The Journal of the
217th Annual Convention of The Episcopal Church in Vermont
being the
175th Annual Convention of The Diocese of Vermont
held at
Jackson Gore, Ludlow, Vermont

November 3-4, 2017
Reports to Convention

Bishop’s Official Acts .......................................................... 1
Brookhaven Treatment and Learning Center ........................................ 3
Communications Ministry ................................................................ 7
Congregational Support and Resources Committee ........................................... 14
Cooperative Christian Ministry .......................................................... 14
Diocesan Commission on Ministry ......................................................... 16
Diocesan Council ............................................................................. 18
Earth Stewards .................................................................................... 21
Ecumenical and Interreligious Officer’s .................................................... 22
Financial Oversight and Audit Committee .............................................. 24
Grants and Loans Committee - 2017 ...................................................... 25
Diocesan Loan Review Committee ......................................................... 28
Diocesan Liaison for Refugee Resettlement/Cristosal ...................... 29
Rock Point Board and Directors ............................................................ 32
Rock Point Summer Camp 2017 ............................................................ 36
Standing Committee ........................................................................... 38
Treasurer ............................................................................................. 40
Trustees of the Diocese of Vermont ....................................................... 41
United Thank Offering .......................................................................... 42

Convention Journal

Bishop’s Address to Convention .......................................................... 44
Convention Minutes ........................................................................... 51
Clergy Delegates Present .................................................................... 67
Lay Delegates Present ......................................................................... 68
Registered Guests ................................................................................ 70
2018 Budget as Adopted by Convention ............................................ 72
## Bishop’s Official Acts
### The Rt. Rev. Thomas C. Ely, Tenth Bishop of Vermont

<table>
<thead>
<tr>
<th>DATE</th>
<th>EVENT</th>
<th>TOWN</th>
<th>CONGREGATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>3/8/16</td>
<td>Letters Dimissory: Keith Patterson</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Issued to Rochester</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5/9/17</td>
<td>Letters Dimissory: Susan Taylor</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Issued to Maine</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5/9/17</td>
<td>Letters Dimissory: Jakki Flanagan</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Issued to Connecticut</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5/18/17</td>
<td>Letters Dimissory: Mark Genszler</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Issued to Long Island</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>People in Process: Kathleen Moore</td>
<td>Arlington</td>
<td>St. James’ Church</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>People in Process: Veronika Travis</td>
<td>Shelburne</td>
<td>Trinity Church</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12/18/16</td>
<td>Ordination: Christine Moseley</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Transitional Deacon</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12/18/16</td>
<td>Ordination: Robert Wilson</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Transitional Deacon</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1/7/17</td>
<td>Ordination: Paul Moberly</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Transitional Deacon</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1/22/17</td>
<td>Ordination: Kathy Hartman</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Transitional Deacon</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6/16/17</td>
<td>Ordination: Christine Moseley</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Priest</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6/16/17</td>
<td>Ordination: Robert Wilson</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Priest</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Date</td>
<td>Type</td>
<td>Location</td>
<td>Church Name</td>
</tr>
<tr>
<td>-----------</td>
<td>----------</td>
<td>------------------</td>
<td>-----------------------------</td>
</tr>
<tr>
<td>8/21/16</td>
<td>Visitation</td>
<td>Vergennes</td>
<td>St. Paul’s Church</td>
</tr>
<tr>
<td>9/11/16</td>
<td>Visitation</td>
<td>Burlington</td>
<td>Cathedral Church of St. Paul</td>
</tr>
<tr>
<td>9/25/16</td>
<td>Visitation</td>
<td>Brattleboro</td>
<td>St. Michael’s Church</td>
</tr>
<tr>
<td>10/9/16</td>
<td>Visitation</td>
<td>Montpelier</td>
<td>Christ Church</td>
</tr>
<tr>
<td>10/16/16</td>
<td>Visitation</td>
<td>Chester</td>
<td>St. Luke’s Church</td>
</tr>
<tr>
<td>10/21/16</td>
<td>Visitation</td>
<td>Newport</td>
<td>St. Mark’s Church</td>
</tr>
<tr>
<td>10/30/16</td>
<td>Visitation</td>
<td>Norwich</td>
<td>St. Barnabas Church</td>
</tr>
<tr>
<td>11/20/16</td>
<td>Visitation</td>
<td>Lyndonville</td>
<td>St. Peter’s Church</td>
</tr>
<tr>
<td>11/30/16</td>
<td>Visitation</td>
<td>Proctorsville</td>
<td>Gethsemane Church</td>
</tr>
<tr>
<td>12/4/16</td>
<td>Visitation</td>
<td>Bristol</td>
<td>The Jerusalem Gathering</td>
</tr>
<tr>
<td>12/11/16</td>
<td>Visitation</td>
<td>Northfield</td>
<td>St. Mary’s Parish</td>
</tr>
<tr>
<td>1/6/17</td>
<td>Visitation</td>
<td>Stowe</td>
<td>St. John’s Church</td>
</tr>
<tr>
<td>1/8/17</td>
<td>Visitation</td>
<td>Barre</td>
<td>Good Shepherd</td>
</tr>
<tr>
<td>1/11/17</td>
<td>Visitation</td>
<td>Shelburne</td>
<td>Trinity Church</td>
</tr>
<tr>
<td>1/19/17</td>
<td>Visitation</td>
<td>Killington</td>
<td>Church of Our Savior</td>
</tr>
<tr>
<td>1/25/17</td>
<td>Visitation</td>
<td>Well</td>
<td>St. Paul’s Church</td>
</tr>
<tr>
<td>2/19/17</td>
<td>Visitation</td>
<td>Brandon</td>
<td>St. Thomas’ Church</td>
</tr>
<tr>
<td>2/23/17</td>
<td>Visitation</td>
<td>Underhill</td>
<td>Calvary Church</td>
</tr>
<tr>
<td>2/26/17</td>
<td>Visitation</td>
<td>Saranac Lake, NY</td>
<td>St. Luke’s Church</td>
</tr>
<tr>
<td>3/22/17</td>
<td>Visitation</td>
<td>White River Junction</td>
<td>St. Paul’s Church</td>
</tr>
<tr>
<td>3/26/17</td>
<td>Visitation</td>
<td>St. Albans</td>
<td>St. Luke’s Church</td>
</tr>
<tr>
<td>4/2/17</td>
<td>Visitation</td>
<td>Fairlee</td>
<td>St. Martin’s Church</td>
</tr>
<tr>
<td>4/6/17</td>
<td>Visitation</td>
<td>Hardwick</td>
<td>St. John the Baptist Church</td>
</tr>
<tr>
<td>4/19/17</td>
<td>Visitation</td>
<td>Colchester</td>
<td>St. Andrew’s Church</td>
</tr>
<tr>
<td>4/23/17</td>
<td>Visitation</td>
<td>Springfield</td>
<td>St. Marks Church</td>
</tr>
<tr>
<td>4/30/17</td>
<td>Visitation</td>
<td>Middlebury</td>
<td>St. Stephen’s Church</td>
</tr>
<tr>
<td>5/4/17</td>
<td>Visitation</td>
<td>Vergennes</td>
<td>St. Paul’s Church</td>
</tr>
<tr>
<td>5/7/17</td>
<td>Visitation</td>
<td>Manchester Center</td>
<td>Zion Church</td>
</tr>
<tr>
<td>5/10/17</td>
<td>Visitation</td>
<td>Bennington</td>
<td>St. Peter’s Church</td>
</tr>
<tr>
<td>5/14/17</td>
<td>Visitation</td>
<td>Sheldon</td>
<td>Grace Church</td>
</tr>
<tr>
<td>5/18/17</td>
<td>Visitation</td>
<td>South Burlington</td>
<td>All Saints Church</td>
</tr>
<tr>
<td>5/21/17</td>
<td>Visitation</td>
<td>Woodstock</td>
<td>St. James Church</td>
</tr>
<tr>
<td>5/24/17</td>
<td>Visitation</td>
<td>Arlington</td>
<td>St. James Church</td>
</tr>
<tr>
<td>5/25/17</td>
<td>Visitation</td>
<td>Rutland</td>
<td>Trinity Church</td>
</tr>
<tr>
<td>5/28/17</td>
<td>Visitation</td>
<td>Waitsfield</td>
<td>St. Dunstan’s Church</td>
</tr>
<tr>
<td>5/30/17</td>
<td>Visitation</td>
<td>St. Johnsbury</td>
<td>St. Andrew’s Church</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
In the twelve-month period of July 1, 2016 to June 30, 2017:
8 consents were given by Bishop Ely for the elections of Diocesan Bishops.
1 consents were given by Bishop Ely for the elections of Diocesan Bishop Coadjutors.
2 consents were given by Bishop Ely for the elections of Diocesan Bishop Suffragans.
3 consents were given by Bishop Ely for the resignations of Diocesan Bishops.

