship aid continues to be a priority for all of us: we greatly desire to provide a place for young people without regard to their financial situation. The school welcomes inquiries regarding participating in a Rock Point School Bequest Society. We hope this society will provide a way for people to provide long-term support for the scholarship funding.
The school follows a lively and supportive curriculum, both in the classroom and in dormitory life. We are blessed with a highly competent, caring and ethical staff. With the support of the Bishop and the Board of Trustees, we work hard to provide a relevant, loving and healthy place for the youngsters in our care.

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

*to provide a small supportive educational community for teen-age girls and boys, where they can become successful students and learn skills for living in a community with peers and adults. The school is committed to providing the 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
Early in September a story on Vermont Public Radio by reporter John Dillon caught my attention. The story began “A stream in Northfield will soon run free for the first time in seven decades.” Dillon goes on to describe the removal of a crumbling concrete dam from the Cox Brook – a tributary of the Dog River. The removal of the dam brings disappointment to some who will miss the old swimming hole created by the dam, but its removal will open up miles of spawning habitat for wild trout, much to the delight of anglers.

As John Dillon explained it, the Dog River is one of very few Vermont streams that are not stocked with fish raised in a hatchery. The big brown trout, the colorful brook trout and the rainbows here are all wild; and they need clean, running water to spawn. The U.S. Fish and Wildlife Service paid for much of the work under a program designed to restore stream habitat. John Dillon concluded his report with a delightful comment by Madeline Lyttle, of the U.S. Fish and Wildlife Service, about the care with which the workers paid attention to both the river and the fish. "These equipment operators have been rescuing fish in their hard hats. It's been great watching them. They'll see a fish in a pond, the fish can't get out of the way, and they'll jump out of their equipment, and they'll scoop them up in their hard hats and gingerly put them down river."

I thought about this wonderful story for days and even went to VPR “on line” to listen again and again. If I were a fisherman the prospect of great fishing would have been reason enough to delight. What captured my imagination was the picture of new life being made possible when the debris of a neglected dam was removed. The story points to the future and new possibilities for sustaining both habitat and life created by the removal of a crumbling dam, even though it had served a different and worthwhile purpose for some in days gone by. There was, as well, the delightful description of those construction workers and their concern and action on behalf of the fish.

The story of the Cox Brook running free for the first time in seventy years reminds me how important it is for us to be open to the changes and chances of God’s future, both for our diocese and for the planet. God hungers for us to be able to run free and give birth to new life. It reminds me of the importance of stewardship in every dimension of our lives. And it speaks to the deep concern and compassion for all creation built into the DNA of the human spirit.

Serving as your bishop these past seven and a half years has been among the greatest joys and privileges of my life. Thanks to the good and faithful efforts of the people of our diocese, I believe we are a healthy diocese; a diocese committed to deepening our understanding and practice of baptismal ministry; a diocese committed to inclusive ministries of justice, compassion and outreach; a diocese committed to expanding ministries of global mission and reconciliation; a diocese committed to the vitality of every congregation and to working with community, ecumenical and interfaith partners to bring about God’s reign for a hurting world struggling for
its very breath. We are a diocese committed to preaching and living the liberating Good News of Jesus Christ for all.

My hope and prayer as we press on together in mission and ministry is that we will continue to build upon the good work we have accomplished and then go even further under the banner of our Convention theme: Tending God’s World, NOW! I believe it is imperative that we take seriously the crisis of global climate change as a spiritual as well as a practical matter, accept the sacrificial life style changes needed, and make our homes and churches a blessing for God’s creation. Our Baptismal Covenant calls us to participate in this ministry - Christ’s ministry of global reconciliation - which is the missio dei, the Mission of God.

The reconciling work needed in order to sustain the future of our planet is inherent in every dimension of our mission and ministry - locally and beyond. The United Nations Millennium Development Goals are all linked to one another and to the Gospel. They address poverty and hunger, universal primary education, gender equality and the empowerment of women. They address child mortality, maternal health, HIV/AIDS, malaria and other diseases, and environmental stability. An agenda so broad requires us to engage effective strategies that will proclaim the Good News of God’s love in Christ with conviction to a skeptical but yearning world. In this ministry my hope and prayer is that we will care about one another and all of God’s creation with the same tender compassion demonstrated by the workers at the Cox Brook Dam. They got off their construction equipment simply and profoundly in order to save a few fish. They could have done otherwise, but they did not. We can do otherwise, but I pray that we will not.

In service of this mission the Episcopal Church in Vermont is blessed with a rich and proud heritage. During the past eighteen months we have celebrated the 175+ years of mission and ministry inaugurated with the decision of our ancestors to withdraw from the Eastern Diocese, form the Diocese of Vermont, and elect John Henry Hopkins as their first bishop. Even before our first State Convention in Arlington in 1790, and in generations ever since, Episcopalians in Vermont have been a faithful voice and witness for the Good News of Jesus Christ in the State of Vermont. This goodly heritage of ministry is calling us to be faithful in our own time with all that we are and all that we have.

I am grateful to those who served as members of our 175th Anniversary Committee. Perhaps our greatest sadness during this time was the death of our honorary chair, Carolyn Kerr, widow of Robert Kerr, the 7th Bishop of Vermont. I still recall the smile on her face when we cut the Anniversary cake at Saint Stephen’s, Middlebury eighteen months ago, and how she delighted in singing the anniversary celebration hymn – From the Valleys and the Hamlets – written by Judy Krum from Saint Peter’s, Bennington. I’m sure she was singing with us this morning!

There were other notable highlights from our anniversary celebration, including two publications by Diocesan Historiographer Elizabeth Allison; the many new parish banners created for the occasion; the bishop’s calendar project from the students at Rock Point School; the parish shield project that now welcomes everyone to “our cathedral;” the commissioning of a new choir anthem (that unfortunately is not quite ready for prime time); our participation in Vermont Day at the Washington National Cathedral around the theme of racial reconciliation, with Congressman John Lewis; the Convention visit from our Presiding Bishop last year and the generous offering of $34,000 presented to her from all our congregations in support of the MDG Inspiration Fund and the Nets4Life project of Episcopal Relief and Development; the environmental focus and theme of this year’s Convention and Ministry Fair Workshops; and the
procession around the diocese of Bishop Hopkins’ crozier during each of my visitations. Perhaps we could have done more, but I think what we did was enough to honor this season of our life as a diocese; and besides, there is an opportunity for another celebration in 25 years! I think Elizabeth Allison may already be at work on that!

We began our anniversary celebration eighteen months ago at Saint Stephen’s, Middlebury, where Bishop Hopkins was elected on May 31, 1832, and we conclude here in Rutland where Bishop Hopkins presided over his first Diocesan Convention 175 years ago, on May 29th and 30th, 1833. During the intervening time between then and now many crumbling dams have been removed from the fabric of our country and our church, allowing streams of living water to run free and spawn new and abundant life, not the least of which is the history made this past Tuesday in the election of an African-American to serve as President of the United States, which Congressman John Lewis described as a non-violent revolution. And, here I need to say that I think John McCain’s concession speech was as gracious and generous a message as any I’ve heard. Vermont has had its share of participation in many of those barrier removals, including the complex legacy of Bishop Hopkins’s involvement in the church’s struggle with slavery and the Civil War; the Suffrage, Voting Rights and Civil Rights movements; the Peace and Anti-War movements; the legal provision of Civil Unions for gay and lesbian couples; and today the environmental crisis, calling us to new patterns of thinking and behavior.

Among the most significant ecclesiastical barriers that the Episcopal Diocese of Vermont has helped to break down was the prohibition of women in ordained ministry. In this octave of All Saints (if you will permit that liturgical indulgence) we celebrate the 15th anniversary of one landmark event in that theological and justice struggle for the inclusion of women in all orders of ministry. On All Saints Day (November 1) 1993, our preacher this morning was consecrated as the 9th Bishop of Vermont and the first woman elected to serve as a Diocesan Bishop in the Episcopal Church. Mary Adelia, my dear sister in Christ, seminary colleague, friend, predecessor, spirit-filled and visionary leader, we are grateful that you have honored us by your presence and inspired preaching at this Convention. Please indulge us now as we take this opportunity to thank you once more for your groundbreaking and courageous leadership and for your faithful ministry among the people of Vermont.

Looking ahead and moving forward in our life and ministry as a diocese has its own particular challenges and opportunities. None of us ever knows what challenges we will face, what opportunities will come our way, or what barriers we may be called upon to dismantle in order for new life to spawn and flourish. Nonetheless, we must try to anticipate, plan and respond to where we believe God is calling us at any given time in our history. This is true in our individual lives, our families, our congregations and our diocese.

Because of the environmental crisis of global climate change and the urgency with which Bill McKibben and others have said we must act, I am persuaded that this is the number one theological, moral, ecclesial, and political priority for our diocese at this time. That being said, I am quite mindful that I alone do not determine our diocesan priorities, so I invite you to consider for yourselves whether or not you agree – and then let’s talk about it. As I mentioned earlier in this address, this focus on the climate crisis is not to the exclusion of other things. In fact it is deeply connected to our other mission priorities. As we continue to engage those other mission priorities I believe we must keep the healing of this planet ever before us.

With that in mind, let me announce two initiatives. First, I will reestablish our Diocesan Committee on the Environment and charge it with keeping this subject before us, both in terms
of education and action. The Reverend Anita Schell-Lambert, Rector of Saint Peter’s, Bennington and convener of the Program Committee for this Convention, will serve as chair of this committee. I will seek concurrence from the Diocesan Council in December, and if Council shares my concern I will appoint additional members to serve on this committee. You are welcome to make your interest known to Anita or to me.

Secondly, in addition to this Committee and in cooperation with its work, I will convene a Task Force to study and plan for what it will take to bring renewable energy projects to Rock Point and to make Rock Point - by the year 2015 - a model of energy conservation and efficiency in Vermont and beyond. Chuck Courcy, our Property Manager, is already in conversation about this with others, including the students at Rock Point School. I will bring this agenda to the Rock Point Board in December for discussion and action. I have every reason to believe that there are many people with expertise in this area, who value and cherish Rock Point as we do, and who are ready to assist us in this effort.

In addition to the global reconciliation challenges and opportunities about which I have already spoken, there are three other matters related to our diocesan life that I want to address briefly. They all relate in one way or another to stewardship, as of course does everything else I’ve talked about so far.

First of all, I am very mindful that in this time of both economic and environmental crisis there are many challenges facing the congregations of our diocese as you seek to balance budgets, care for aging and inefficient buildings, provide pastoral care to members, offer meaningful worship and Christian formation, support and encourage people in their ministries in daily life, reach out in love and concern to others nearby and far away, and do effective planning for today and tomorrow. I want to celebrate your faithfulness in all these things and remind each of you that none of us is alone as we go about the work of being the church in Vermont. You have each other. You have community, ecumenical and interfaith partners. And you have me and the members of the diocesan Ministry Support Team.

Collegiality and collaboration are at the heart of my ministry DNA. I believe such cooperation to be a Gospel value and good stewardship practice. God made us to be in relationship, and even those few among us called to a more solitary life are reminded of the prayer from Compline about our common life depending upon each other’s toil. Nurture your neighborly relationships. Lean on each other in the best sense of that phrase. Call upon one another and upon the diocesan Ministry Support Team for help, support, encouragement and ideas. We have an abundance of gifts and talents within our diocese and on the diocesan Ministry Support Team. No one has to go it alone. We have each other. We are a community, a body, a church.

Secondly, the good stewardship of our diocesan property and financial resources is essential to our future. The addition of Angela Emerson to our diocesan Ministry Support Team is making it possible for there to be more attention paid and more help given in this area of our common life. Annual commitment programs, planned giving efforts, formation for all ages, and the effective use of our time and talents are all part of this attention to good stewardship. The themes of generosity and abundance are woven throughout the Gospel and so they must be woven throughout our lives as well.

At the diocesan level we are paying particular attention to this in our restructuring of the Bishop Booth Conference Center and in our preparations for a Diocesan Capital Campaign. Last year, Convention authorized the creation of a Capital Campaign Committee, and I have recruited several gifted persons who are prepared to serve in this capacity. Several factors, not the least of
which includes the present economy and the financial operating deficit of the Bishop Booth Conference Center, caused me to move more slowly toward a Capital Campaign then I had otherwise wished to do. Now, with a plan in place for stabilizing the operation of the Bishop Booth Conference Center I feel more confident in moving forward, since I know that one of the major components of a diocesan campaign will be the BBCC. As for the economy - how that will play out in terms of our timing remains to be seen.

My third matter of concern is the stewardship of our relationship with the Anglican Communion. I frame this matter in the language of stewardship because my participation in the Lambeth Conference this past summer convinced me more than ever to embrace Paul’s admonition that none of us can say to the other, “I have no need of you.” Our lives within the Anglican Communion, like our lives with every other human being and every other living thing on this planet are intricately connected. Those of you involved in global mission efforts already know what I mean. The goal is not to agree with everyone else; the goal is to live with everyone else. The Baptismal Covenant calls us to respect the dignity of every human being – indeed every living thing. With God’s help, I will continue to do that and I am confident that you will as well.

To be sure, I don’t have all the answers; but I do firmly believe that our most promising way through and beyond our current Anglican Communion struggle lies in our willingness to be in relationship with one another in mission. As we labor together, discovering each other’s hunger to serve faithfully, I believe we will meet Christ: Christ in the world we seek to serve, Christ in our partners, and Christ in ourselves.