All lay licenses are current until the Sunday before Advent 2018 (November 25, 2018.)
Additional licenses issued from July 1, 2016 to June 30, 2017 include thirteen Eucharistic Minister licenses, eight Eucharistic Visitor licenses, and two Lay Preacher licenses.

Lay Preachers:

In the twelve-month period of July 1, 2016 to June 30, 2017 Bishop Ely confirmed seventeen people. Fourteen people were also received during this time-period. Three people reaffirmed their baptismal vows.

Brookhaven Treatment and Learning Center

Brookhaven Treatment and Learning Center was established in 1952 and is located in historic Chelsea, Vermont on 122 acres of beautiful land and woods. At Brookhaven we are committed to providing quality clinical and educational programming for boys with severe emotional/behavioral issues and learning difficulties.

Our comprehensive treatment program includes therapeutic milieu services, intensive behavior management, individual, group and family therapy, case management services and psychopharmacological intervention from a trauma informed approach.

Brookhaven offers individualized treatment and offers a wide array of multidisciplinary approaches relevant and therapeutic to each child’s individual needs. We have spent a great deal of time enhancing our Family Services in order to ensure success for our residents during their treatment and post treatment. We have a Family Retreat where families and their child
stay overnight, meet with their clinicians daily, and practice effective parenting strategies with clinical support and oversight. We provide intensive family services to our residents, birth families, potential families, and respite caregivers in order to create a therapeutic environment in which they can experience the structure, stability, consistency, and safety they may not have otherwise had. One way to ensure this success is through intensive family sessions during a child’s stay; as well as assisting and supporting families in creating a therapeutic environment in their home in the best interest of their child. The Family work, coupled with daily therapeutic groups, individual therapy, milieu therapy, and an independent school that offers individualized learning based on needs has made Brookhaven a comprehensive treatment facility.

Multiple families have taken part in the Retreat services offered. This program enhancement has allowed families to prepare for lasting transitions. Over the past year we have offered Therapeutic Crisis Intervention Training (TCIF) to our families. TCIF provides families with the necessary skills and knowledge they need to become the catalyst through which the child changes old habits, destructive responses, and maladaptive behavior patterns. The goal of this training program is to give adults the resources to help children develop new responses to their environment that will enable them to achieve a higher level of social and emotional stability.

Brookhaven’s Clinical Coordinator, Robin Allard, began her certification in Neurosequential Modalities of Therapeutics. The Neurosequential Model is a developmentally informed, biologically respectful approach to working with at-risk children. The Neurosequential Model is not a specific therapeutic technique or intervention; it is a way to organize a child’s history and current functioning. The goal of this approach is to structure an assessment of a child, the articulation of the primary problems, identification of key strengths and the application of interventions (educational, enrichment and therapeutic) in a way that will help family, educators, therapists and related professionals best meet the needs of the child.

We have moved from a behavioral perspective to a completely trauma informed perspective. We offer weekly trainings for staff around trauma informed care, NMT core concepts, treating sexually reactive and aggressive children in a residential system, and providing interventions based on individual children's sensory, relational, and cognitive needs. In considering children's sensory needs we have started buying iPods for all children coming into the program. Along with iPods, they are welcomed with over the ear headphones due to sensory sensitivities common with this population, sensory boxes, a stuffed animal, a book, and a Lego play set.

All behaviors are addressed through a clinical needs lens with the NMT core concepts guiding us. This has created much more growth with the children, with the staff, and has truly supported in less power struggles, positive behaviors, and overall learning for everyone.

Our rewards system has significantly changed to provide an increase in relational experiences, and sensory materials they did not previously have. We have much more challenging children in our program than we have had over the past few years, however, we are able to manage them, treat them, and most importantly, we are seeing greater success.
Our Brookhaven Learning Center, a Vermont licensed Independent School with a therapeutic and family-based educational curriculum for residential and day students has seen a lot of positive growth over the past year. We offer family-based services to Day Students when their IEP/504 Team identifies and agrees to Brookhaven providing the services on an outpatient basis. Teachers utilize diverse teaching methods to present the curriculum, and meet the goals of each child’s Individual Education Plan (IEP) or Section 504 Plan. Teachers are trained to consider the emotional state of each student and to tailor educational expectations and teaching strategies to each child’s level of functioning.

In August of 2016 our Learning Center received a special endorsement and became licensed to serve students diagnosed with Autism Spectrum Disorder and Developmental Delay. This endorsement provides an additional level of skills of specific training and experiences for our Learning Center professionals who provide educational services for the population of students presenting with various pervasive developmental disorders and functioning on the autism spectrum.

This past year the Brookhaven Learning Center had an average of 16 students in attendance, 3 teachers, a Special Education Coordinator and our compliment of amazing Direct Care staff and 3 Clinicians. It was a busy year full of growth and, many program enhancements.

Our Learning Center growth among the group of students we served was remarkable, and inspiring. Each student identified an individual goal for himself at the beginning of the year and they all met their goals, without exception. Each student demonstrated admirable academic growth, in addition to utilizing a successful toolbox of coping skills to support in continuing their success. Our students were introduced to The Zones of Regulation curriculum. This particular curriculum is geared toward helping youth gain skills to consciously regulate their actions, teach self-control, and problem-solving abilities.

Teachers presented students with an incredible array of experiential learning opportunities throughout the year that embraced the concept of community, academics, and compassion. One such activity involved our students putting on a mock court trial after reading Dr. Seuss's The Lorax. This taught the students about the powers of persuasion and persuasive writing, as well as debating, and working together as a team.

Student’s had the opportunity to participate in educational, and incentive based field trips this year including the Tunbridge Fair, Diversity Day at the Chelsea Public School, volunteering at the local food shelf, a Robotics presentation at Applied Research Associates, and apple picking, along with cutting down our own Christmas trees. We also attend VTC bridge building competition, and Veteran’s graves where we participated in Flag Placements for Memorial Day. The Carriage House Salon in Montpelier, Vermont gifted our residents with a “Spa Day” which was an incredibly fun experience and treat. Our program visited the Wild Center in New York where we explored a 54,000-square foot museum and hands on experiential activities with lots of woods and trails. The residential students participated in our annual Pine Wood Derby
competition. They had an incredible time building their cars, decorating them, and racing them down the derby track.

Our favorite trip of the year was an overnight field trip at the Boston Science Museum. We enjoyed a night locked in the museum learning about electricity, music, dinosaurs and stars. Other noteworthy events at the Learning Center included hosting a Veteran’s day ceremony for the public.

Each December Brookhaven hosts a Christmas party that the Brookhaven Board of Trustees are invited to attend. This year Board Members arrived and joined one of three classrooms where they spent time with the boys listening to Christmas stories, or creating Christmas arts and crafts. At lunch Board members, staff, and children gathered in the dining room to enjoy the delicious holiday meal prepared by our cook.

Friday, June 9th was a super day full of community connections, and superhero imaginations. Residents from the Senior Home, Riverbend, attended a superhero themed party at Brookhaven to celebrate another year of our two communities’ collaboration. Most all attendants dressed in their very best superhero outfits. Some heroes were familiar faces, the Wonder Woman triplets attended; Super Girl was there, Batman, Captain America, and others. There were also some original new heroes in the crowd but also some partygoers dressed as real-life superheroes, such as fire fighters and EMT’s. The superheroes enjoyed morning snacks, playing their favorite games, and also superhero training activities. These super events included creating a superhero ID badge, fitness activities, superhero breath bubble blowing, practicing their “spidey” spraying skills, and Aqua Man painting.

This party was not all for our imaginations though. Brookhaven was also proud to honor a real-life superhero in our community, Jennifer Doyle, Director of Riverbend. Jennifer was recognized for her dedication to her program and her efforts to continue the great community connection that is shared between our two programs.

On June 14th, 2017 Brookhaven families gathered on the Brookhaven campus during one of the nicest days we've had to date to celebrate our remarkable students and their accomplishments at our annual Brookhaven graduation. The delicious aroma of freshly grilled burgers and dogs filled the air as staff, students, friends and families enjoyed some down time together to share a meal and reflect on all the fun had during this school year. Following the meal was a lovely ceremony, opened with encouraging and inspiring words from our Special Education Coordinator, Ms. Ashley Grote, and words from Board of Directors member, Reverend Paul Habersang. Each class had an opportunity to share a brief presentation on their experiences and successes. The pride that filled our little pavilion was almost tangible, as students put themselves out there to speak to the crowd, which is often a challenge for even the most gifted of public speakers. Once again, our students rose to the occasion and provided families with some great insight into their accomplishment during this incredibly successful school year.
During our 2017 summer program (extended school year services) “Camp Haven,” led by our Residential Coordinator and Camp Director Jessica Allen, our campers explored hands on activities based on “An Outdoor Summer” theme. Campers were given an opportunity to make volcanos, and rockets, design an egg drop, and pan for gold.

Each week campers had the opportunity to earn three off campus opportunities; our weekly field trip, three-green reward trip, and a five-green reward trip. Our field trips had us exploring the mountains and lakes of local state parks, and forests, while the three-green trips were enrichment activities such as hearing the Steele Drums, watching the “No Strings Attached” puppets, as well as laughing with the magician and juggler present at the event.

Brookhaven campers and staff had our annual camp out under the stars in celebration of a very successful camp session. We cooked dinner, roasted marshmallows, and told stories as our campers dozed off in their sleeping bags. The next morning, we welcomed families, and friends to join us for breakfast, followed by a competitive game of Newcomb and, our closing camp ceremony.

It is my pleasure to share this past year’s activities with the attendees of the Diocesan Convention. And, on behalf of the children and staff, I offer our heartfelt gratitude to the Episcopal Diocese of Vermont for their ongoing support and generosity.

Respectfully submitted,
Anthony N. Iazzo, Ph.D.
Executive Director
Brookhaven Treatment and Learning Center

Communications Ministry Report

The ongoing focus of our communication strategy is to increase our internal communication within the Diocese (sharing our stories with each other) and to increase our ministry of evangelism through our external communication (sharing our stories with Vermont).

A wise friend once told me to “manage my energy, not my time.” The time was three o’clock, and I was haunting the blank, eerie space between well-past-midnight and crack-of-dawn. When I could go no further, I conceded defeat to my never-ending to-do list, asked forgiveness for the things left undone, and crawled into bed. I remembered this experience today, and the creeping anxiety that accompanied it, as I began drafting my report to Diocesan Convention…but not for the reasons you may be imagining. This is not a story of overwhelm or overwork. On the contrary, it’s a story of tremendous accomplishment and so much yet to do. It’s a reminder that we have an endless supply of energy so long as we have hopeful, hope-filled stories.
Gathering and sharing hope-filled stories has been the achievement of Diocesan Communications over the past 12 months—positioning the Diocese as an energy hub for seekers, members and friends alike. This has required us to retool our existing storytelling platforms, provide in-person support for parishes, and create spaces for shared learning. Over the next 12 months we will be improving communications through initiatives like the Rock Point Branding Project, the Rock Point Website Redesign Project, and a more intentional focus on activities that have been working especially well. This report contains a summary of our progress and a look at what’s ahead.

Rock Point Branding Project
Earlier this year representatives from the Diocesan Ministry Support Team, Rock Point School, Rock Point Management Company, and Rock Point Board, began voicing to me a common concern. Elements of Rock Point’s marketing portfolio needed updating, such as outdoor signage, promotional materials, and the website. The teams agreed to undergo a re-branding process aimed not only at establishing visual identity standards for Rock Point but also providing marketing insight to strengthen our growing community engagement effort. We enlisted the support of local branding agency LONDONmiddlebury, and many of the resulting recommendations are now being integrated into the Rock Point experience. For example, the Rock Point logo contest, which is underway through November 10, invites the wider community to participate in the future of Rock Point and leverages our Value Proposition as “a welcoming sanctuary for all.” The new Rock Point colors and fonts will soon begin appearing on all related marketing and communication collateral.

Diocesan Website
As promised at the last Convention, the diocesan website has been completely re-designed. The new site, located at diovermont.org, significantly reprioritizes our online content by moving the messages intended for seekers, newcomers, and external audiences to the forefront while maintaining the site’s usefulness to internal audiences. What’s ahead? The next phase in the site’s development will be cosmetic upgrades, adapting the color palette, fonts, and imagery to complement Rock Point’s visual brand.

Rock Point Website
The Rock Point website has received a new, easy-to-remember address, rockpointvt.org, and significant cosmetic and organizational updates since our last meeting. The changes have improved our SEO, provided a more intuitive navigation experience for visitors, and increased the demand for content and functionality. The demand for content and functionality has, in turn, revealed the need for a new site to organize and deliver them effectively. An internal team, connected to the Rock Point Branding Project, has been driving the redesign of the Rock Point Website. In addition to dedicated pages for each facet of the Rock Point Community (something our current site lacks), the new site will feature online bookings for Bishop Booth Conference Center, tools to improve volunteer engagement, and more.
Vermont Episcopal Communicators’ Workshops
Congregations often ask me, “How can we get the most from our communications?” The answer, of course, varies based on each congregation’s needs and opportunities, but there are some best practices common to all. And there is much that parish communicators can learn from each other. This was the spirit of the Episcopal Communicators’ Workshops held on July 22, 26 and 29, 2017. The workshops drew a cumulative total of 29 participants from our 46 parishes, a healthy showing for our inaugural event. Each participant had a role or interest in church communications. We gathered at Trinity (Shelburne), Zion (Manchester), and St. John’s (Stowe), and we devoted a half-day to discussions ranging from practical to theological. We hope to host a similar event in 2018, and we encourage representation from every parish.

Tips & Tools for Local Communicators
The Communicators’ Workshops revealed a number of "Aha!" moments and unanswered questions. I devoted a section of my Ministry Support page to some of our learnings along with useful resources for continued growth. The page now includes links to Facebook tutorials, recommended software, a website planning template, media relations support, and ideas to improve audience engagement. The page includes a downloadable version of 2017 Perspective on Communication: A Reference for Communicators in the Episcopal Church in Vermont. The book features authors from our diocese and beyond addressing hot-button issues in parish communications over the past year. The web page will continue to evolve in step with our local communicators’ needs. See: http://www.diovermont.org/post.php?p=6237

Many Gifts One Spirit
At last year’s Diocesan Convention, I announced that I would be undertaking a video storytelling project titled, at that time, the Legacy Project. The idea was to have experienced church members explain why they have remained in the church over the years. The on-camera interviews began in February 2017, and it was clear from the start that the Spirit was moving in a more powerful way than I had envisioned. Within the stories, the sharing of spiritual gifts became a common theme. Hence, the final title Many Gifts, One Spirit. The resulting series consists of ten brief videos, at the time of this writing, which debuted on Facebook over the course of several months and were later shared on the diocesan website and Vimeo. The videos received hundreds of views, making Many Gifts, One Spirit one of our most popular social media campaigns this year. Watch it here: https://vimeo.com/album/4500345. In the year ahead, the plan is to launch a new video series building on the Many Gifts, One Spirit model.