A favorite and perhaps familiar Hasidic parable about light and darkness goes like this: A rabbi asked his students, “When is it at dawn that one can tell the light from the darkness?” One student replied, “When I can tell a goat from a donkey.” “No,” answered the rabbi. Another said, “When I can tell a palm tree from a fig.” “No,” answered the rabbi again. “Well, then, what is the answer?” his students pressed him. “Only when you look into the face of every man and every woman and see your brother and your sister,” said the rabbi. “Only then have you seen the light. All else is still darkness.”

My encouragement, and indeed a goal of our Diocesan Strategic Plan for Growth and Ministry, is for each and every congregation to be in relationship with people in other parts of the Anglican Communion – especially in contexts very different from our own. I have a dozen or more ways in which that could happen for you – from Sudan to El Salvador; from Haiti to Honduras; from Palestine to Ghana; from Rwanda to Uganda - and our Global Reconciliation Committee is ready to help as well. Make these relationships a central part of your life as faith communities. This involvement is not in place of your local and domestic mission and outreach efforts, but in addition. Again, it is drawing on our abundance and generosity to break open the dams of our own hearts so that life giving water can flow freely and fully from us to spawn the new life that will come as a result.

Finally, let me conclude this Address with a word of appreciation to the members of the diocesan Ministry Support Team and then a closing word to all of you.

In preparing the 2009 Diocesan Budget, the Diocesan Council named support for the congregations of our diocese through the work of the diocesan Ministry Support Team as one of its three priorities. That decision means a great deal to me and to us as a team. The gifted women and men of the diocesan Ministry Support Team – both our Administrative Group in the office at Rock Point and the Ministry Development Group working in the field – bring a deep commitment, proven competence, as well as joy and faith to their work. They serve and support
the congregations, institutions, committees and commissions of our diocese as an extension of the Bishop’s apostolic ministry of oversight and pastoral care for the whole diocese in a truly collaborative and collegial way. Please call upon us as both resource and support in your congregations and ministries.

And now a closing word to all of you and through all of you to all the people of our diocese among whom it is my great privilege to serve. The psalm we used at the Eucharist this morning – Psalm 122 - was the psalm used by the delegates in their devotions just prior to voting in the election that called John Henry Hopkins to be the first bishop of Vermont. It was also used as a portion of the closing devotions during Hopkins’ first Convention in 1833. I’ve taken some liberties with the words of Psalm 122 in an attempt to express my appreciation for our life and ministry together and the great joy and honor I feel in serving as your bishop.

I was glad when they said to me,*
   “Let us go to the house of Hopkins, (and Bissell, Hall, Booth, Van Dyck, Butterfield, Kerr, Swenson and McLeod)”

Now our feet are standing* within your gates, O Rock Point.

The Diocese of Vermont is built as a community of faith* that is at unity with itself;
To which the people go up,
the baptized ministers of God,*
   the assembly of congregations in Annual Convention,
   to praise the Name of the Lord – (this year in Rutland).

For there are the faithful leaders,*
   the display booths, and Bonnie’s Box lunches.

Pray for the mission of our diocese – Prayer, Mind and Deed:*
   “May we whom you have called be faithful.

Peace be within our church – and beyond,* and compassionate generosity within our hearts.

For the sake of the world you have made*
   I pray for our conversion and amendment of life

Because of all your goodness and love*
   I will seek to do you good.”

   Tending God’s World –NOW! Let’s get on with it together, and like those construction workers at the Cox Brook Dam may we do so with generosity, compassion and joy, and welcome the new life made possible in and through service to God’s reconciling mission.

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 for ever and ever. Amen.

Faithfully,
+Thomas
The 217th Convention of the Episcopal Church in Vermont, being the 176th Annual Convention of the Diocese of Vermont, was called to order at 10:08 a.m. on Saturday, November 8, by the Rt. Rev. Thomas C. Ely, Bishop of Vermont, at the Trinity Church in Rutland, Vermont. Bishop Ely opened the Convention with prayer and greetings, followed by the Bishop’s address.

Report of the Credentials Committee

The Rev. Lisette Baxter, Member of the Credentials Committee, reported that there were 46 congregations registered and 61 of the 128 canonically resident clergy registered. A quorum was declared present for the Convention. The list of canonically resident clergy present and entitled to vote is part of this record.

Granting of Courtesy Seats

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

Election of the Recording Clerk for Convention

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

Introduction of the Head Table and Announcements

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

The Bishop read greetings from the Rt. Rev. Daniel L. Swenson, former Bishop of Vermont.

Introduction of New and Transferred Clergy

The Bishop then introduced newly ordained clergy: Regina Christianson, priest; Scott Neal, priest; Margo Fletcher, deacon; and clergy transferred from other dioceses: Angela Emerson, Minister for Stewardship Development; Harrison Heidel, Calvary, Underhill; Al Stefanik, returning to Vermont and serving, along with his wife, Claire, and Stewart Pierson, as Chaplain to retired clergy; Kevin Fisher, Good Shepherd, Barre; and Alan Kittelson, St. Paul’s, Vergennes.

First time lay delegates stood and were welcomed.

Trinity’s Welcome

The Bishop called upon Elizabeth Morgan, Senior Warden at Trinity, who welcomed the convention gathering to the church. The Bishop thanked Elizabeth, the Trinity staff and the many volunteers for their work in hosting convention.
Housekeeping Announcements

Jim Larkin made various housekeeping announcements concerning voting procedures, and courtesy resolutions. Jim asked the members of the Resolutions Committee to stand: Nanci Gordon, Mike Austin, Jud Pealer, Jane Garrett, Gunnar Urang, and Laura Chase, Chair. Further announcements were made concerning lunch distribution, recycling, and convention evaluations via email. The Bishop’s address and Bishop McLeod’s sermon will be available on the diocesan website under ‘convention information.’ The 2008 Annual Report of the Church Pension Fund was made available for review at the head table. The Dispatch of Business Committee approved the minutes of the 2007 Annual Convention.

Presentation of Agenda

Jim Larkin presented the proposed order of business as Nominations, Balloting for General Convention alternates, Reports, Canons, Resolutions, more Reports, Brookhaven Annual Meeting, 2009 Diocesan Budget.

A motion to accept the agenda as proposed was made, seconded, and passed.

Presentation of the Rules of Order

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

Appointment of Tellers

Stan Sherwood, Head Teller, presented the names of the tellers, who were then appointed by the Bishop to serve at this Convention. They were: Ken Brown, Mary Carlson, Aileen Durkee, Francis Fielder, Beth Ann Maier, Jenny Ogelby, Peter Orvis, Mary Orvis, Donna Reidt, Neal Robinson, Bob Wertz, Thomas Wohlers, and Stan Sherwood.

Legislative Process

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

Additional Nominations from the Floor

The Nominating Committee has put forward Sarah Benton, Brattleboro, for Diocesan Council member at large. The Bishop asked if there were any additional nominations from the floor. There were none, and a motion to close nominations was made, seconded and passed.

Additional Resolutions from the Floor

The Bishop asked if there were any additional resolutions from the floor, and there were none.
Report of the Nominating Committee

Polly Larkin, chair of the Nominations Committee, introduced the nominees for the positions to be filled by election at this Convention.

Stan Sherwood, Head Teller, explained voting procedures, which started with the ballots for Alternate Deputies to General Convention. The number of votes cast for each alternate will put them in rank order. The First Alternate is expected to attend the 2009 General Convention; in the event the First Alternate is unable to attend, the Second Alternate will be expected to attend. There are five candidates for Clergy Alternate and persons may vote for up to four. If anyone votes for more than four, that ballot will be considered spoiled. There are four candidates for Lay Alternate and persons may vote for up to four. Ballots were distributed.

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

Nominees:

- **Oversight and Audit**: The Rev. Peter D. MacLean, Cynthia Watters (both to 2011).
- **Standing Committee**: The Rev. H. Paul Brannock-Wanter, C. Elizabeth Van Dyk, (both to 2013).
- **Trustees of the Diocese**: Stephen A. Reynes (to 2015)

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

- **Diocesan Council**: Steve Reynes, Don Crofut, Roy Morgan;
- **Youth**: Emily Adams, Victoria Zajan;
- **Rock Point Board**: Lee Bronson, Stehanie Keitel, Jenny Ogely, Alban Richey;
- **Rock Point School**: Debbie Galbraith, Lisa Schnell;
- **Standing Committee**: Mike Austin, Diane Root

Other Reports/Announcements

**Episcopal Relief & Development (See page 36 for ER&D’s written report to Convention)**

ERD Representatives Margy Zabriskie, Kristin Wood, and Kit Cooke were called forward and the Resolutions Committee presented Resolution #3.

A Resolution to Establish the First Sunday of Lent as Episcopal Relief & Development Sunday

RESOLVED, That the Diocese of Vermont dedicate the first Sunday in Lent as Episcopal Relief & Development Sunday and that congregations and individuals be encouraged to support Episcopal Relief & Development’s life-saving work through prayer and a special offering that will help heal a hurting world; and be it further

RESOLVED, That the Diocese of Vermont submit the following resolution for consideration and adoption by Province One and by the 76th General Convention of the Episcopal Church, meeting in Anaheim, California, July 2009:

RESOLVED, the House of concurring, That this 76th General Convention of The Episcopal Church dedicate the first Sunday in Lent as Episcopal Relief & Development Sunday and that congregations and individuals be encouraged to support Episcopal Relief & Development's life-saving work through prayer and a special offering that will help heal a hurting world.
**Proposer:** Kristin Wood, co-coordinator, Episcopal Relief & Development

**Explanation:**
In 2008, the Presiding Bishop designated the first Sunday in Lent as Episcopal Relief & Development Sunday and as an annual celebration of Episcopal Relief & Development's role in our collective mission to seek and serve Christ in all persons. The Episcopal Church’s ongoing commitment to fight poverty and disease around the world is lived out in a variety of ways. Advocacy with our government for the achievement of the Millennium Development Goals is one vital way. Another is through the ministry of Episcopal Relief & Development, which, as the relief and development arm of the Episcopal Church, works globally to alleviate hunger, fight disease, and strengthen communities.

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

**Courtesy Resolution: Honoring Margy Zabriskie**

RESOLVED, that this 176th Convention of the Diocese of Vermont bestows to Margy Zabriskie our heartfelt thanks for her many years coordinating Episcopal Relief & Development in the diocese, raising awareness of the many programs that make up ERD. Margy, we wish you and your husband, Sandy, many more happy years of retirement.

**Results of the First Ballot for Alternate Deputies to General Convention**

The Head Teller presented the results of the first ballot to the Secretary of Convention who verified the results and reported to the Bishop. *The Bishop reported that Reid Farrell (124), Linda Maloney (122), Carole Wageman (116), and Jud Pealer (108) were elected in that order as clergy alternate deputies to General Convention on the first ballot. Steven Smith (135), Scott Paul (119), Duncan Tingle (115) and Mary Carlson (107) were elected in that order as lay alternate deputies to General Convention on the first ballot.* There was one spoiled ballot.

**United Thank Offering**

Donna Abramov, UTO representative, announced the process for nominating an “Honored Woman” for upcoming Triennial meeting of Episcopal Church Women.

**Canons Committee**

The Bishop called upon the Resolutions Committee to present Resolution #2. *A Resolution to repeal Canons 10A and 10B and replace with new Canon 10*

1. **RESOLVED, that Canons 10A and 10B are repealed and replaced with the following new Canon 10.**

**CANON 10. of PROPERTY, INSURANCE, AUDIT and FINANCE**

1. **Diocesan Property**

The Diocese is an ecclesiastical district of The Episcopal Church (the Church).

(a) All Property for the Benefit of the Church. All real and personal property held by or for the benefit of the Diocese or any Parish, Mission, Academic Institution or the Trustees of the Diocese of Vermont is held in trust for the Church and the Diocese. Subject to these Canons and the authority of the Diocese, this trust does not limit the authority of a Parish, Mission or Academic Institution to utilize property so long as the particular Parish, Mission, or Academic Institution remains a part of, and subject to, the Church and its Constitution and Canons and the Constitution and Canons of the Diocese.

(b) Acquisitions of Property; Title. A Parish, Mission, Academic Institution or the Trustees of the Diocese of Vermont must obtain the advice and consent of the Bishop and the Standing Committee before acquiring real property, whether by purchase, gift, bequest or otherwise. Title to real property shall be held by the Trustees of the Diocese of Vermont, except as otherwise directed by the Bishop and the Standing
Committee. Where title is to be in the name of the Trustees of the Diocese of Vermont, its consent is also required.

(c) Encumbering or Alienating Property Prohibited. No Parish, Mission, Academic Institution or the Trustees of the Diocese of Vermont may encumber or alienate its real property without the written consent of the Bishop and the Standing Committee, which may establish procedures and other requirements for granting consent.

(d) Insurance. All buildings and their contents held by any Parish, Mission, Academic Institution, the Rock Point Board or the Trustees of the Diocese of Vermont shall be adequately insured for their replacement cost by the Parish, Mission, Academic Institution or other organization occupying the property. All treasurers and financial custodians, other than financial institutions described in Section 2.1(a)(i) of this Canon, shall be adequately bonded. The Diocese and each Parish, Mission, Academic Institution, the Trustees of the Diocese of Vermont and the Rock Point Board, at a minimum, shall also maintain coverages for the following risks:

(i) comprehensive general liability;
(ii) employment practices liability;
(iii) sexual misconduct liability;
(iv) workers compensation;
(v) directors and officers liability; and
(vi) fidelity.

All insurance policies shall name the Bishop and the Diocese as additional insureds, as their respective interests may appear. All insurance policies and coverages must satisfy the requirements for coverage and limits coverage requirements established by the Diocesan Council from time to time. The Diocesan Council shall take such action as may be necessary and appropriate to encourage compliance with this Subsection.