Video storytelling was also a key component of the 2017 Alleluiafund Campaign. Each of our six grant recipients from 2016 talked about how they have seen Jesus at work in and through diocesan ministries. This message was echoed in a campaign booklet, co-created by Margie Schacht, that was distributed to parishes, and on the Alleluiafund website at http://www.diovermont.org/alleluia-fund.php.
The Mountain
The diocesan newsletter has been integral to diocesan communications for many years, and it has a history of evolving to meet the needs of its readers. The current iteration, the Mountain, is no exception. Inspired by a growing volume of submitted content, an increasingly cumbersome production process, and readers’ preference for a Kindle-like experience, the Mountain adopted an e-book format earlier this year. The new format allows readers to easily download and print the twice-monthly magazine. And it continues to provide links to individual articles online. Additionally, the New Yorker-style magazine has been a suitable platform for spiritual formation. To that end, the Mountain invited three contributing authors to provide regular columns throughout the year. Fr. Liam Muller of Trinity (Rutland) has been providing a column on evangelism entitled, “Spread the Word...” The Rev. Carole Wageman, author of “The Light Shines Through: Our Stories Are God’s Story” has been providing a similarly-themed column, “Inviting the Light”. And long-time contributor Jane Lee Wolfe, a parishioner of St. James (Woodstock) and Director of Bog Chapel, Inc., has continued providing a spiritual health column under the heading, “Reflection”. The Mountain subscriptions have increased from 1,659 to 1,731 since October 2016.

Rock Point Partners & Friends News
Rock Point Partners & Friends News is a relatively new publication begun in April 2016 to strengthen the relationship between Rock Point and individuals who may not have any other relationship with the Diocese. Taylor Vaughn faithfully coordinates the quarterly newsletter with my support. Today the newsletter is distributed to all recipients of the Mountain, as well as an additional 931 unique subscribers. Similar to the Mountain, the newsletter is designed to drive traffic to the Rock Point website, and an archive of Rock Point news can be found there as well as on the diocesan website.

Social Media
The diocesan Facebook page has increased from 1,069 to 1,250 page-likes, and the diocesan Twitter account has increased from 525 to 653 followers, as compared to this time last year. We are, of course, still eclipsed by Bishop Ely’s 1,822 Twitter followers, but the re-tweeting of posts between the two accounts has benefitted both and, ultimately, the Church. Of congregations that are actively engaged in social media, Facebook continues to be the most effective platform for networking with other Episcopal churches, community partners, and neighboring communities of faith. Facebook has enabled the Diocese to be especially responsive to calls for support at social justice rallies. As the Diocese continues to pursue organic growth through a combination of original content and “shared posts,” we will also be launching Facebook and Twitter accounts for Rock Point as part of the branding initiative.

On the Road
One aspect of diocesan communications that I enjoy immensely is visiting churches and making regular visits to the diocesan office at Rock Point. Some parishes have requested my assistance with various projects, such as communication planning, adult forums, and training. Others have accommodated my requests to host video shoots and meetings on behalf of the diocese. While yet others have welcomed my husband and me as guests on our Sundays away from our home
parish, St. Michael’s (Brattleboro). All in all, I’ve had the privilege of consulting with and visiting numerous parishes this past year, including St. Andrew’s (St. Johnsbury), Trinity (Shelburne), Trinity (Rutland), St. Mark’s (Newport), St. Mary’s (Wilmington), St. James’ (Woodstock), St. Paul’s (Burlington), St. Paul’s (White River Junction), All Saints (South Burlington), St. John’s (Stowe), St. John’s (Randolph), Zion (Manchester), St. Peter’s (Lyndonville), Christ Church (Montpelier), Good Shepherd (Barre), and Immanuel (Bellows Falls). Might and I also had the privilege of worshiping with Jerusalem Gathering (Jericho) during their final service last Christmas Eve. I continue to be available for on-site support at the request of our clergy and congregational leaders.

**Media Highlights**

Our appearances in the news have consisted entirely of “earned media.” Put another way, the Diocese has not paid for media coverage. Some of the past year’s reporting has been the result of press releases published by the Diocese. A significant portion is due to press releases from local congregations. And the balance is due to the leadership of Vermont clergy and lay in their communities and, in the case of our Bishop, on statewide and national stages. Highlights include:

**September 2017**

- Rock Point Fights to Save Vermont Pollinators, Receives Ten Thousand Dollar Grant: Underused Land Repurposed to Benefit Pollinators
- Solar leaders, wildlife advocates and scientists partner to protect pollinators
- Episcopal Church plants $600 to Grow Seedlings Program
- History Space: Cathedral Square marks 40 years

**July 2017**

- Vermont Interfaith Action: Clergy's income inequity fight seeks second wind
- Krupp: Planting for Pollinators
  [http://digital.vpr.net/post/krupp-planting-pollinators#stream/0](http://digital.vpr.net/post/krupp-planting-pollinators#stream/0)
- Guest Column: Fighting homelessness is a team effort
  [http://www.themorningsun.com/opinion/20170711/guest-column-fighting-homelessness-is-a-team-effort](http://www.themorningsun.com/opinion/20170711/guest-column-fighting-homelessness-is-a-team-effort)
• World Comes to Windham County
  http://wkvtradio.com/gmm/world-comes-to-windham-county/
• Rock Point develops community engagement
• St. James names the Rev. Mark A. Thompson as priest-in-partnership
• Stowe sisters to lead July 2 service
  https://vtdigger.org/2017/06/20/stowe-sisters-lead-july-2-service/#.WdJrRxOPI5s

June 2017
• Old Christ Church restoration project highlights local mission work in Vermont
• Upper Valley Churches Co-host Land, Water Events During June 17-18 Connecticut River Pilgrimage
• ‘Love God, Love Neighbor’ trains refugee supporters to become advocates
  http://episcopaldigitalnetwork.com/ens/2017/06/12/love-god-love-neighbor-trains-refugee-supporters-to-become-advocates/
• Holocaust Memorial Exhibit will be in Stowe Sept. 3
• ‘Longest Night’ service aims to bring light to dark times

May 2017
• State Grant for Trails Signals Capital Improvements at Rock Point
  https://vtdigger.org/2017/05/18/state-grant-trails-signals-capital-improvements-rock-point/#.WdRlehOPLR0

April 2017
• Bishops file briefs on behalf of immigrants, refugees
• Task Force on the Study of Marriage provides progress on actions, four working groups
  http://episcopaldigitalnetwork.com/ens/2017/04/11/task-force-on-the-study-of-marriage-provides-progress-on-actions-four-working-groups/
March 2017

- Coalition of Episcopal bishops issue statement in response to Trump’s executive order on climate change

- In Stowe, panel discusses diversity, awareness, inclusivity: Community that works for everyone

February 2017

- Pastor: Trump actions call for ‘love’
  http://www.rutlandherald.com/articles/pastor-trump-actions-call-for-love/

- America's new ministers
  https://www.csmonitor.com/USA/Society/2017/0206/America-s-new-ministers

January 2017

- US diocese acquires solar energy farm

- CCTV – Preserving Burlington’s Wild Area: Rock Point Partnership Campaign

- Earl Kooperkamp: Taking Care of Working Families
  https://vtdigger.org/2017/01/20/earl-kooperkamp-taking-care-working-families/#.WdRdTxOPLR0

- Clergy take to pulpits to decry religious and racial hate
  http://mountaintimes.info/clergy-take-pulpits-decry-religious/

December 2016

- Wendy Grace Appointed as Diocesan Liaison for Refugee Resettlement in Vermont
  https://vtdigger.org/2016/12/07/wendy-grace-appointed-diocesan-liaison-refugee-resettlement-vermont/#.WdJvoROPI5s

Please continue to pray for our diocesan communications ministry as we “speak where many listen and write what many read...to the honor of Jesus Christ Our Lord” (BCP, p. 827).

Respectfully submitted,

Maurice L. Harris
Diocesan Communications Minister
CONGREGATIONAL SUPPORT AND RESOURCES COMMITTEE

The committee met twice during this period and made the following awards:

- McClure-Discovery 2000 Initiative II $7,800
- McClure-Discovery 2000 Initiative III $8,885
- Walter P. Irish Bequest Fund $12,319

Total Grants Awarded: $29,004

The parishes that received the grants are:
- Christ Church - Bethel
- St. Thomas and Grace Church - Brandon
- Cathedral Church of St. Paul’s – Burlington
- St. John’s in The Mountains - Stowe
- St. Mark’s - Newport
- St. Mary’s – Northfield
- St. John’s - Randolph

The awards were made for such uses as Community Meal Program, High School Youth Service Trip, new furnace to replace the old one, replacement of deteriorating brick walkway, renovations to the parish house, repair of stained glass windows, and rectory energy improvements.