2. Diocesan Finances.
The Diocese and its Parishes, Missions, Academic Institutions, the Trustees of the Diocese of Vermont and the Rock Point Board shall manage their finances as follows:

2.1 Funds and Securities Management.

(a) Operating Funds. All operating funds shall be deposited only with financial institutions whose accounts are federally insured or otherwise selected according to guidelines established by the Financial Oversight and Audit Committee, and two signatures shall be required on any withdrawal or transfer of funds over a de minimis amount to be determined by Diocesan Council from time to time.

(b) Investment, Trust and Permanent Funds. Unless otherwise directed by the terms of a trust instrument, all funds other than operating funds shall be invested in the Unit Fund of the Diocese, or otherwise as directed by the Trustees of the Diocese of Vermont. Notwithstanding the preceding sentence, however, such funds under the control of a Parish, Mission or Academic Institution may be invested as directed by its governing body, subject to the requirements of Canon I.1.7(b) of the Church Canons. Records are to be made and kept of all trust and permanent funds showing at least the following: (i) source and date, (ii) terms governing the use of principal and income, (iii) to whom and how often reports of conditions are to be made, (iv) how the funds are invested, and (v) the most recent annual or special accounting filed with a court or other person where such accounting is required to be made and filed. Two signatures shall be required on any withdrawal or transfer of investment, trust and permanent funds over a de minimis amount to be determined by Diocesan Council from time to time.

(c) Diocesan Funds. The Diocesan Council may authorize any officer or officers, or agent or agents, to enter into contracts or to execute and deliver instruments in the name and on behalf of the Diocese. The Diocesan Council may make such authorization general or limited. The Treasurer and such other persons as the Diocesan Council may determine may issue all checks, drafts and other orders for the payment of money, notes and other evidences of indebtedness issued in the name of or payable by the Diocese. The Diocesan Council shall authorize the opening and keeping of general and special bank and investment accounts and shall approve all signatories thereto.

(d) Discretionary Funds. Each Parish and Mission may maintain a discretionary fund established by resolution of its Vestry or Executive Committee, giving the Rector, Priest-in-Charge or an Almoner discretion to make disbursements from the fund for pious and charitable purposes. Rectors, Priests-in-Charge and Almoners shall not make any disbursements from such funds to themselves or for the personal benefit of themselves or their families.

(e) Securities. All securities shall be held in book entry form with a financial institution that satisfies the requirements of Canon I.1.7(b) of the Church Canons.
2.2. Financial Statements. The Diocese, each Parish and Mission, and the Trustees of the Diocese of Vermont shall operate on a calendar year basis. The Diocese’s two Academic Institutions, Rock Point School and Brookhaven School for Boys, may operate on a fiscal year basis. Financial statements shall be maintained either in accordance with generally accepted accounting principles or in accordance with the Manual of Business Methods in Church Affairs as promulgated by the Church. Financial statements shall include a statement of financial position (balance sheet) and a statement of activities (income and expenses statement), and shall include a statement of sources and applications of funds.

2.3 Audits
(a) Academic Institutions. The financial statements of each Diocesan Academic Institution shall be audited annually by an independent certified public accountant in accordance with each Institution’s Bylaws.
(b) The Diocese, the Rock Point Board and the Trustees of the Diocese of Vermont. The financial statements of the Diocese, the Rock Point Board and the Trustees of the Diocese of Vermont shall be audited annually by an independent certified public accounting firm chosen by the Financial Oversight and Audit Committee with the concurrence of the Diocesan Council. All audit reports, reviews, complete financial statements, management letters and responses to management letters shall be delivered by the Financial Oversight and Audit Committee to the Bishop, the Trustees of the Diocese of Vermont, the Rock Point Board, the Diocesan Council and the Secretary of Convention. All fees for auditing the financial statements of the Diocese and the Rock Point Board shall be paid from Diocesan funds on order of the Financial Oversight and Audit Committee. All fees for auditing the financial statements of the Trustees of the Diocese of Vermont shall be paid from its funds.
(c) Parishes and Missions. The financial statements of each Parish and Mission shall be audited annually by an independent certified public accountant or independent licensed public accountant, or by such audit committee as the Financial Oversight and Audit Committee may authorize. Audits shall be conducted and reported in accordance with the Manual for Audit Committees of the Diocese of Vermont.
(d) Timing and Filing of Audit Reports. All audit reports, reviews, complete financial statements, management letters and responses to management letters shall be filed with the Diocese within 30 days following the date of the report, and for Parishes and Missions, in no event later than September 1 of the year following the year covered by the audit report. The Financial Oversight and Audit Committee shall report annually to Diocesan Council listing Parishes, Missions and Academic Institutions and, where appropriate, the Diocese and the Rock Point Board, not in compliance with the requirements of this subsection 2.3. The Council shall take such action as may be necessary and appropriate to encourage compliance.

2.4 Reports
Annual Parochial Reports. Each Parish and Mission shall annually prepare a parochial report in the form required by the Church. In every Parish, the preparation and delivery of this Annual Parochial Report shall be the joint duty of the Rector or Priest-in-Charge, and the Vestry; in every Mission, the preparation and delivery of the Parochial Report shall be the joint duty of the Priest-in-charge and the Executive Committee of the Mission. The Annual Parochial Report shall include the membership, attendance, service, stewardship and financial information defined in the forms and workbooks titled “Report of Episcopal Congregations and Missions” provided to each Parish and Mission, with instructions, by The General Convention of the Church. The Parish or Mission shall submit its Annual Parochial Report to the Bishop, or, if there is no Bishop, to the Ecclesiastical Authority of the Diocese, by March 1 of the following year. The Diocesan Treasurer shall report annually to Diocesan Council listing Parishes or Missions not in compliance with this requirement. The Council shall take such action as may be necessary and appropriate to encourage compliance.

Annual Diocesan Reports. Under the direction of the Bishop, the annual report of the Diocese shall be prepared in the form required by the Church. The report shall include statistical information concerning the Parishes and Missions of the Diocese, the Clergy and other ministries, and such other ministries and organizations of the Diocese as may be appropriate; together with the financial information required by Church Canon I.4.6(i). It shall also include information concerning implementation by the Diocese of resolutions of the previous General Convention, which have been specifically identified as calling for Diocesan action.

2.5 Assessments and Offerings
Parish and Mission Assessments. Each Parish and Mission shall pay an annual assessment to support the Diocesan budget. The assessment shall be determined by the Convention upon the recommendation of the Diocesan Council and shall be paid in twelve equal monthly installments throughout the year, unless
otherwise scheduled by the Diocesan Council. The Diocesan Treasurer shall report at least annually to Diocesan Council listing Parishes and Missions not in compliance with this requirement. The Council shall take such action as may be necessary and appropriate to encourage compliance.

Episcopal Visitation Offering. The undesignated plate offering at the official visitation of the Bishop to each Parish and Mission shall be remitted to the Diocesan office to be disbursed for such needs as the Bishop may determine. No distribution from such offerings shall be made to the Bishop or for the personal benefit of the Bishop or the Bishop’s family.

2.6 Tax Exempt Status. No organization or entity subject to this Canon shall take any action which may impair its tax exempt status or the tax exempt status of the Diocese or the Church.

2.7 Application of this Canon. This Canon shall apply to any parochial organization within or affiliated with a Parish, Mission or other organization connected with the Diocese.

3. Financial Oversight and Audit Committee. There shall be a Financial Oversight and Audit Committee consisting of the following persons: the Bishop and the Treasurer, each ex officio, and three Lay and three Clergy members elected by Convention to terms of three years. The Financial Oversight and Audit Committee shall:

(a) Implement and enforce the audit, financial reporting, funds management and the other requirements of Canon 10, consistent with Canon I.7 of the Church Canons;
(b) Develop and maintain financial management and audit resources, to provide advice and consulting services to the Diocese and its Parishes and Missions;
(c) Develop written rules and policies to implement this Canon, and to establish the guidelines required by Section 2.1(a) of this Canon;
(d) Review a congregation’s appeal of its Diocesan Assessment and forward a recommendation on the appeal to Diocesan Council for its review and action; and
(e) Report in writing on the administration of this Canon to the Bishop and the Convention, at least ninety days prior to each annual Convention.

II. FURTHER RESOLVED, that Canon 3.5 is amended by striking the second sentence thereof and replacing it with the following sentence: The Treasurer, ex officio, shall be a member of the Financial Oversight and Audit Committee of the Diocese and shall also serve as Treasurer of the Convention.

III. FURTHER RESOLVED, that Canon 11.5 is amended by striking the words “through the Finance Committee” in the first sentence.

IV. FURTHER RESOLVED, that the caption of Title II of the Canons is amended by striking it and replacing it with “Finances, Insurance, Real Property and Business Methods.”

Proposer: Canons Committee

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

Rock Point School (See page 41 for Rock Point School’s written report to Convention)
A brief report on the Rock Point School was given by Lisette Baxter, Rock Point School Trustee.

Province One (See page 39 for Province One’s written report to Convention)
Susan Ohlidal reported on the restructure of Province One.

Education for Ministry
The Bishop acknowledged Education for Ministry in the Diocese. There are now four EFM groups in the Diocese, in White River Junction, Burlington, Brattleboro, and Barre. Leslie Black is the mentor in White River and Montgomery Peterson (Our Savior Lutheran, Hanover) graduated; Ann Ely and Tanya Wallace are mentors in Burlington, and David Bowers (St. Paul’s Cathedral), Darcy Jewett (Trinity, Shelburne) and Diane Rooney (Trinity, Shelburne) graduated; Joel Hill is mentoring the Brattleboro program, and Bill Ames (St. Michael’s, Brattleboro) graduated. Kevin Fisher is mentoring a new EFM group in the Barre area.
2008 Convention: Next Steps
The Bishop called on Anita Schell-Lambert to speak about next steps in continuing the ‘green’ initiative presented through this convention and the ministry fairs leading up to it. The Bishop then called upon the Resolutions Committee to present Resolution #6.

A Resolution to Help Prevent Phosphorous Pollution in Water Bodies
RESOLVED, That the 176th Convention of the Diocese of Vermont agree with Resolution D046 of the 2003 General Convention urging dioceses, parishes and communicants to regard water resources as precious, to encourage all to become active stewards of water resources, and to promote the education of congregants in faithful stewardship of Earth’s resources; and be it further
RESOLVED, That the 176th Convention instruct the Diocese of Vermont, parishes and communicants to seek alternatives to phosphorous-laden fertilizers for use on diocesan, parish and communicants’ properties, and to use phosphorous only when soil tests indicate that it is needed for proper soil-plant health.

Proposers:
Alan Carpenter, Sylvia Knight, Mary Tuthill, Robert Wright
Earth Care Circle, Cathedral Church of St. Paul, Burlington

Explanation:
General Convention actions promoting Earth stewardship are important to us at the local level, as we are continually growing in our awareness of our relationship with and responsibility for God’s Creation. Our resolution extends stewardship of water resources to a particular issue in the Vermont region. Lake Champlain suffers from algae blooms which make parts of the lake unhealthy for aquatic life as well as for humans and domestic animals. Algae blooms are caused by excess phosphorous from fertilizers, manure, and animal waste in water running off the land, and in effluent from municipal sewage systems. Vermont Water Quality Division tells us that approximately 37% of phosphorous in Lake Champlain comes from neighborhoods and cities. Shelburne Pond, Lake Carmi in Franklin, Tickle Naked Pond in Ryegate and Lake Memphramagog on the Canadian border are also affected by phosphorous runoff. Most Northeast lawns tested by UVM need no added phosphorous.

(Source: www.anr.state.vt.us/doc/waterq/lakes/docs/lpseries/lp_lps-dontp.pdf)

Lake Champlain’s watershed includes nearly 2/3 of Vermont, extending as far south as the East Dorset headwaters of Otter Creek, as far west as Poultney River on the border with New York State, as far east as Cabot’s source of Winooski River and Orleans County sources of the Lamoille River, as far north as East Richford where Missisquoi River runs through Canada on its way to Lake Champlain. Since we as humans have made a significant contribution to the problem, we believe that with very little effort (using little or no fertilizers containing phosphorous on lawns and gardens), we can contribute significantly to the solution. Information will be provided on available products and methods to avoid adding phosphorous pollution to Lake Champlain and other water bodies.

D046 Stewardship of Water Resources 2003
RESOLVED, That the 74th General Convention urge dioceses, congregations, and communicants to regard water resources as precious, and to recognize that the right use of water is an explicit means to show love for one’s neighbor, since water connects people and all creatures throughout the global community; and be it further
RESOLVED, That the 74th General Convention encourage dioceses, congregations, and communicants to become active stewards of their water resources through conservation efforts including reduction of consumption; through examination of water discharge such that contaminated water does not improperly leave church grounds; and through the creation of environmental programs for stewardship of water and the whole of creation and for the education of congregants in regard to good and faithful stewardship of the earth’s resources; and be it further
RESOLVED, That the General Convention encourage dioceses, congregations, and communicants to undertake one or more of the following four stewardship steps:

When and where possible, install water-saving devices, such as low-flow commodes and aspirators on sink faucets.
Replant church grounds and home gardens with plants and trees that are drought-tolerant and have low needs for water, and that are native to the region and therefore able to survive local climatic conditions.
Devise drainage systems that allow rainwater to flow from gutters and drain pipes to spread onto the lawn and landscaped areas of church grounds and home gardens, thereby reducing water lost to sewer systems.

Pave new or repave existing parking lots with materials that are pervious, so that water penetrates into soil beneath parking areas, thereby reducing the flow of oil and other auto fluids into streams.

_A motion was made, seconded, and passed to adopt the resolution as presented._

**2009 Convention**

The Bishop called upon John Morris and Nancy Vogele to present the theme of the 2009 Convention, “Formed for Ministry, Transforming Our Culture,” when the Convention will return to St. Paul’s Cathedral in Burlington.

**Remaining Resolutions**

The Bishop called upon Laura Chase, chair of the Resolutions Committee to present the remaining resolutions.

**Resolution #1**

_A Resolution on Support for Those Studying for Ordained Ministry_

RESOLVED, That the Episcopal Diocese of Vermont at its 176th Convention meeting on November 5 and 6, 2008, memorialize the 76th General Convention of the Episcopal Church and its Standing Committee on Program, Budget and Finance to provide funding in the coming triennium in the amount of $100,000 in year one, $150,000 in year two and $200,000 in year three for the purpose of providing needs-based scholarships for Episcopal Seminarians; and be it further

RESOLVED, That said funds be administered and distributed to needy seminarians through the existing Scholarship Program of the Society for the Increase of the Ministry (SIM), said Society having an established record of 151 years of experience in administering scholarship grants to Episcopal seminarians; and be it further

RESOLVED, That the General Convention direct SIM to report annually to the Executive Council on this work and its effectiveness in meeting the needs of the future ordained leaders of this Church and that the Executive Council, in turn, provide a full report to 77th General Convention.

**Proposers:**
The Reverends Lee Alison Crawford, John C. Morris and Scott B. Neal

**Explanation:**

This funding schedule is intended to bring the support from the General Convention budget to a level matching the annual grants committed by the Society for the Increase of the Ministry ($225,000.00 for the academic year 2008-09).

Enrollment of full-time Master of Divinity students in the residential seminaries of the Episcopal Church has declined 25% over the last three academic years due largely to the dramatic increases in cost of seminary education, training and formation. The cost of three years of seminary can range from $51,000 to over $100,000, depending upon family circumstances and one's choice of seminaries.

About half of our seminarians struggle under the burden of debt, most of which is educational debt. The average debt of those with debt in the Class of 2009 only halfway through seminary is $44,772. Projecting these figures to graduation and ordination, the average indebtedness of new ordinands will approach or exceed $60,000.

The high cost of seminary education and the threat of debilitating debt limits diversity among our seminary student bodies and limits the placement opportunities for ordinands to those congregations which pay better than others.
It was at the 62nd General Convention (1970) that the seminary deans and the Board for Theological Education first called for direct financial support from General Convention. This action later led to the passing of a resolution calling on parishes to commit 1% of their net budget income to the support of the seminaries of the Episcopal Church. In 1979 the Convention reaffirmed the principle but raised the amount to 1.50%. The 1% principle was reaffirmed at several Conventions that followed. The last reported Parochial Report figures from 1999 demonstrate that such support amounted to only .0027% (barely one quarter of one percent) of the called for support. Had support been sustained at 1.00% of net budget parish income, scholarship funds would have increased substantially and the cost of such education, training and formation would have been reduced very significantly and the situation with our seminaries might be quite different.

Meanwhile, the Episcopal Church remains the only major denomination in the United States that does not have a central funding source to support seminarians in their education, training and formation.

While both the General Conventions of 2006 and 2003 called upon various stake-holding agencies of the Episcopal Church to study this issue and to make recommendations, the General Convention has yet to become part of the solution by providing any funding to support seminarians in need. Since 1789 we have consistently acted as if funding of seminaries and seminarians is someone else's problem, not our own. It is now time for the General Convention and its budget to become an active participant in the solution.

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

Resolution #4

A Resolution Establishing Minimum Clergy Compensation
RESOLVED, That the 176th Convention of the Diocese of Vermont approve the recommendation of the Diocesan Council that the minimum full time stipend for clergy in the Diocese of Vermont be increased by 5% for the year of 2009 to $36,950 and be applied to the diocesan schedule of mandatory minimum cash salaries, and that travel allowance be reimbursed at the current IRS standard.

Proposer: Diocesan Council

Explanation:
Canon 6.7 of the Episcopal Diocese of Vermont requires that Diocesan Council review the minimum stipend for full-time equivalent clergy and the travel allowance and make recommendations to the Convention. Such a minimum shall be binding on all parishes and missions upon ratification of the Convention. A 5% increase reflects the average of the current Cost of Living Adjustment (COLA) of the Northeast Urban Index and the United States All Cities index.

According to the Church Pension Fund (“The 2006 Church Compensation Report,” reflecting 2006 data), the national average median compensation for full-time Episcopal clergy was $62,793, up from $61,379 in 2005. This figure includes cash stipend, fair-rental value of housing, utilities and payment of one-half of the Social Security/Medicare (SECA) tax.

Approval of this resolution will change the Beginning Level 1 minimum cash stipend from $35,190 to $36,950, thus raising the minimum full-time compensation package to approximately $51,710 [$36,950 cash stipend, plus housing and utilities of $11,085* (at 30% of cash), plus SECA of $3,675 (at 15.3%/2 of cash, housing, and utilities.)] *This figure is based solely upon the Church Pension Fund formula for calculating housing. It may in fact not reflect an accurate amount based on the actual expenses for housing and utilities in Vermont.
Schedule of Mandatory Minimum Cash Salaries for 2009

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<th>Level 2*</th>
<th>Years of Service</th>
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* Level 1 represents parishes with annual budgets below $143,000.
** Level 2 represents parishes with annual budgets of $143,000 and above.
The minimum cash salary is increased by 1.6% for each additional year of service beyond 20.

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

Resolution #5

A Resolution on Racial Profiling in Vermont
RESOLVED, That the 176th Convention of the Episcopal Diocese of Vermont affirms that racial profiling by law enforcement agencies contradicts our baptismal convenant’s call to “strive for justice and peace among all people, and respect the dignity of every human being;” and be it further
RESOLVED, That the Episcopal Diocese of Vermont commends the Vermont Advisory Committee of the United States Civil Rights Commission for investigating the extent to which Vermont law enforcement personnel engage in racial profiling; hearing from police personnel and individuals who feel they were the recipients of such profiling; and be it further
RESOLVED, that the diocese specifically commends law enforcement agencies in Chittenden County who have started listened to community concerns and have voluntarily agreed to begin collecting data about police stops and the ethnicity of the person involved in order to gain empirical data on whether there is any racial profiling; and be it further
RESOLVED, that this convention urge all Vermont law enforcement agencies to voluntarily collect this data in order to see the extent to which their agencies may be engaging in racial profiling; and be it further
RESOLVED, that this Convention urge all law enforcement departments to provide training for all personnel around racial profiling and the larger issues of racism and diversity, particularly in light of Vermont’s increasingly diverse population; and be it further
RESOLVED, That this Convention communicate this resolution to the Vermont Advisory Committee of the United States Civil Rights Commission; the Attorney General for the State of Vermont; Vermont Public Safety Commissioner; the Director of the Vermont State Police; and the Police Chiefs of Burlington, South Burlington, Winooski, and University of Vermont.

Proposers:
Laura Chase, Blanche Cooper, Tinka McArdle, Constance Quinby, Nancy Vogele, Stewart Wood, and Margy Zabriskie (All are members of the Dismantling Racism Commission)

Explanation:
1) Numerous anecdotal accounts on racial profiling in Vermont have been reported in recent media stories, for example: an African-American graduate student was stopped by police 13 times during his one year in Vermont, twice on his first day in the state.
2) In July 2008, the Vermont Advisory Committee for the United States Civil Rights Commission held hearings at the State House in Montpelier to determine the scope of the problem of racial profiling in Vermont—if indeed racial profiling is a problem. The Rt. Rev. Stewart Wood, a member of the Dismantling Racism Commission, is a member of this Advisory Committee.
3) Vermont is one of only two states in the United States (the other being Mississippi) that do not collect data correlating police stops and race.
4) While there is no plan in place, at this time, for statewide data collection, there is a new program in Chittenden County, where police from four agencies will soon begin collecting statistics on traffic stops to determine if race is a factor.

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

Resolution #7
A resolution to ask the General Convention to authorize preparation of rites of holy union for same-gender couples
RESOLVED, That the 176th Convention of the Diocese of Vermont ask the 76th General Convention to direct the Standing Commission on Liturgy and Music to prepare rites of holy union for same-gender couples for consideration by the 77th General Convention; and be it further
RESOLVED, That such rites should reflect the legal contexts in which such holy unions might take place; and be it further
RESOLVED, That the Standing Commission on Liturgy and Music devise an open and transparent process for the conduct of its work, inviting participation from dioceses and individuals who have already engaged in such liturgical and theological work and inviting theological reflection from all interested parties in The Episcopal Church and the provinces of the Anglican Communion.

Proposers:
Anne Clarke Brown-Lay Deputy to General Convention, 2006 & 2009
Thomas J. Brown-Clergy Deputy to General Convention, 2006 & 2009
Lee Alison Crawford-Clergy Deputy to General Convention, 2006 & 2009
Thomas A. Little-Lay Deputy to General Convention, 2006 & 2009
John C. Morris-Clergy Deputy to General Convention 2009 (First Alternate 2006)
Jennifer Ogelby-Lay Deputy to General Convention, 2009 (Alternate 2006)
Tanya R. Wallace-Clergy Deputy to General Convention, 2009

Explanation:
Anglican theology has traditionally had its deepest roots not in abstract theory but in practice, the practice of prayer and sacramental worship. In other words, Anglican theology is incarnational; its truths are both found in and expressed by forms of prayer and worship adopted for use in particular contexts by particular church communities.

To some extent, Anglican prayer is “common prayer,” but since new churches began to form outside the Church of England, many of those churches have adapted the mother church’s forms to meet the developing traditions of theology and worship practice in their own cultural contexts.

Today, the Anglican Communion is experiencing conflict over the role of gay, lesbian, bisexual and transgendered persons in its various churches and particularly over whether some churches of the Communion should celebrate in a formal way the relationships of gay and lesbian couples. Many who are critical of The Episcopal Church claim that the theology has not been done that could support such rites of blessing. Many who support such rites claim that the theology has been—and continues to be—done by those engaged in the creation and use of rites of blessing.

The Diocese of Vermont engaged in an extensive scriptural, historical and theological study as its Task Force on the Blessing of Persons Living in Same-Gender Relationships developed liturgical rites for trial pastoral use in Vermont. The group’s report, stimulated by a pastoral need for prayer and worship resources for a context in which civil unions had become a legal reality, was issued in June 2004. It is available at www.dioceseofvermont.org.

This resolution acknowledges the incarnational and liturgical foundations of Anglican theological reflection by proposing that The Episcopal Church continue the work and conversation begun at the 65th General Convention meeting in Minneapolis in 1976, placing that work in the context of the preparation of resources for worship. It is based on the assumption that this practical approach is the best way for The Episcopal Church and the Anglican Communion to move beyond stalemate on the question of a theology that may support the blessing of same gender couples.
The resolution does not represent a rejection of the concerns expressed by The Episcopal Church’s partners in the Anglican Communion. Rather, it is a response to calls for continued conversation, and it proposes that such conversation be placed in the context of an open and transparent process that invites participation by all interested parties, including those from other provinces in the Anglican Communion. Given the diversity of cultural contexts in the Anglican Communion, there is little likelihood of Communion-wide consensus in the foreseeable future. However, in the context of many parts of The Episcopal Church, there is a pastoral need to move forward, while not expecting that other parts of the Communion will choose to follow.

Approval of this proposal by the 2009 General Convention will not mean approval of rites of blessing. It will mean that The Episcopal Church can continue a process begun over 30 years ago in a manner consistent with the Anglican tradition of discerning a theological position in the context of exploring liturgical responses to practical needs. Should this proposal be approved, any rites developed would be presented to the 2012 General Convention for a first vote and not receive final approval until 2015.

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

Angie Emerson-Winter Worship space
The Bishop introduced Angie Emerson, Minister for Stewardship Development, who spoke about an upcoming workshop, the Theology of Sustainability, and developing winter worship space.

The 217th Convention of the Episcopal Church in Vermont, being the 176th Annual Convention of the Diocese of Vermont recessed for lunch at 12:13 p.m. and was called back to order at 1:15 p.m.

Annual Meeting of the Incorporators of Brookhaven Home

At 1:20 p.m., a motion was made to recess Diocesan Convention and reconvene as the Annual meeting of the Incorporators of Brookhaven Home. The motion was seconded and passed.

President Diana Collins gave a short report on activities and programs of the Brookhaven Home.

The Bishop thanked Diana for her service and dedication.

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

Brookhaven Trustees: Howard D. Clarke, The Rev. Diana G. Collins, Sue Rogers (all to 2011).

At 1:36 p.m., a motion was made and seconded to adjourn the Brookhaven Annual Meeting. The motion passed.

The 217th Convention of the Episcopal Church in Vermont, being the 176th Annual Convention of the Diocese of Vermont was subsequently called back to order.
2009 Budget

Diocesan treasurer, Steve Smith, presented the 2009 budget.

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

A Courtesy Resolution Honoring Steve Smith was made:

Resolved, that this 176th Convention of the Diocese of Vermont thank Steve Smith for his four years of faithful service as treasurer of the diocese—and for actually making budget reports palatable. Steve, we thank you for your critical contribution and wish you all the best in the future.

Reports

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

The Bishop’s Appointments

The Bishop referred the assembly to the list of appointments on the screen. A motion was made and seconded to ratify these appointments. The list included the appointment of Catherine Cooke, Joel Hill and Lucy Pellegrini to a newly formed Deacons’ Council. The Bishop thanked all those who have agreed to serve.