The committee members were Laurie Chiperfield, Don Crofut, John Hartman, Barbara Hoar, Rev. Empy Schneider, Steve Smith, Linda Wirts, and Kathryn Wright. Canon Lynn Bates was the Diocesan Representative,

Our committee was replaced by the Grants and Loans Committee (GLC) effective January 1, 2017

Respectfully submitted,
Don Crofut, Chair

---

COOPERATIVE CHRISTIAN MINISTRY

AT THE UNIVERSITY OF VERMONT

This has been a most exciting year for Cooperative Christian Ministry at the University of Vermont. After a year of evaluating the ministry and determining the future direction, we called Rev. Joe Cotner, a pastor in the Evangelical Lutheran Church in America, as our Campus Minister. Joe has served in parish ministry, as well as the Lutheran Campus Ministry at
Northern Illinois University. Joe began his ministry on August 1, 2016. We also started the year with a new format lead by the Board of Directors from the six supporting denominations. Part of our new format is the development of a Core Team whose members are from each of the supporting denominations who meet with our Campus Minister and assist him with programming. Our six supporting denominations are The Episcopal Church, the Evangelical Lutheran Church in America, the United Church of Christ, the Presbyterian Church, USA, the American Baptist Church and the United Methodist Church.

In addition to the blessing of our new minister and the Core Team members, we received a grant for $10,000 from the Young Adult and Campus Ministry organization of the Domestic & Foreign Missionary Society of the Protestant Episcopal Church. The purpose of the grant is to reenergize a current campus ministry, and that is what we are doing. The grant and the ongoing support from the Diocese of Vermont allowed us to step out in faith and call Rev. Cotner. One of the opportunities the grant provided was a monthly teleconference for Rev. Cotner with Shannon Kelly, Officer for Campus and Young Adult Ministries, and other grant recipients. Joe and the other recipients discussed our situations, challenges, and joys, and supported one another with encouragement, suggestions, and ongoing prayer. On June 26 - June 28th, Rev. Fred Moser represented CCM at the Conference for Young Adult and Campus Ministries in Austin, Texas. The conference theme was Cultivating Resilient Hope, with an emphasis on building relationships and pastoral ministry to students, along with connecting with college administrators.

In addition to this grant, we also received a grant in the amount of $3,800 from the United Methodist Church’s General Board of Higher Education and Ministries. The purpose of this grant was to support on-campus fellowship meals for students and to hire student interns to assist with organizing the meals and managing our website and social media. We provided monthly, home cooked meals for students. With this grant we became a Federal Work Study employer through the University and we hired an amazing student intern who, with Rev. Cotner, revamped our Facebook page, website, and continues to create publicity flyers and brochures. The meals are put on each month by one of the supporting denominations. The Episcopal core team member, Rev. Fred Moser and Rev. Cotner, with the able assistance of members of Trinity Shelburne served a group of students, faculty and staff dinner on the campus in March of 2017. The meals started in the fall of 2016, and attendance grew each month.

Rev. Joe spent most of his time in the first year attending as many events and seeing as many people on campus as he could. He had conversations with many staff, administrators, faculty, student leaders, and other students. In addition, he attended numerous lectures, presentations, and discussions. As a result, he is recognized on campus. As he begins new forms of ministry, he is respected and known in the University community, therefore having an ability to draw others into ministry.
Rev. Joe and one of our board members are a part of a group created by the university administration to explore food insecurity on campus and to develop an appropriate response. CCM has brought other interested parties to the group as well.

At the end of August Cooperative Campus Ministry was invited to move to the Interfaith Center on campus (formerly the site of Christ Church, Presbyterian). The Center is proving to be a much better space for our activities, although office space is at a premium. Rev. Joe reports that as a dedicated place for spiritual/religious life on campus, a more spiritual atmosphere permeates the Center. The YACM grant assisted us in this move as we had to invest in a smart phone and a new laptop with wifi capabilities. This technical equipment provides improved communication abilities for the ministry.

This fall we have started off with our monthly dinners, and are also co-hosting a monthly Interfaith Dinner and Dialogue. We are co-hosting with the Interfaith Center and UVM Hillel, a film-and-discussion series entitled “Faith in Action: Creating Space for Religious Identity and Faith in our Activism.” We will also offer brief Communion services, to continue through the semester, based on interest. See attached Fall 2017 Greetings.

Lastly, during the last year we revised our Vision, which is, “To explore higher meaning in higher education;” and our Mission, “To create a community that: Engages the Mind, Nurtures the Spirit, Inspires Service, Advances Justice and Cares for Creation.” See attached flyer.

We are most grateful to the Episcopal Diocese of Vermont for its faith in our ministry, its generous support and for its support to us in obtaining the YACM grant that has given us such a wonderful lift in energy and new action.

Respectfully submitted,  
Lindsey M. Huddle, Treasurer

**Diocesan Commission on Ministry**

The Diocesan Commission on Ministry, members appointed by the bishop, walks with people discerning their vocation, be it in Holy Orders (diaconate or priesthood) or as lay ministers in the local setting. It also accompanies congregations that are discerning Local Ministry Support Teams.

In the year 2016-2017, the Commission on Ministry, largely functioning as a Committee on Discernment, met four times, 22 October 2016, 7 January 2017, 1 April 2017 and 1 May 2017. At these meetings, the DCOM took the following actions:
• Provided, along with the Standing Committee, a day-long retreat with people in the ordination process. The various contingents met at Christ Church, Montpelier, to spend a day in reflection on dignity, the theme of the forth-coming diocesan convention in November 2017. Duncan Tingle of Saint John’s in the Mountain, Stowe, and Greg Stefanski of the Laraway Youth and Family Services (Johnson, VT), presented three workshops on aspects of dignity, followed by discussion groups.

• Provided liaison to the Local Ministry Support Team at Saint Luke’s, Fair Haven.

• Continued to work on revision of the handbook for Local Ministry Support Teams.

• Completed a revision of the handbook pertaining to those seeking ordination to the diaconate.


Recommended that Christine Moseley, Robert Wilson (Saint Mark’s, Newport) and Kathleen Hartman (Christ Church, Bethel) be ordained to the transitional diaconate, 22 October 2016.

Recommended that Paul Moberly be ordained transitional deacon, 22 October 2016.

Recommended that Veronika Travis be made Candidate for the Priesthood, 7 January 2017.


The Chair of the Commission on Ministry visited seminarians Kathleen Moore, Veronika Travis and Paul Moberly at their respective seminaries, Church Divinity School of the Pacific and the Virginia Theological Seminary in May 2017.

The chair thanks all members of the commission for their dedication, thoughtfulness and prayer: Beverly Barton, James Biernat, Ann Cooper, Michael Nawrath, Lisa Newton, Candace Vandouris, the Revs. Stannard Baker, John Miller, Scott B. Neal and Shelie Richardson. The Rev. David Hamilton continues to serve as a valuable consultant to the commission. Many thanks to all.

Respectfully submitted,
(The Rev. Canon) Lee Alison Crawford, Ph.D.
Chair, Diocesan Commission on Ministry
Diocesan Council

This report is a summary of actions taken by Diocesan Council from July 1, 2016 through June 30, 2017. More information can be found in issues of the *Mountain* and in the actual meeting minutes available through the Diocesan Office.

During the reporting period Diocesan Council met ten times: August 17, 2016, September 24, 2016, October 19, 2016 (video-conference), December 17, 2016 (video-conference), January 13-14, 2017 (Bishop Booth Conference Center, Burlington), February 18, 2017 (St. Paul’s Church, White River Junction), March 15, 2017 (video-conference), April 27, 2017 (video-conference), May 20, 2017 (Trinity Church, Rutland), and June 17, 2017 (St. Paul’s Church, White River Junction).

The Bishop was present for and chaired all meetings. Council members during this time (which overlaps Council terms) were: The Very Rev. Jeanne Finan, The Rev. Paul Gratz, John Hartman, Barbara Johnson, Rich Jones, The Rev. Earl Kooperkamp, Paul Leduc, Deb Moser, The Rev. Liam Muller, Lisa Newton, Elizabeth Parker, The Rev. Mark Preece, The Rev. Donna Reidt, The Rev. Rob Spainhour, Rick Taylor, The Rev. Susan Taylor, Jean Wilson, Kathryn Wright. The Canon to the Ordinary (Lynn Bates), the Diocesan Treasurers (Wally Good and Gerry Davis) and the Communication Ministers (Kathleen Moore and Maurice Harris) participated in most meetings.