Appointments:

Canons Committee (1-year terms): Steve Marshall, Charity Downs, Lindsey Huddle, Thomas Little, Don Morris, Howard Van Dine
COM:CCF: re-appoint Mary Lou Ashton (second term), John Morris (first term) to 3-year terms, Colleen Gates (Bennington) to 3-year terms
COM:COD: re-appoint to 3-year terms: Libby Hillhouse and Shelie Richardson; appoint Harrison Heidel to a 3-year term
Credentials Committee (1-year terms): John Rouleau, James Larkin, Lisette Baxter
Officers: Secretary of Convention, Jim Larkin, Assistant Secretary of Convention, Lynn Bates, Historiographer and Registrar, Elizabeth Allison, Thomas Brown, Ecumenical Officer, Peg Hamlin, Associate Ecumenical Officer, Thomas Little, Chancellor, William Meub, Deputy Chancellor
Dispatch of Business (1-year terms): Jim Larkin, Lynn Bates, Laura Chase, Sarah Gallagher, John Rouleau, Craig Smith
Nominating Committee (1-year terms): Polly Larkin, Tim Eberhardt, Barbara Hoar, Victor Horvath, John Mitchell, Stewart Pierson, George Spear, Laurie Broughton
Resolutions Committee (1-year terms): Mike Austin, Laura Chase, Jane Garrett, Nanci Gordon, Jud Pealer, Gunnar Urang
Rock Point Board: Charlie Roff for a 3-year term
Those retiring from appointed diocesan leadership positions were acknowledged and thanked: Commission on Ministry-Committee on Discernment, Duncan Tingle, Gunnar Urang.

The Bishop announced the January 6, 2009, ordinations of Stan Baker, Beth Ann Maier and Armand Henault to the diaconate.

**Courtesy Resolutions**

**Honoring the Rt. Rev. Mary Adelia McLeod**

Resolved, that this 176th Convention of the Diocese of Vermont convey its thanks and appreciation to the Rt. Rev. Mary Adelia McLeod, Ninth Bishop of Vermont (and first woman elected to serve as a Diocesan Bishop in the Episcopal Church), for her joyful presence among us on this occasion; the renewed exercise of her great gift of telling stories (that scary, scary, strange trip to LaGuardia!) that generate both laughter and serious reflection; and her warm-hearted sermon exhorting us to “spend and be spent” in fulfilling the “new commandment” our Lord gave us to love one another; and be it further resolved that the Secretary of Convention convey these greetings to Bishop McLeod on our behalf.

**Thanking the 175th Anniversary Committee**

Resolved, that this 176th Convention of the Diocese of Vermont express its appreciation to the members of the 175th Anniversary Committee for their leadership in organizing the events and creating the numerous symbols of our 175th anniversary celebration, and be it further resolved that we prayerfully remember the late Carolyn Kerr, honorary chair of the committee.

**Thanking the Program Committee**

Resolved, that the 176h Convention of the Diocese of Vermont express its thanks to the Program Committee—Emily Adams, Ann Cooper, Merritt Gleeson, Teresa Gleeson, Elizabeth Hilgartner, Emily Perkins, Lisa Ransom, Anita Schell-Lambert, Sister Laurian Seeber and, ex-officio, Jim Larkin—for the committee’s work in planning and implementation of Convention by distributing so generously its power and light.

**Thanking Trinity Church, Rutland**

Resolved, that we the assembled delegates and participants of the 176th Convention of the Diocese of Vermont express our sincere gratitude to the members and staff of Trinity Church, Rutland, for their fellowship, welcoming spirit and hospitality that have nourished and inspired us to tend to God’s work in the world.

**Honoring Sierra Murdoch**

Resolved, that this 176th Convention of the Diocese of Vermont thank and commend Sierra Murdoch of Middlebury College’s Project 350, for so ably and sportingly pinch-hitting for Bill McKibben when he was unable to join us for the start of the public forum on climate change. Thank you for the reminder that “green is patriotic” and for demonstrating that caring for our planet can be FUN!

**Honoring Bill McKibben**

Resolved, that this 176h convention of the Diocese of Vermont, expresses its gratitude to the speaker, our own world-renowned Vermont treasure, Bill McKibben, for “putting the fear of God” in us (in more senses than one) concerning the supremely urgent reality of global climate change, setting before us the inescapable necessity of action now, and pointing us toward the date of October 24, 2009 and the vital number 350; and be it further resolved, that the Secretary of Convention relay these greetings and appreciations to Bill McKibben on our behalf.
Commending Bishop Ely's Convention Address
Resolved, that the 176th Convention of the Diocese of Vermont commend our bishop, the Rt. Rev. Thomas C. Ely, for reminding us so clearly and eloquently in his convention address of our call to a ministry of global reconciliation and for setting before us actions that can further this mission, including: the reestablishing of a diocesan committee on the environment; the formation of a task force to deal with future projects in renewable energy and energy conservation at Rock Point; the planning of a diocesan capital campaign; and additional efforts to counter all that would obstruct the free flow of creativity and commitment in such efforts within this Diocese, in the Anglican Communion world-wide, and on “this fragile earth our island home.”

For Creation
Whereas, the 176th Convention of the Diocese of Vermont has gathered in Christ around the theme, “Tending God’s World Now!”; and whereas the creation is really, really big—reflecting the size of God’s love—and the delicate balance of life on this planet is really, really complicated;

and whereas to fully articulate all the blessings thereof, the reasons to care for all creation, the implications for all life and the perils to ignore, theological, spiritual and practical; the full list of possible whereas(es) could be really, really long and the issue is really, really urgent;

therefore, we affirm that our faith urgently calls us to be stewards of creation, this goodly heritage; to deepen our awareness of what we can and must do; that our care of this gift is true worship of our Creator and that we of the green Mountain State will lead, work, pray, discuss and share together Christ’s service to redeem the quality of life for all earth’s creatures.

Honoring the Staff of the Bishop Booth Conference Center
Resolved, that this 176th Convention of the Episcopal Diocese of Vermont express its gratitude and affection to the staff of the Bishop Booth Conference Center:

Debi Paterson, who left her post earlier this year after many years in the conference center/camping ministry, during which she made a name for herself as the first to call when someone needs wise and sympathetic counsel-and by making the best dessert sauces to go on ice cream; we wish you God’s loving care;

Anne Ellis, known for her hospitality and good nature as the helpful voice on the other end of the phone at BBCC and her hormonally-inspired recipe for brownies; best wishes as you begin your exciting new job at UVM; and at least the Phillies beat the Rays;

Bruce Boozan, who, post-retirement from IBM, brought the precision and organizational skills he honed in his corporate career to his duties at Rock Point;

Betsy Brown, director of Summer Camp and onetime classmate of Jerry Seinfeld, who this year caught the eyes and won the hearts of campers and staff alike with her fluorescent pink hair; thank you for bringing us the benefit of your vast experience in camping and retreat ministries. We agree with the camper last year who simply said of you, “Betsy rocks!”

Sherri Darrah, who for eighteen years as housekeeper has cleaned and polished and personalized the space, tended the plants, added homey touches and found bargains to make BBCC a welcoming place for retreatants and conference-goers; we send our thanks and love to you and your son, Colby;

Heartfelt thanks to all of you for your ministry among us, and Godspeed.

Thanking Elizabeth Allison
Resolved, that this 176th Convention of the Diocese of Vermont express its heartfelt thanks to Elizabeth Allison for her unstinting service as diocesan historiographer, and for her assistance to the 175th Anniversary Committee, including her two publications written for the 175th anniversary celebration. Elizabeth, thank you for keeping the torch of history lit, that we might pass it along to generations to come.
Honoring Peggy Crane

Whereas Peggy Crane has been an active and energetic person in lay and ordained ministries in this diocese;

whereas Peggy has musical gifts that have lifted choirs and congregations;

whereas she often sang the descant lifting our spirits in song;

whereas she was deeply steeped in the concepts of baptismal ministry that she learned from the late Jim Kelsey;

whereas she attended seminary and was ordained and then served in Immanuel Church Bellows Falls with creative gifts and energy;

whereas Peggy has led the diocese by example in an open and sharing way into the ministry of all believers;

whereas she has led by example the shared ministry of ordination within her charge;

whereas she has remarried and retired from active ministry at Immanuel Church;

Therefore this 176th convention of the Episcopal Diocese of Vermont wishes her well, asking God to continue to bless her and her husband with abundant joy, and to bless this diocese with joyful song through the generations;

we resolve to do these things by singing verse 3 of hymn 293, "I sing a song of the saints of God" in her honor.

(Please note no descant is part of this hymn; that is reserved in this motion for Peggy.)

Honoring The Rev. Mary Robb Mansfield

Whereas; The Rev. Mary Robb Mansfield has faithfully served the parish of St. John’s in The Mountains, Stowe, as Priest in Charge and Rector from March 1, 1999, to July 29, 2008, and, whereas; she also served the Diocese of Vermont in various positions,

Therefore be it resolved that this 176th Convention of the Diocese of Vermont extend to the Rev. Mary Robb Mansfield and her husband, Richard, warm regards for a long and happy retirement.

Honoring Stewart Pierson

Resolved, that this 176th Convention of the Diocese of Vermont express its thanks to Stewart Pierson for his many years of service as rector of All Saints’, South Burlington, and as chair of Initiative IV of the McClure Fund, and as chaplain to retired clergy. Stewart, we wish you and your wife, Julie, a long and enjoyable retirement.

Honoring Diane Root’s 10th Anniversary in the Three Rivers Ministry

Resolved, that this 176th Convention of the Diocese of Vermont commend and thank the Rev. Diane Root—the canon missioner whose car can drive itself between Killington and Bethel—on her ten years of dedicated service to the people of the Three Rivers Ministry, and we look forward to her putting many more miles on an environmentally-friendly car as she continues to serve among us.

Congratulating President-elect Obama

Resolved, that this 176th Convention of the Diocese of Vermont convey its congratulations to President-elect Barack Obama on his historic election—in the words of Congressman John Lewis, “a nonviolent revolution”—thanking Mr. Obama for his willingness to serve our nation and the world, and his message of hope and inclusiveness, as we pledge our support as citizens of the United States of America; and be it further resolved that the Secretary of Convention relay these greetings to the President-elect on our behalf.
2008 Minutes

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

The Bishop reminded the gathering that the 2009 Convention will be in Burlington, and the theme will be “Formed for Ministry, Transforming Our Culture.”

Following final announcements, *there was a motion to adjourn the 217th Convention of the Episcopal Church in Vermont, being the 176th Annual Convention of the Diocese of Vermont. The motion was seconded and passed at 3:38 p.m.*

Dismissal and Blessing

*Respectfully submitted,*

Sarah S. Gallagher
Recording Clerk

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**Rules of Order for the 2008 Diocesan 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.**

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.

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. 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.**

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.

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.

2008 Diocesan Convention
Registered Lay Delegates

Alburgh, St. Luke’s (Mission)  Greg Saylor, Pat Elmer
Arlington, St. James’  Leroy Hush, June Sherwin, Jutta von Tiesenhausen
Barre, Good Shepherd  Alban Richey, Russell Belding, Marjorie Strong
Bellows Falls, Immanuel  LeAnn Winter, Gloria Mansfield, Carole Zinter
Bennington, St. Peter’s  Nancy Bower, Mary Gerisch, Emily Kennedy
Bethel, Christ Church  Kellyanne Falkenberg Wolfe, Kathleen Hassey, Nancy Wutke
Brandon, St. Thomas & Grace (Mission)  Muriel Fielder, Franklin Sanders, Gert Sherwood
Brattleboro, St. Michael’s  Christine Hart, Sarah Benton, Greg Allen
Burlington, St. Paul’s Cathedral  Gail Ernevad, Jay Vos, Stan Baker
Canaan, St. Paul’s  Virginia Carr, Rita Lee
Castleton, St. Mark’s /Fair Haven, St. Luke’s (Mission)  Annie Dolber, Catherine McCauley, Shirley Oxidine
Chester, St. Luke’s  John Hoover, Sally Hoover, James Reagan
Colchester, St. Andrew’s  Michael Daley, Alice Daley, Carolyn Barnes
Enosburg Falls, St. Matthew’s  Gloria Bergeron, Ruth Burfoot, Dinny Hawksworth
Essex Junction, St. James  Nancy Roff, Frances Huessy, Heather Ogelby
Fairlee, St. Martin’s  Matthew Wiencke, Susan Morris, Jaqueline Wren
Hardwick, St. John the Baptist  
Island Pond, Christ (Mission)  Muriel O’Gorman
Killington, Our Saviour (Mission)  Anne Brown, Pat Kent, Betsy Tonkin
Lyndonville, St. Peter’s  Janet Smith, Sandra Densmore, Linda Moore
Manchester, Zion  Christina Murdock, Michael Nawrath, Rebecca Nawrath
Middlebury, St. Stephen’s  Amy Hastings, Paul Horn, Ceil Murdoch
Montpelier, Christ Church
Newport, St. Mark’s
Northfield, St. Mary’s
Norwich, St. Barnabas
Poultney, Trinity (Mission)
Proctorsville, Gethsemane
Randolph, St. John’s
Rutland, Trinity
Shelburne, Trinity
Sheldon, Trinity
South Burlington, All Saints’
Springfield, St. Mark’s
St. Albans, St. Luke’s
St. Johnsbury, St. Andrew’s
Stowe, St. Johns in the Mountains
Swanton, Holy Trinity
Underhill, Calvary
Vergennes, St. Paul’s
Waitsfield, St. Dunstan’s (Mission)
Wells, St. Paul’s (Mission)
White River Junction, St. Paul’s
Wilmington, St. Mary’s in the Mtns.
Windsor, St. Paul’s
Woodstock, St. James
Laura Buel
Sue Davis, Christine Moseley
Jane Bryant, Jon Anderson
Bill Sweet, Blanche Cooper, Suzanne Sweet
Sylvia Rupe, Susan Gratz
Barbara Dickey
Ellen Baker, Jacalin Wilder, Nancy Wright
Tom Williamson, Byrony North, Barbara Hooker
Laurel Broughton, Abby Miller, Gil Mathys
Beth Crane, Lori Derry
John Bertelsen, Don Crofut, Jason Lockwood
Mary Dalton, Bill Flanders, Shirley Flanders
Herk Dunsmore, Carolyn Fouts, Jeffrey Young
Sarah Maynard, Jocelyn Burrell, Nicole Stevens
Duncan Tingle
Natalie Good, Marianne Marshall, Sandi Kenyon
Marcie Nicholas, John Koier, Chuck Bongiorno
Anne Sevee, Margaret Lowe, Laurie Earle
Beth Philips
Karin Birbeck, Jim Sears, Michelle Morey
Kate Conner, Dee Roberts, Gary Barton
Laura Hunter, Susan Taylor, Elizabeth McEwen
Sandra Pealer, Meredith Bollinger, Danny Sylvester
Jane Wolfe, Jon Sweeney, Isabelle Bradley

Canonically Resident Clergy Registered Delegates

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## Licensed Clergy and Other Attendees

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2009 Narrative Budget

THE EPISCOPAL DIOCESE OF VERMONT

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

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

To implement this, Council will:

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

Stewardship Statement adopted by Diocesan Council
June 12, 2004
And re-affirmed by subsequent Council members, 2005 - 2007

We believe that we are called to live in loving and intentional relationship with God and all creation,
and that, as God provides abundantly for us, God expects us to respond with generosity;
therefore

We commit to the Episcopal Church’s teaching that the tithe is the minimum standard of giving;
and to an increase in our proportioned giving until we can attain that standard;
and to a course of prayer, study, and action regarding stewardship, including sharing our stewardship stories with others; and

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

The work of our crafting our diocesan budget is a collaborative effort led by the Executive Committee of Diocesan Council. The work this year has been marked by a fresh effort to be clear about our priorities and to see our diocesan budget as a reflection of our commitment to God’s mission and the gospel values that drive that mission and our participation in “ushering in the Reign of God.” That work now comes to you, the members of the Diocese of Vermont and in particular the clergy and lay delegates to Diocesan Convention.

I am extremely grateful for the hard and faithful work on the part of so many, which has brought us to this point. In particular, I applaud the work of our Diocesan Treasurer, Steve Smith of Saint James, Arlington. For the past four years, Steve has served the Diocese of Vermont through his extensive expertise, generosity of time, and steady leadership. Steve has helped us all understand the budget better and he has led the way to greater budget clarity and ownership through his engaging presentations at the Ministry Fairs and Diocesan Convention. He is a trusted colleague and his ministry has been a wonderful gift to me and to all of us.

I am also grateful for the continuing support of the vestries and congregations of our diocese in making parish giving to the diocesan budget a priority. Thanks to this faithfulness we have been able to present and fulfill balanced budgets each and every year that I have served as bishop. This stewardship commitment to our common life as a diocesan community is something to be celebrated!

As you consider this budget and the accompanying narrative, please give thanks to God for all that we are able to do together as the Diocese of Vermont and for the generosity of our members who make this participation in the reconciling mission of God possible.

Faithfully,

+Thomas
The Right Reverend Thomas C. Ely

Treasurer’s Note to Delegates:

We’ve strived in the following pages to give you all the information you need to consider the 2009 budget recommended for your approval by Diocesan Council. Please look over this material, and bring your comments and questions to one of the pre-convention Ministry Fairs.

You may have heard me complain at last year’s convention that we needed a new budget process. Well….this year we attempted one. It needs more work, but we like it better than the old one. Essentially, this year’s budget is built upward from a foundation defined by our priorities and our projected revenues instead of whittled downward from our current activities and our wished-for spending. Perhaps one might describe it as thanking God for what we have instead of asking God for more.
For sure this new process involved more discussion among more people; and, befitting the “green” theme of this year’s convention, we killed a lot fewer trees for paper than last year. The letter sent this summer with the First Draft budget explains the whys and wherefores of all this in more detail. In case you missed that correspondence, a copy is attached as an appendix to this narrative budget. I hope you will read or re-read it.

As we discerned our new process, we found we needed new budget categories. Those of you familiar with previous budgets may find these strange. Please be open to them. Doubtless they will receive more tweaking in future years.

The Narrative Budget that follows attempts to describe only those lines in the proposed budget that feel like they need some describing. I hope the narrative answers most of your questions. Please bring the rest of them to one of the forthcoming Ministry Fairs held around the state on three Saturdays in the weeks before the convention. Time and again, the most valuable discussions about the budget happen at these fairs.

Here are some things that strike me as most noteworthy about the budget proposed for 2009.

❖ Its balanced. Anticipated inflows equal anticipated outflows.
❖ Apples-to-apples, parish assessments are up 2% from 2008. The new formula, as intended, continues to produce lower increases in parish assessments than before. Our march toward full participation in the national church’s 21% formula continues. The proposed budget takes us from 16% to 17%. We began this journey at 12.5%.
❖ The priorities established by Council that guided the 2009 budget process were these:
  1. Our commitment to the larger Episcopal Church.
  2. Our support of congregations through the work of the diocesan Ministry Support Team.
  3. Global Outreach in support of the Millennium Development Goals at .7% of all diocesan revenues.

Thanks to everyone who participated in this year’s budget process.

Faithfully,
Steve Smith, Diocesan Treasurer

BUDGET DEVELOPMENT in our Diocese is a wide-reaching process that includes gathering information and input from everyone involved with all aspects of Diocesan ministries. Council is committed to building a budget collaboratively and presenting a realistic picture of the financial needs for Convention’s consideration and action.

The process begins in the spring of each year, with final budget approval by Council in September. The Executive Committee of Council (whose members are chosen by their peers) serves as the Program and Budget Committee. Its members this year are The Rev. Reid Farrell, Holy Trinity – Swanton, The Rev. Terry Gleeson, St. Stephen’s – Middlebury, Roy Morgan, Trinity – Rutland, Steve Reynes, Christ Church – Montpelier, and Diane Rooney, Trinity, Shelburne, along with Bishop Ely, Canon Bates and the diocesan treasurer.
This year our process included a Budget Summit attended by many diocesan leaders who have spending authority over particular programs or missions. As a group, we have begun a journey we hope will lead toward ever more creative stewardship of our financial resources. An example of this creativity was put forth by the Dismantling Racism Commission. This is described in Line 74 of the Narrative Budget.

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

**REVENUES**

**Parish Support (Line 8)** Episcopal congregations provide over 2/3 of the total revenues needed to support the mission, programs, and general administration of our Diocese. In 2006 your Convention approved a new assessment formula, the first since 1992. That formula defined a flat rate assessment of 15% for all congregations and a cap of 10% on annual increase in assessment for any parish. Parishes had five years, now three, to convert from the old formula to the new one; 35 of our 48 congregations have converted to date.

One objective of this new formula is to slow the overall increase in diocesan assessments, and so far it is succeeding. The increase in 2009 over 2008 is 2%; 2008’s over 2007 was 3%. This compares with increases of 6% in 2005 and 7% in 2004.

There are two changes from 2008 in how parish support is budgeted. First, there is no provision for shrinkage on account of non-payment. The faithful commitment of our congregations to participate and pay fully their share of parish support for diocesan activities is a defining and envied characteristic of the Diocese of Vermont. Second, the Cathedral’s assessment for 2009 ($95,466) is shown gross; in 2008 and prior years it was shown net of an amount paid by the Diocese to the Cathedral for use of its facilities. An offsetting expense now appears in Line 101.

Appendix B shows parish support by individual congregation for 2009. The final figures for each congregation are subject to further review and adjustment based upon timely and accurate Parochial Report and financial audit data.

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

Trust Revenues - Unrestricted (Line 9) includes income that is available for any purpose from the Diocesan Endowment Fund and other investments held in trust for benefit of the Diocese.
Trust Revenue-Restricted (Line 10) has donor-designated instructions regarding how earnings on these assets must be used. These revenues help fund items noted in the budget as “Supported by Line #10” or “SBL #10.” Restricted funds included in Line 10 are these:

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

Grants and Support for Stewardship Development Position (Line 13) This position is fully funded for its first three years through grants from the Hunt Fund (around $50,000 for 2008) and from withdrawals of principal currently invested in the Diocesan Unit Trust. 2009 is the second year of this commitment.

Grants Supporting the Ministry Support Team (Line 14) The work of the ministry developers is partially funded by a grant from the Lilly Foundation for $15,000 and a grant from the Roanridge Foundation for $5,000.

Other Income – Mountain Echo Contributions (Line 15) The Mountain Echo is funded in part through annual contributions from you and other readers.

**EXPENSES**

1. THE EPISCOPAL CHURCH

Episcopal Church Covenant (Line 22) The Episcopal Church budget, adopted at General Convention every three years, is funded primarily through support from the 108 dioceses that make up the Episcopal Church. The General Convention’s assessment formula is 21% of diocesan operating income. The 2009 budget increases our support to 17%, up from 16% in 2008. Council continues to be committed to increasing our percentage annually until we reach 21%. Our actual dollar increase in support over last year is $15,238.

Province I Assessment (Line 23) is comprised of the Dioceses of Maine, New Hampshire, Massachusetts, Western Massachusetts, Rhode Island, Connecticut, and Vermont. The Provincial decision-making body is its Synod, made up of elected representatives from each Diocese. The Province facilitates networking among a variety of ministries and leaders in the seven dioceses. There are gatherings of people engaged in dismantling racism, environmental issues, deployment, safe church education, youth and social ministries, as well as diocesan administrators and finance personnel.
Provincial Synod Deputies’ Expense (Line 24) Previously budgeted amounts ($85 in 2008) have covered a very small percentage of deputy’s actual expenses.

Oversight & Audit (Line 25) Annual audit of diocesan finances is required by national canon. The Oversight & Audit Committee selects and contracts with the independent auditor, and it receives and reviews the audit report. The amount budgeted for 2009 is the same as for 2008. The projected expense is generally in line with that for other organizations the size and complexity of our Diocese.

Reserve for General Convention (Line 26) General Convention will meet in Anaheim, California in 2009. This line supports travel expenses for our deputation to attend. The balance in the reserve at the end of 2008 will be $22,642.

2. OUTREACH

This budget uses a restrictive definition for “Outreach,” to wit monies given to non-Episcopal 501 (c) 3 charities from our operating budget. The diocese also provides help for those in need in many other ways including through the McClure IV outreach initiatives and the Bishop’s Discretionary Fund.

Continuing in the 2009 budget is the bifurcation of our diocesan outreach and social justice initiatives into two categories, Domestic and Global, enabling better tracking of our compliance with the 2005 Diocesan Convention resolution embracing the Millennium Development Goals. Both lines are more fully described below.

Outreach and Social Justice – Global (Line 29) We have resolved to invest 7/10ths of 1% of our diocesan budget to Millennium Development Goals. The Global Reconciliation Committee identifies and determines gifts to organizations, programs and causes directly supporting these goals such as Cristosal and the Global Aids Initiative.

Outreach and Social Justice – Domestic (Line 30) This committee, in collaboration with subcommittees and local parishes, works to enhance our voice for social justice. Causes supported in prior years have included the Upper Valley Interfaith Project, Vermont Interfaith Action, affordable elderly housing, children’s advocacy, the Vermont Campaign to End Childhood Hunger, fuel assistance, the Vermont Low Income Advocacy Council, and Camp Agape, the latter serving Vermont children with incarcerated parents. Supported in part by Line 10.

3. MINISTRY SUPPORT TEAM

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

The 2009 budget contains the same staff positions as the 2008 budget. The full time members of the dMST are the Bishop, Canon to the Ordinary, Minister for Stewardship Development,
Financial Administrator, Executive Assistant, and Administrative Assistant. Half time members of the dMST are four Ministry Developers, the Communications Minister, and the Office Receptionist. The Diocesan Registrar and Historiographer serves as a volunteer member of the dMST.

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

Diocesan Historiographer (Line 33) does research for various Diocesan Officers and is organizing, preserving, and restoring diocesan history. Many volumes have been restored and de-acidified to date. This budget line is for supplies and the costs of restoration. The time Elizabeth Allison, Diocesan Registrar and Historiographer, spends on these projects is truly a gift to our Diocese.

Personnel-Salaries (Line 34 and Appendix A) The 2009 budget provides a Cost of Living Adjustment of 4.0%. Details of compensation and benefits for each employee are shown in Appendix A. Supported in part by Lines 13, 14 and 10.

Personnel-Benefits (Line 35 and Appendix A) Detail by employee is shown in Appendix A. A decrease in expense from 2008 is budgeted for this line because of anticipated savings in healthcare plan costs. These result in turn from good experience under the new healthcare program designed and implemented by the Diocese in 2008 when faced with very large premium increases to continue the prior program.

Pastoral Enrichment Coordinator (Line 36) This continuing half-time position (now one of the four Ministry Developers) is included in Lines 34 and 35 as part of the Ministry Support Team.