Every meeting began with a time of prayer and reflection, led by Council members. Council members took responsibility to write a summary report of each meeting for *The Mountain*. A Consent Agenda which included previous meeting minutes, written reports, and financial reports was presented at each meeting.

From June-December 2016, Council continued work on its 2016 priorities which included the Alleluia Fund, All Ages Formation, Communications, Dismantling Racism, Partnership Campaign for Rock Point, implementing the recommendations of the Funding Our Mission Task Force.

Action at the September 24 meeting:

- Bishop Ely nominated Dr. Gerry Davis (Cathedral Church of St. Paul, Burlington) to be elected by Council to a 3-year term as Diocesan Treasurer effective at the end of the 2016 Diocesan Convention. Council voted unanimously to approve the Bishop’s nominee.
- Policy on substance abuse, addiction and recovery – Council approved a resolution for consideration at Convention in response to General Convention 2015 A158 Resolution.
- Parish Contributions/Appropriations/Assessment
  - Council adopted the proposed “tiered” approach to calculating formula and “real time” approach for calculating contributions from congregations.
- Appeals, Grants and Loans
Council established the proposed Grants and Loans Committee, effective January 1, 2017 and established the Butterfield Grant Fund.

- Compensation Workgroup
  Amended Minimum Clergy Compensation Resolution and proposed Clergy and Lay Compensation Guidelines were approved.
- 2017 Diocesan Budget was approved for Convention’s consideration.

Action at the October 19 meeting:
- Council agreed to dedicate $200,000 of the Robert Patterson Bequest to the Partnership Campaign for Rock Point designated to construction projects for the Bishop Booth Conference Center. The current total value of the Bequest was approximately $421,000 and provided about $21,600 income to the diocesan budget per quarter.
- Council authorized a Butterfield Loan to the Rock Point Board of up to $235,000 for a term of seven years at a rate of 3 percent interest for the purpose of financing the Solar Orchard at Rock Point. The actual loan taken was $165,000 for six years at 3 percent interest.

Action at the December 17 meeting:
- The Bishop’s nominees to the Grants and Loans Committee were approved:
  - Tom Eshelman, Cathedral Church of St. Paul, Burlington, to serve as Chair (retired Director of Episcopal conference center in North Carolina, served as one of Diocesan Safety Managers in the Episcopal Safety Program run by Church Insurance)
  - Ben Anderson-Ray, St. Stephen’s Church, Middlebury (served on the Grants, Loans and Appeals sub-group)
  - Laurie Chiperfield, St. Michael’s, Brattleboro (served on CS&R)
  - Nanci Gordon, Trinity Church, Rutland (experience on both sides of the grant application process through association with Rutland Area Prevention Coalition, United Way, the Bowse Health Trust and, currently with the College of St. Joseph in Rutland)
  - John Hartman, Christ Church, Bethel (Council member, served on CS&R)
  - The Rev. Beth Ann Maier, Church of the Good Shepherd, Barre; Christ Church, Montpelier (served on McClure IV-Social Justice Committee)
  - The Rev. Todd McKee, White River Junction (non-parochial priest)
  - The Rev. Empy Schneider, St. Mary’s, Northfield (former Council member, Budget & Finance Committee member, served on CS&R)
  - Steve Smith, St. James, Arlington (served on the Grants, Loans and Appeals sub-group, former Diocesan Treasurer, chair of diocesan Loan Review Committee, served on CS&R)
  - Kathryn Wright, Springfield (former Council member, Budget & Finance Committee member)

The meeting of January 13 - 14, 2017 was an orientation, organizational, planning meeting held at the Bishop Booth Conference Center at Rock Point in Burlington.
The group gathered on Friday night for conversation about “Our Journey Toward Becoming More Missional – Priorities for the Vermont Branch of the Jesus Movement”. This included watching a video by Presiding Bishop Michael Curry on The Jesus Movement: Loving, Liberating and Life Giving and reading of the Five Marks of Mission and the Four Theological Aspects of Local Mission Approach. Dialogue included information on Diocesan Convention “Declare Dignity” with Dr. Donna Hicks which will take place in Ludlow; a review of Council priorities from the past year; and a discussion of reorientation to discipleship (formation) and apostlehood; exploring how the church can reclaim evangelism and make it an integral part of the work of our branch of the Jesus Movement; how to deepen the work of reconciliation by building relationships; how to be better earth stewards.

Documents for Council guidance were reviewed, revised and adopted including: Diocesan Council Position Description, Responsibilities and Expectations of Council Members, Guidelines of Effective Cross-Cultural Dialogue and Respectful Communication Guidelines.

Maurice Harris, Communications Minister, made a presentation on the new diocesan website describing its design, platform, engagement and how to get help. Maurice spoke about challenging the Myth of the Shrinking Church. Our participation in telling our story reaches out into our community.

There was information sharing about current and visioned diocesan initiatives, brief reports were given from the sub-groups of: Local Mission Approach - Earl Kooperkamp; Grants and Loans Committee - Tom Ely (in the absence of Lynn Bates); Rock Point Partnership Campaign - Tom Ely; Formation – Jean Wilson; Dismantling Racism - Elizabeth Parker; Alleluia Fund – Tom Ely; Disaster Preparedness – Maurice Harris; Diocesan Ecumenical Council – Fred Moser. Other initiatives: Evangelism, Environmental Stewardship, Mission District Communication.

Gerry Davis, Diocesan Treasurer, gave a Financial Orientation which included the Diocesan Budget Report 2016 and the Alleluia Fund Budget Report 2016 both in graphic and ledger format. He explained the tabs of the Diocesan Budget Report and that the 2017 Budget approved at Convention is very similar to the 2016 Budget. There was a brief discussion of the shift to "real time" contributions from parishes to the diocese and the belief that there will be sufficient cash flow to bridge the transition.

Council Priorities for 2017 were identified with Council members agreeing to be responsible for each: 2017 Convention; Defining Evangelism, Formation and Mission; Alleluia Fund/Long Term Vision for Alleluia Fund; Funding Our Mission Task Force (unfinished - handbook and evaluating parish sustainability); Local Mission Approach; All Ages Formation; Dismantling Racism and "isms"; Discipleship & Evangelism; Nurturing Ecumenical and Interreligious Relations; Monitoring the "Real Time" Assets; Outreach to Mission Districts.

Action at the December 17 meeting:

- Dismantling Racism and "isms"
The group created a mission statement: *To cultivate an understanding of racism in America, engagement with communities marginalized by race, and reconciliation and restoration of all peoples in communion with God and each other.*

Council approved the use of $550 from the All Ages Formation line of the Alleluia Fund for room and board expenses for a dismantling racism retreat at Mission Farm, March 24-25, 2017.

- Nurturing Ecumenical and Interreligious Relations
  - Mission Statement created: *The 2017 Diocesan Council will prioritize ecumenical and interreligious relations by supporting the work of such organizations as the Vermont Ecumenical Council and Vermont Interfaith Action, and by being a vehicle for implementing, in the Episcopal Diocese of Vermont, the ecumenical and interreligious initiatives of the Episcopal Church.*

Action at the April 27 meeting:
- Council endorsed the Montpelier People’s Climate March on April 29.

Action at the May 20 meeting:
- Council designated $7,000 from the Local Mission Approaches line item in the 2017 budget for the work of the Local Mission Approaches Committee including training facilitators and other Committee expenses.
- Alcohol Use Policy was adopted.

**Earth Stewards**

For the past decade or so, the Diocese of Vermont Earth Stewards mission was headed by a committee of people selected by the bishop. That group oversaw projects to illuminate environmental issues and to encourage individual conscientiousness towards the care of our Earth. The success of that mission could be marked by the increased awareness of both parishes and individuals. That is, more and more of us recognize we are ALL Earth stewards and we all have a responsibility to care for our planet.

Part of our responsibility is to share with one another what changes are happening, how Earth stewardship is being played out, what resources are available for good practices, and celebrations with stories and images of the love and awe we have of our beautiful gift of Earth. To that end, our Diocesan organization is changing over from a committee structure to more of a networking practice. To make it more feasible for ALL Earth Stewards (that would be YOU) to participate, we’ll be creating a new Earth Stewards page on our Diocesan website where you will be able to share stories and images, post events that support Earth and environmental concerns, list links to resources you find helpful in your practices, and be part of an asset map.
of Earth Stewards. We’d like to see the Episcopal Church in Vermont grow into a reliable hub for Earth Stewardship networking, and with your help, we can!