4. COMMISSION ON MINISTRY

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

Seminarians (Line 54) is supported in full by Line 10.
Committee on Christian Formation (Line 55) The Committee on Christian Formation assists congregations with resources and training for lay ministries, promotes continuing education and life-long Christian formation for persons of all ages, and helps to discern and equip baptismal vocations.

The Committee on Discernment (Line 56) works with and supports individuals and congregations involved in discernment processes involving vocations to ordained ministries.

The Diocesan Study Program (Line 57) is now under auspices of the Committee on Christian Formation.

5. ECUMENISM

Campus Ministry (Line 61) Our share of the cost for Cooperating Christian Ministry (CCM) at the University of Vermont is fully funded by earnings on restricted funds included in Line 10. The Cooperative Christian Ministry at the University of Vermont (UVM) is a welcoming and inclusive Christian presence servicing all Protestants, as well as seekers and inquirers. The ministry seeks to build spiritual community, create safe and engaging environments for reflection, discussion, and action, and nurtures connections between faith and daily life. Its ministry is highly ecumenical and is sponsored by six mainline Protestant denominations: American Baptist, Episcopal, Lutheran, Presbyterian, United Church of Christ, United Methodist. CCM is dedicated to serving as a stimulus for the spiritual journey of UVM’s students, staff, administration, and faculty and as a voice of conscience within the university community. CCM does this regardless of gender, ethnicity, race, sexual orientation, age, religion, and able-bodiedness. The current chaplain is the Rev. Harrison Heidel, who is also the Rector of Calvary, Underhill.

VT Ecumenical Council & Bible Society (Line 62) mission is one of service. Nine member denominations affirm their support for the ecumenical movement: for Christian unity and its visible expression in common life, witness and vision. This organization creates the only regular meeting in Vermont of these denominational executives and representatives.

6. INSTITUTIONS

Bishop Booth Conference Center (Line 67) now includes financial support for Center operations and also a grant for the Center’s Rock Point Summer Camp program. Together these items are budgeted for $25,000 compared with $30,000 in 2008. BBCC has operated at a deficit in 2007 and 2008. As additional support to BBCC, Council has provided an interest-free secured line of credit of $150,000.

7. PROGRAM MINISTRIES

Cathedral Chapter (Cathedral without Walls) (Line 70) The Chapter strives to serve as a model for innovation in liturgy and Christian formation, and as a catalyst for new initiatives. The “Cathedral without Walls” program includes the Christian Meditation Center which supports Christian Meditation Days and weekly groups throughout the Diocese, a school for meditation
teachers, and various conferences. Other examples of the diverse programs and activities are a guest preacher program, music and arts events such as Taizé Evening Prayer, the African Children’s Choir, and various other conferences and retreats.

Communications Committee (Line 71) covers the cost of publishing eleven issues of the Mountain Echo. The basic cost for printing and mailing is approximately $5.00 per household. The cost of the Mountain Echo is partly offset by subscription revenues raised by this committee and shown in Line 15.

Living Stones Partnership (Line 72) The Living Stones Diocesan Partnership is dedicated to providing mutual support for dioceses engaged in developing baptismal ministry. The Living Stones dioceses gather annually to share ideas, support, critique, and learn from one another.

Accessibility Committee (Line 73) continues to work on ways to make our parishes and missions more welcoming to all people. This diocesan resource is a place where new ideas, insights, and practical solutions can be studied and offered to all of our parishes.

Dismantling Racism Commission (Line 74) The Commission’s work includes identifying or creating and administering programs to foster an inclusive, diverse, anti-racist diocese. The Commission has embraced the idea of funding in two-year cycles of “low” years focused mainly on planning activities and “high” years focused mainly on implementation.

Fresh Start (Line 75) supports newly called priests and their congregations, providing program materials and facilitated meetings to create successful partnerships and to ease transition issues.

Retired Clergy (Lines 76-78) are supported by earnings from the Aged & Infirm Fund’s endowment, which is restricted to this purpose. The cost of providing medigap insurance and supplemental pensions to retired clergy has declined because of attrition in the population of retired priests and spouses receiving these benefits. As a result the earnings from this Fund are now adequate to fully fund Lines 77-78 and to provide an increase in support for the Chaplaincy to the Retired (Line 76).

BBCC’s Rock Point Summer Camp (Line 79) This is now shown as part of Line 67, Bishop Booth Conference Center.

Treasurers & Wardens Workshop (Line 83) The budgeted amount will help provide updated resources for these annual workshops, including Vestry Handbooks and updated Treasurer and Audit Committee Handbooks.

Youth Ministry (Line 84) is now included within the Committee on Christian Formation (Line 55).

8. DIOCESAN STRUCTURE
Rock Point Board (Line 89) and Rock Point Property Manager (Line 90) The Board oversees the protection and maintenance of the Rock Point buildings and grounds and the operation of the Bishop Booth Conference Center. They are funded in part by endowment earnings restricted for
that purpose, but those earnings are never adequate to cover all the expenses the Board must incur in fulfilling its mission. Construction of new sewer lines is an example of the sort of expenses faced by the Board. This grant from the diocesan budget helps the Board to balance their own budget. The Diocesan budget also pays compensation and benefits expense for the Rock Point Property Manager.

Use of Cathedral Facilities (Line 101) The Diocese makes use of the Cathedral’s facilities, with attendant costs for utilities, set-up and take-down, and the like. For many years it has paid the Cathedral $6,000 annually to help defray these costs. Prior budgets have simply deducted the $6,000 from the Cathedral assessment and shown the net amount in Appendix B. This budget includes the full Cathedral assessment ($95,466) in Parish Support (Line 8) and the offsetting expense in Line 101. The net impact on the diocesan budget is zero.

9. APPROPRIATIONS

Lines 104-114 We set these amounts aside to build funds for large expenses that do not occur on an annual basis. This allows us to spread these costs evenly over several budget years.
APPENDIX TO 2009 BUDGET NARRATIVE

TO: Convention Delegates
FROM: Executive Committee of Diocesan Council
       The Rev. Reid Farrell, The Rev. Terry Gleeson, Roy Morgan, Steve Reynes,
       Diane Rooney,
       Steve Smith, The Rt. Rev. Thomas Ely, Canon Lynn Bates

DATE: July 27, 2008
RE: 2009 Diocesan Budget (Please send comments by August 11th)

Recent history in our Diocese with regard to “building the budget” has been to ask those with
responsibility for administering line items in the budget to submit requests for funding on an
annual basis. In addition, the request was made to report on how funds from the previous year
and the current year were (and are) being used. Some were more thorough in their submissions
than others. The Executive Committee of Council (EC) assembled these “askings” and produced
the first draft of the budget based on these numbers and the projected income.

For many years now, the gap between what has been requested and the total available income
has been growing. [Note: That pattern is likely to continue in light of the new formula for
determining parish giving to the Diocesan Budget (a.k.a. The Assessment).] In the past, the
Diocesan Council (Council) has done its best to fund as much of what has been asked for as
possible, and to bring a “balanced” budget to Convention.

Council tried to use the Diocesan Strategic Plan for Growth and Ministry as a guide in making
funding choices, but more often than not came “limping” to the end of the process and tried to
piece together enough income to fund as much as possible without eliminating anything. As a
result, new initiatives were difficult to fund, and priorities were far from clear. In some cases
there was reluctance to “cut” items, and in some cases the strongest voices were able to advocate
effectively for certain items, while other items were reduced. In addition, there seemed to be
little attention being paid to how our diocesan budget was revealing or reflecting our mission to
participate in “ushering in the Kingdom of God.”

Overall, the process has not been very satisfactory for Council or for those requesting funding.
EC made a commitment to try and find a “better” budget process for 2009.

To this purpose, EC and Council spent time since the 2008 Diocesan Convention looking at the
budget and the budget process through various lenses such as the Strategic Plan, the Baptismal
Covenant, Gospel values, and “Kingdom of God” language. Council and EC engaged in a
number of reflective exercises to try to break open the budget process and explored various
models for organizing and presenting the budget. All this has taken a great deal of time and
energy, and yet we still face the reality of the need/desire to fund many items far beyond the
income capacity of the current funding sources of the Diocesan Budget.
EC and Council are attempting a new budget process and it is being built as we go. This year, we started by identifying key priorities for 2009 and determined to recommend these three:

1. Our commitments to the larger Episcopal Church
2. Our support of parishes and congregations through the work of the Ministry Support Team
3. Continuation of Global Outreach in support of the Millennium Development Goals at .7% of Diocesan revenues.

Then we discussed which programs and ministries were most directly supportive of these priorities and therefore most important to fund for 2009. In doing this, we came to believe that the customary six expense categories into which the annual budget was divided were unwieldy and in need of revision. Eventually, we settled on nine new expense categories as more useful and revealing: The Episcopal Church, Outreach, Ministry Support Team, Commission on Ministry, Ecumenism, Institutions, Program Ministries, Diocesan Structure and Appropriations/Reserves (We reassigned each expense line in 2008’s approved budget into one of these categories.)

Next, we projected likely diocesan revenue for 2009. Knowing from our prior discussion of priorities what activities and programs should have “first call” on these revenues, we then determined the funding level we would recommend for each.

Then the Bishop chaired a “Budget Summit” meeting, held in White River Junction on June 28, and attended by many of the leaders from throughout the diocese who have primary spending responsibility for current programs. EC met once more following the Budget Summit. The first draft budget you are receiving today is the result of all this.

In the past at this point in the budget process, Convention Delegates received a "First-Asking Budget,” always with a famously large deficit. The one you are receiving today is different. This is a budget constructed by building upward from a foundation defined by our priorities and our available revenue instead of by whittling downward from our current activities and our wished-for spending. It might be useful to think of the finished budget as a 10-story building. In the past, we sent a “First Asking” budget 13 stories tall and then spent the summer removing elements to reduce it to 10 stories. This year we are sending in this first draft budget a building that is currently 9 stories high on its way to becoming 10 stories. One consequence is that this draft budget presently has a surplus instead of a deficit. That surplus will disappear as the remainder of the budget process is completed.

For both experienced and first-time delegates, the new budget format needs some explanation.

- Where the enclosed budget has a number under the column "2009 Priority Funded", it means that those elements are within the three priorities that EC identified as critical to our mission and ministry as above and the numbers shown reflect the specific funded amount presently recommended by EC.
Where there is a number under the column “2009 Restricted Funded,” it means that those elements, even if not within the three priorities, are funded through earnings on restricted investments provided only for those purposes.

Where there is no number under "2009 Funded" it means that element is not within one of the identified priorities and, as such, has not yet been recommended for funding. If all of these "non-priorities" (for lack of a better word) were funded at its 2008 budget level, it would total approximately $72,000 - against 2009 funds still available (after funding the identified priorities) of approximately $60,000 -- a shortfall of $12,000.

We are asking you, as a Convention Delegate, to let us know what you think "needs" to be supported by the Diocesan Budget with the funds remaining. EC will meet next on August 12th to deliberate the budget – please send your thoughts to us prior to that meeting.

A final proposed budget, as recommended by the full Council, will be sent to you in September. In the meantime, if you have any specific suggestions on the budget, please feel free to contact any member of Council. We appreciate your assistance in helping the Diocese construct a budget that is meaningful for our joint ministry and mission for the building up of God's kingdom.
<table>
<thead>
<tr>
<th>LINE</th>
<th>ADOPTED BUDGET 2008</th>
<th>PROJECTED REVENUE FOR 2009</th>
<th>TOTAL BUDGET</th>
<th>COMMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>8</td>
<td>Parish Support for Diocesan Ministry</td>
<td>816,211</td>
<td>849,717</td>
<td>849,717</td>
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<tr>
<td>9</td>
<td>Trust Revenues - Unrestricted</td>
<td>140,198</td>
<td>140,712</td>
<td>140,712</td>
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<tr>
<td>10</td>
<td>Trust Revenues - Restricted</td>
<td>54,901</td>
<td>54,943</td>
<td>54,943</td>
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<tr>
<td>11</td>
<td>Administrative Support - Unit Fund</td>
<td>12,000</td>
<td>15,000</td>
<td>15,000</td>
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<tr>
<td>12</td>
<td>Support from the Hunt Fund</td>
<td>15,000</td>
<td>15,000</td>
<td>15,000</td>
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<tr>
<td>13</td>
<td>Grants/Support for Stewardship Dev. Pcs.</td>
<td>100,000</td>
<td>110,000</td>
<td>110,000</td>
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<tr>
<td>14</td>
<td>Grants for Ministry Support Team</td>
<td>25,000</td>
<td>20,000</td>
<td>20,000</td>
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<tr>
<td>15</td>
<td>Communications (Mtn Echo Contributions)</td>
<td>8,000</td>
<td>8,000</td>
<td>8,000</td>
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<tr>
<td>16</td>
<td>Bank Interest Income/Other Donations</td>
<td>4,000</td>
<td>3,000</td>
<td>3,000</td>
</tr>
<tr>
<td>17</td>
<td>Support from Funds Available to the Bishop</td>
<td>10,000</td>
<td>15,000</td>
<td>15,000</td>
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<tr>
<td>18</td>
<td>Patterson Dividends Income (prior year)</td>
<td>25,000</td>
<td>-</td>
<td>-</td>
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<tr>
<td>19</td>
<td>Foster Bequest</td>
<td>10,500</td>
<td>-</td>
<td>-</td>
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<tr>
<td>20</td>
<td>TOTAL REVENUES</td>
<td>1,220,780</td>
<td>1,231,372</td>
<td>1,231,372</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>LINE</th>
<th>EXPENSES</th>
<th>ADOPTED BUDGET 2008</th>
<th>PRIORITY FUNDED</th>
<th>RESTRICTED FUNDED</th>
<th>ALSO FUNDED</th>
<th>TOTAL BUDGET</th>
<th>COMMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>21</td>
<td>1. The Episcopal Church (TEC)</td>
<td>145,839</td>
<td>161,077</td>
<td>161,077</td>
<td>17% of 21%, up from 16% in 2008.</td>
<td></td>
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<tr>
<td>22</td>
<td>The Episcopal Church Covenant</td>
<td>6,262</td>
<td>6,715</td>
<td>6,715</td>
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<td></td>
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<tr>
<td>23</td>
<td>Province I Assessment</td>
<td>86</td>
<td>300</td>
<td>300</td>
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<tr>
<td>24</td>
<td>Provincial Synod Deputies' Expense</td>
<td>12,500</td>
<td>12,500</td>
<td>12,500</td>
<td></td>
<td></td>
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<tr>
<td>25</td>
<td>Oversight &amp; Audit</td>
<td>10,000</td>
<td>10,000</td>
<td>10,000</td>
<td>Reserve Balance @ 12/31/07: $12,642</td>
<td></td>
<td></td>
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<tr>
<td>26</td>
<td>Reserve - Triennial General Convention +ECW</td>
<td>174,676</td>
<td>160,592</td>
<td>160,592</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>27</td>
<td>Total TEC</td>
<td>174,676</td>
<td>160,592</td>
<td>160,592</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>28</td>
<td>2. Outreach (OUT)</td>
<td>8,000</td>
<td>8,619</td>
<td>8,619</td>
<td>0.7% of revenue per Convention resolution.</td>
<td></td>
<td></td>
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<tr>
<td>29</td>
<td>Outreach &amp; Social Justice - Global Reconciliation</td>
<td>10,625</td>
<td>900</td>
<td>10,000</td>
<td>10,300</td>
<td>Supported in part by Permanent Fund for Human Needs (L10)</td>
<td></td>
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<tr>
<td>30</td>
<td>Outreach &amp; Social Justice - Domestic</td>
<td>10,625</td>
<td>-</td>
<td>-</td>
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<td></td>
<td></td>
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<tr>
<td>31</td>
<td>Total OUT</td>
<td>18,625</td>
<td>8,619</td>
<td>900</td>
<td>10,000</td>
<td>19,519</td>
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<tr>
<td>EXPENSES (cont'd)</td>
<td>ADOPTED BUDGET 2008</td>
<td>PROPOSED 2009 BUDGET</td>
<td>COMMENT</td>
<td></td>
<td></td>
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<tr>
<td>32. Ministry Support Team (MST)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>33. Diocesan Historiographer</td>
<td>3,400</td>
<td>3,400</td>
<td>3,400</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>34. Personnel - Salaries</td>
<td>447,008</td>
<td>482,518</td>
<td>20,197</td>
<td>502,715</td>
<td>4% COLA. Supported in part by L13, L14, &amp; Episc. Fund (L10).</td>
<td></td>
<td></td>
</tr>
<tr>
<td>35. Personnel - Benefits</td>
<td>204,410</td>
<td>199,569</td>
<td>196,169</td>
<td>Reflects savings from new health insurance plan</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>36. Pastoral Enrichment Coordinator-Salary and Benefits</td>
<td>38,173</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>Included for 2009 in L34 and L35</td>
<td></td>
<td></td>
</tr>
<tr>
<td>37. Diocesan Consultants Training</td>
<td>850</td>
<td>850</td>
<td>850</td>
<td>850</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>38. Continuing Ed - Bishop</td>
<td>1,200</td>
<td>1,200</td>
<td>1,200</td>
<td>1,200</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>39. Deployment</td>
<td>4,335</td>
<td>4,335</td>
<td>4,335</td>
<td>4,335</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>40. Professional Development - Ministry Support Team</td>
<td>3,800</td>
<td>3,800</td>
<td>3,800</td>
<td>3,800</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>41. Travel &amp; Meetings - Bishop</td>
<td>11,315</td>
<td>11,881</td>
<td>11,681</td>
<td>11,681</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>42. Travel &amp; Meetings - Ministry Support Team</td>
<td>33,378</td>
<td>31,633</td>
<td>3,411</td>
<td>36,444</td>
<td>Supported in part by Bryant Fund (L10)</td>
<td></td>
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<tr>
<td>43. Computer Technology &amp; Equipment Costs</td>
<td>2,000</td>
<td>2,000</td>
<td>2,000</td>
<td>2,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>44. Equipment Purchase - Office Equipment &amp; Technology</td>
<td>2,550</td>
<td>2,550</td>
<td>2,150</td>
<td>2,150</td>
<td></td>
<td></td>
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<tr>
<td>45. Insurance - Diocesan Workers' Comp</td>
<td>4,500</td>
<td>4,604</td>
<td>4,604</td>
<td>4,604</td>
<td></td>
<td></td>
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<tr>
<td>46. Management Information System</td>
<td>2,500</td>
<td>2,000</td>
<td>2,000</td>
<td>2,000</td>
<td></td>
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<tr>
<td>47. Office Supplies &amp; Expenses</td>
<td>8,500</td>
<td>8,500</td>
<td>8,500</td>
<td>8,500</td>
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<tr>
<td>48. Payroll Service Fees</td>
<td>1,800</td>
<td>1,800</td>
<td>1,800</td>
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<tr>
<td>49. Postage</td>
<td>4,250</td>
<td>4,250</td>
<td>4,250</td>
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<tr>
<td>50. Printing</td>
<td>850</td>
<td>850</td>
<td>850</td>
<td>850</td>
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<tr>
<td>51. Telecommunications</td>
<td>6,200</td>
<td>5,820</td>
<td>6,000</td>
<td>6,000</td>
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<tr>
<td>52. Total MST</td>
<td>781,613</td>
<td>769,539</td>
<td>23,868</td>
<td>793,407</td>
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<tr>
<td>53. Commission on Ministry (COM)</td>
<td></td>
<td></td>
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<tr>
<td>54. Seminarians</td>
<td>2,000</td>
<td>2,065</td>
<td>2,095</td>
<td>Supported by Seminarian Fund (L10)</td>
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<td></td>
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<tr>
<td>55. Committee on Christian Formation (COM:CCF)</td>
<td>8,000</td>
<td>8,500</td>
<td>8,100</td>
<td>EFH License (1500); Resources Ctr. (1000); CE (2500); Youth Ministry (2000)</td>
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<td>56. Committee on Discernment (COM:COD)</td>
<td>4,500</td>
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<tr>
<td>57. Diocesan Study Program</td>
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<td>-</td>
<td>-</td>
<td>-</td>
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<tr>
<td>58. Total COM</td>
<td>16,520</td>
<td>12,000</td>
<td>14,695</td>
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<tr>
<td>59. Ecumenism (ECU)</td>
<td></td>
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<tr>
<td>60. Episcopal Ecumenical Assessment</td>
<td>200</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<tr>
<td>61. Campus Ministry</td>
<td>8,712</td>
<td>8,712</td>
<td>8,712</td>
<td>Supported by Campus Ministry Fund (L110)</td>
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<tr>
<td>62. VT Ecumenical Council &amp; Bible Society Support</td>
<td>4,700</td>
<td>4,200</td>
<td>4,200</td>
<td>4,200</td>
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<tr>
<td>63. Diocesan Ecumenical Officers</td>
<td>500</td>
<td>-</td>
<td>-</td>
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<tr>
<td>64. Total ECU</td>
<td>14,112</td>
<td>8,712</td>
<td>4,400</td>
<td>13,112</td>
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<td>EXPENSES (contd.)</td>
<td>ADOPTED BUDGET 2008</td>
<td>PROPOSED 2009 BUDGET</td>
<td>COMMENT</td>
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<tr>
<td>65</td>
<td>6. Institutions (INS)</td>
<td></td>
<td></td>
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<tr>
<td>66</td>
<td>Brookhaven</td>
<td>1,000</td>
<td>1,000</td>
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<tr>
<td>67</td>
<td>Bishop Booth Conference Center (BBCC)</td>
<td>15,000</td>
<td>25,000</td>
<td>25,000</td>
<td>BBCC operation (10,000) and contribution to summer camp program (15,000)</td>
<td></td>
<td></td>
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<tr>
<td>68</td>
<td>Total INS</td>
<td>16,000</td>
<td>-</td>
<td>26,000</td>
<td>26,000</td>
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<td>69</td>
<td>7. Program Ministries (PRO)</td>
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</tr>
<tr>
<td>70</td>
<td>Cathedral Chapter (Cathedral Without Walls)</td>
<td>2,500</td>
<td>2,500</td>
<td>2,500</td>
<td></td>
<td></td>
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<tr>
<td>71</td>
<td>Communications (The Mountain Echo)</td>
<td>27,450</td>
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**Comment:** Cathedral assessment (L8) and usage cost now shown gross.
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LINE 34  $ 502,714
LINE 35  $ 196,569  $ 699,283
### APPENDIX B

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* No Parochial Report Received
2009 Assessments are Subject to Change
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<th>Sunday Eucharists</th>
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### Diocese of Vermont

#### Vital Statistics of Congregations and Missions

*Year in parentheses is last year of filing if not 2008*

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<th>City</th>
<th>Congregation</th>
<th>Communicants in Good Standing</th>
<th>Others</th>
<th>Average Sunday Attendance</th>
<th>Sunday Eucharists</th>
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## Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2008

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<thead>
<tr>
<th>City</th>
<th>Congregation</th>
<th>Plate &amp; Pledge Income</th>
<th>Operating Revenue</th>
<th>Total Revenue</th>
<th>Operating Expense</th>
<th>To the Diocese</th>
<th>Outreach &amp; Development</th>
<th>Total Expense</th>
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## Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2008

<table>
<thead>
<tr>
<th>City</th>
<th>Congregation</th>
<th>Plate &amp; Pledge Income</th>
<th>Operating Revenue</th>
<th>Total Revenue</th>
<th>Operating Expense</th>
<th>To the Diocese &amp; Development</th>
<th>Outreach &amp; Development</th>
<th>Total Expense</th>
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<td>All Saints Church</td>
<td>84,803</td>
<td>103,762</td>
<td>109,009</td>
<td>103,410</td>
<td>13,142</td>
<td>3,923</td>
<td>106,894</td>
</tr>
<tr>
<td>Springfield</td>
<td>St Marks Church</td>
<td>34,412</td>
<td>65,644</td>
<td>97,196</td>
<td>80,750</td>
<td>7,586</td>
<td>42,929</td>
<td>127,306</td>
</tr>
<tr>
<td>St Albans</td>
<td>St Luke's Church</td>
<td>85,457</td>
<td>121,938</td>
<td>155,250</td>
<td>131,322</td>
<td>22,867</td>
<td>26,195</td>
<td>157,517</td>
</tr>
<tr>
<td>St Johnsbury</td>
<td>St Andrews Episcopal Church</td>
<td>31,725</td>
<td>52,881</td>
<td>54,317</td>
<td>52,881</td>
<td>6,238</td>
<td>9,369</td>
<td>61,982</td>
</tr>
<tr>
<td>Stowe</td>
<td>St John's in the Mountains</td>
<td>129,099</td>
<td>132,334</td>
<td>270,765</td>
<td>107,315</td>
<td>13,755</td>
<td>48,785</td>
<td>160,610</td>
</tr>
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<td>Swanton</td>
<td>Holy Trinity Episcopal Church (2007)</td>
<td>37,446</td>
<td>234,528</td>
<td>243,375</td>
<td>234,528</td>
<td>34,935</td>
<td>1,463,763</td>
<td>1,701,465</td>
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<tr>
<td>Vergennes</td>
<td>St Paul Episcopal Church (2006)</td>
<td>51,048</td>
<td>57,692</td>
<td>59,195</td>
<td>57,039</td>
<td>8,021</td>
<td>16,181</td>
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<tr>
<td>Waitsfield</td>
<td>St Dunstan's Episcopal Mission</td>
<td>50,297</td>
<td>57,168</td>
<td>62,601</td>
<td>62,126</td>
<td>6,561</td>
<td>1,500</td>
<td>64,201</td>
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<tr>
<td>Wells</td>
<td>St Pauls Episcopal Mission</td>
<td>17,882</td>
<td>26,640</td>
<td>36,520</td>
<td>24,681</td>
<td>2,362</td>
<td>4,573</td>
<td>39,185</td>
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<tr>
<td>White River Junction</td>
<td>St Pauls Episcopal Church</td>
<td>141,726</td>
<td>179,018</td>
<td>190,568</td>
<td>177,645</td>
<td>23,877</td>
<td>18,088</td>
<td>191,960</td>
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<tr>
<td>Wilmington</td>
<td>St Mary's in the Mountains Episcopal Church</td>
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<tr>
<td>Windsor</td>
<td>St Pauls Episcopal Church</td>
<td>27,169</td>
<td>74,773</td>
<td>112,946</td>
<td>81,600</td>
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<td>78,863</td>
<td>159,858</td>
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<tr>
<td>Woodstock</td>
<td>St James Episcopal Church</td>
<td>170,620</td>
<td>230,313</td>
<td>248,813</td>
<td>239,691</td>
<td>34,120</td>
<td>62,358</td>
<td>310,706</td>
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<tr>
<td><strong>Total</strong></td>
<td></td>
<td>4,056,455</td>
<td>6,141,408</td>
<td>9,438,630</td>
<td>6,076,223</td>
<td>799,827</td>
<td>2,520,183</td>
<td>8,577,179</td>
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</tbody>
</table>