Please stop by the Earth Stewards exhibit at Diocesan Convention to get a sneak peak of our dream for Earth Stewardship!

Ecumenical and Interreligious Officer’s Report

Episcopal Diocesan Ecumenical and Interreligious Officers represent their dioceses in a wide range of ecumenical and interreligious venues – local, regional, and national – and participate annually in the National Workshop on Christian Unity and Annual Meeting of Episcopal Diocesan Ecumenical and Interreligious Officers, at which our Church’s ecumenical and interreligious relationships are developed for local implementation. I have served as Ecumenical and Interreligious Officer in Vermont since 2016.

As the Ecumenical and Interreligious Officer I meet monthly with the Executive Committee of the Vermont Ecumenical Council (VEC), for which I serve as Moderator. Our work this year has focused on reorganization and redevelopment of the VEC as a council for Christian cooperation in Vermont. The Executive Committee sustains the VEC’s work between quarterly meetings of its larger governing body. Our specific work this year is on membership development, and a program for the 2018 Week of Prayer for Christian Unity (Jan. 18-25) – a program recognizing the 500th anniversary of the Reformation.

Another aspect of my ministry as Ecumenical and Interreligious Officer is to represent the Episcopal Church in Vermont at the National Workshop on Christian Unity (NWCU) and Annual Meeting of Episcopal Diocesan Ecumenical and Interreligious Officers (EDEIO), which I did in Minneapolis, Minnesota in May 2017. The NWCU brings together representatives of many Christian traditions for seminars and working meetings on current issues in ecumenical relations. The NWCU includes both programs of general concern and workshops on projects of special interest to particular denominations. The theme of this year’s general programs and workshops was “Reform, Repent, Reconcile,” and dealt with commemoration of the Reformation anniversary.

Of special interest to Episcopalians at this year’s NWCU was considerable attention to planning for a Full Communion agreement between the Episcopal Church and the United Methodist Church – similar to our agreements with the ELCA and the Moravian Church. We have been living into our agreement for Interim Eucharistic Sharing with the United Methodist Church for several years. As the timeline for General Convention action on Full Communion with the United Methodist Church is drawing close, it is wise for us to offer education on this subject. The Episcopal-United Methodist Coordinating Committee will present its report to the 2018 General Convention; in 2020 a proposal for Full Communion may come before the United
Methodist Church; and in 2021 that proposal may be before our General Convention for a final vote, with formal implementation possible as early as 2022. While there are similarities between our relationships with Lutherans and Moravians and those with the United Methodists, there are also differences, which are important to understand.

Other notable topics at this year’s NWCU included ecumenical aspects of refugee resettlement ministries, ecumenical efforts in interfaith ministry – especially cooperative Muslim/Christian ministries, ecumenical cooperation on climate change and environmental justice, ecumenical projects in liturgy and music, ecumenical work to preserve the religious heritage of the Middle East in places of war and violence, and the current joint effort of the World Council of Churches, the World Evangelical Alliance, and the Pontifical Council for Interreligious Dialogue to promote responsible Christian witness in a multi-religious world. This year’s NWCU held ecumenical worship and Bible studies in Episcopal, Roman Catholic, United Methodist, and Evangelical traditions, and received greetings via electronic media from the Roman Catholic Pontifical Council on Ecumenical Relations.

At this year’s Annual Meeting of EDEIO I began a two-year term as Provincial Coordinator of Ecumenical and Interreligious Officers for Province 1 of the Episcopal Church, and Board Member of EDEIO. Provincial Coordinators/EDEIO Board Members promote sharing of ecumenical/interreligious work among Officers within their Province, participate in planning the next year’s NWCU, and solicit the annual support of EDEIO requested by the Presiding Bishop and the Episcopal Church’s Ecumenical and Interreligious Deputy from the dioceses of their Province.

Annual participation in the NWCU and EDEIO Annual Meeting is essential to the work of Ecumenical and Interreligious Officers, and is important that this be sustained through our annual Diocesan budget, along with annual dues to EDEIO and our VEC membership.

I am grateful for the opportunity to serve the Episcopal Church in Vermont as the Ecumenical and Interreligious Officer. Ecumenical and Interreligious relations is a complex and lively aspect of our Church’s life, perhaps now more than ever. A wealth of ecumenical and interfaith resources are available through the Episcopal Church’s website and EDEIO website and Facebook page, as well as other sources. I am happy to offer any teaching and supportive materials, as may be desired.

Respectfully submitted,
Fred Moser

The Rev. Dr. Frederick P. Moser
Rector, Trinity Episcopal Church, Shelburne
Diocesan Ecumenical and Interreligious Officer
fredmoser@trinityshelburne.org
Financial Oversight and Audit Committee

The Financial Oversight and Audit Committee, in compliance with sections of Canon 10, 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.

Diocesan audits: The committee continues to review progress toward bringing the audits of diocesan activity up to date. An engagement letter was signed Oct 20, 2016 with CPA Grippin Donlan Pinkham, CPA to complete 2015. Audited Financial statements for years 2014 and 2015 were transmitted to the diocese dated June 27, 2017 and subsequently reviewed with diocesan representatives. These statements cover the Diocese of Vermont, the Trustees of the Diocese of Vermont (the Unit Fund) and the Bishop Booth Conference Center. Engagement letter for 2016 audit was signed August 3, 2017 – after the period covered by this journal report.

Assistant Treasurer’s reviews: A monthly review of diocesan bank statements and source documents by a volunteer Assistant Treasurer started in January 2015. This is up to date and partially satisfies some improvements in internal control recommended by our auditors.

Parish Assessment reviews: This committee reviews a congregation’s appeal of its Diocesan Assessment and forwards a recommendation on the appeal to Diocesan Council for its review and action. Two potential appeals were deferred while the committee awaited requested financial reports from those parishes.

Parish audit package: The sheet requesting a comparison of annual parish financial report to the Parochial Report had a block added to show year-end balances for bank accounts and investments. The September 1 due date was added to two places in the package.

Education of parish treasurers and auditors: A treasurer’s manual, an auditor guide and other "Audits and Church Finances" resources are available on the diocesan website reached by clicking on "Clergy and Lay Leaders" on the main (home) page. No pro-active outreach was done in the form of scheduled workshops this year. Some ways of providing on-line video resources are being explored. We are always available on request to discuss bookkeeping or auditing topics applicable to an individual parish.

Michelle Sandul in the diocesan office established and assisted with getting our committee minutes, parish audits and other paperwork in the "cloud" for extended access and continuity.

Respectfully submitted,
The Rev. Deacon David Ganter
Chair, Financial Oversight & Audit Committee
Members: The Bishop and the Diocesan Treasurer, each ex officio, Others serving for some or all of the reporting period are Beth Davis, The Rev. Dr. Susan McGarry, The Rev. Deacon Dave Ganter, Frances Huessy, Elizabeth Parker and Laura Buel. Diocesan Finance/Property Administrator Julie Giguere, attends meetings for advice and communication.

GLOBAL EPISCOPAL MISSION NETWORK

How can congregations in Vermont reach out to the wider world? We all have concerns about conditions and events in Africa, Asia and Latin America, but how can congregations engage with those concerns as Christians? How does global engagement relate to what we’re trying to do with local mission approaches in our diocese? What is mission, anyway?

Here some starting thoughts:

- **Mission begins with God, not us** – Mission is not our work but God’s work. God is the primary missionary, on mission in the cosmos. Our task is to discern what God is up to and then participate in God’s mission.

- **Mission is ministry in the dimension of difference** – Encountering, exploring, understanding, negotiating and reconciling difference is one of the keynotes of our age – culturally, racially, religiously. Christian mission is ministry that engages with difference in these and multiple other areas such as language, nationality and socio-economics. So mission can be both around the corner and across the world, with local and global illuminating each other. And it’s omnidirectional, from everywhere to everywhere.

- **Mission is about forming community across difference, not solving problems** – Identifying and solving problems, while well-meaning, can betray us into a know-it-all can-do arrogance. In mission we are rather called to form community and together discern what God is up to and how we can join God in that movement.

Insight and collaboration in such issues is what motivates our diocese’s membership in the Global Episcopal Mission Network (GEMN). Established in 1994, GEMN is the Episcopal Church’s one network of dioceses, congregations, seminaries, mission organizations and individuals working to stimulate global mission engagement throughout the church.

GEMN’s global mission activism takes several forms. One is the mutual support and networking that occurs through all these entities sharing experiences and best practices with one another and the wider church. Another is the Mission Formation Program, which offers training in global mission to interested people from congregations and dioceses – and to which anyone Vermont is more than welcome!

The most visible GEMN activity is the annual Global Mission Conference. Mission Connects Us: God, World, Church is the theme of the 2018 conference, which will be held April 13-15 at Virginia Theological Seminary in Alexandria. Keynoters will be Robert Heaney, director of the
Center for Anglican Communion Studies at VTS; Heidi Schmidt and Monica Vega, Episcopal solidarity missionaries with experience in South Africa, Brazil and, now, Argentina; and John Kafwanka, a Zambian who is director of mission at the Anglican Communion Office in London. Stay tuned for registration information.

Reconciliation: God’s Mission – and Ours was the theme of the 2017 conference, held at Camp McDowell in the Diocese of Alabama, at which the keynoters were Mark MacDonald, bishop for the Indigenous Nations of Canada; Heidi Kim, canon to the Presiding Bishop for reconciliation; and Paul-Gordon Chandler, Episcopal missionary and director of Caravan, which reconciles differing religionists through the arts, with special emphasis on Muslims, Jews and Christians. Mission amid Migration was the theme of the 2016 conference, held in Puerto Rico, at which Presiding Bishop Michael Curry and Cristosol Director Noah Bullock spoke.

Advocacy for global mission is another aspect of GEMN’s work, which in 2018 will include a Global Mission Reception at General Convention in Austin and support for resolutions supporting particular initiatives in the church’s wider mission.

As the GEMN representative for the Diocese of Vermont, I hope to help catalyze mutual support and networking for global mission among individuals and congregations in the diocese. This could include a Mission Formation Seminar, periodic electronic check-in meetings among activists, and further support for existing global initiatives in the diocese such as Cristosol, Jerusalem Peacebuilders, and Petra Schools in Zimbabwe.

Please be in touch about interests you have in global mission and in networking for greater participation in God’s mission: 802.326.3157 or tituspresler@post.harvard.edu.

– The Rev. Dr. Titus Presler, Vermont GEMN Representative & GEMN Board Vice President
St. Matthew’s Church, Enosburg Falls

Grants and Loans Committee - 2017

The newly formed Grants and Loans Committee (GLC) met twice in April 2017. The first meeting (April 2) included some organizational work but was mostly a business meeting to act on applications that had been received by the March deadline. The second meeting (April 29) was mostly an organizational and orientation meeting. Prior to meeting face-to-face, the Committee developed new application and reporting forms, an information sheet, and website information.

The GLC is currently approaching its work using the following guidelines as discussed at its April 29 meeting and as suggested in the recommendations that were part of the creation of the GLC:
· Priority will be given to requests that promote the vitality of congregations in the Episcopal Church in Vermont and their participation in God’s mission.
· The GLC will strive to allocate more than 50% of its available funds to requests related to mission and programs; allocating no more than 50% of its available funds to requests related to buildings unless there is a clear connection to vitality and mission.
· Funding the historic preservation of diocesan property is not a priority for the GLC.

The GLC will continue to pay attention to refining its process and increasing its communication while transitioning from “what was” to “what now is.”

Committee Members and their terms are:

Tom Eshelman, Chair (2020)   Empy Schneider (2020)

The 2017 calendar of meetings and applications deadlines were set as follows:

Application Deadlines/GLC Meetings:
May 19, 2017/June 10, 2017
July 21, 2017/August 26, 2017
September 15, 2017/October 21, 2017
November 17, 2017/December 16, 2017

Grant funds available to the GLC at its April 2 meeting were carry-overs from 2016 totaling just over $107,000. Additional grant funds available in 2017 are anticipated to be approximately $193,000 which includes funds from the new Bishop Butterfield Grant Fund (about $25,000), the diocesan budget for Local Mission Approaches ($45,000), and the anticipated Alleluia Fund ($20,000).

Loan funds in the Bishop Butterfield Revolving Loan Fund as of March 24, 2017 had cash available of approximately $36,000, with receivables of just over $682,000 and a Unit Fund value of $198,456.

The following grants were approved at the April 2, 2017 meeting:
· Cathedral Church of St. Paul Burlington $ 5,000 for its Urban Listening Project
· St. Andrew’s Church Colchester $ 2,000 for Camp Agape (matching funds)
· St. Paul’s Church Wells $15,000 for parish hall renovations

The following grant was approved at the April 29, 2017 meeting:
· St. Barnabas Church Norwich $ 1,160 Lenten appeal for UNICEF (match)

The following loans were approved at the April 2, 2017 meeting at 3 percent interest:
· All Saints Church S. Burlington $20,000 for three capital projects
· St. Paul’s Church Wells $10,000 for parish hall renovations

The Grants and Loans Committee (GLC) again met on June 10, 2017.
Grant funds available to the GLC at its June 10 meeting were approximately $142,000. Additional grant funds available in 2017 are anticipated to be about $89,600 plus AlleluiaFunds to be raised, $20,000 anticipated.

Loan funds in the Bishop Butterfield Revolving Loan Fund as of May 15, 2017 had cash available of approximately $20,600, with receivables of about $699,000 and a Unit Fund value of $210,600.

The following grants were approved at the June 10, 2017 meeting:
- Chester, St. Luke’s Church $ 300.00 Vestry Retreat Facilitation
- Hardwick, St. John the Baptist Church $ 2,900.00 Bread-Baking Mission Equipment
- Middlebury, St. Stephen’s Church $ 7,000.00 Replace drain line

The following loans were approved at the June 10, 2017 meeting at 3 percent interest:
- Bethel, Christ Church $21,000.00 Church building foundation repair
- Middlebury, St. Stephen’s Church $ 3,300.00 Replace drain line

Respectfully submitted by
Tom Eshelman, Chair

Diocesan Loan Review Committee

The Loan Review Committee considers applications from congregations seeking Initiative 1 Bishop Butterfield loans for capital improvements. Our committee works with the applying congregation to make sure that its project is well planned and that the proposed loan repayment schedule is supportable. We then recommend to Diocesan Council whether to grant the loan and on what terms. The loan-making authority resides with Council.

Loans are for periods up to ten years and come from the Butterfield fund. At June 30, 2017, the Fund had total assets of $956,655 of which $672,642 represented the then outstanding amount of loans to congregations.

Examples of projects funded through Butterfield loans include expansion, restoration, rectory purchase, roof repair, organ restoration, and boiler replacement.

Over the last twelve months the committee received two applications for Butterfield loans. St. Luke’s – Chester requested a loan of $42,500 to repair the church building and to install handicapped access. The Rock Point Board requested a loan of $165,000 toward exercising a contractual option to purchase 35 sun-tracking units in the Rock Point solar orchard from AllEarth Services. The Committee met by conference call to consider each request and both were approved subject to collateral agreements.
Currently, there are fourteen congregations with Butterfield loans outstanding; thirteen are current in their repayment obligations.

The Loan Review Committee was formed by Diocesan Council in 2006 (I think) to ease the burden of time that consideration of loan applications from congregations was imposing on Council agendas. At the end of 2016, the responsibilities of the Committee were subsumed into the newly formed Diocesan Grants and Loans Committee. This decision by Council was made on recommendation of the Diocesan Funding Task Force, on which two of the DLRC members also served. The impetus for this change, which both DLRC members supported, was to make it easier for congregations to seek monetary support from the Diocese and also to give the Diocese more flexibility in its response.

The DLRC did its appointed work for ten years. It was initially chaired by Joanna Taylor, St. James–Arlington. By design its membership was recruited from among Vermont Episcopalians with strong financial backgrounds. In the period addressed by this annual report, our members were Ben Anderson-Ray (St. Stephen’s – Middlebury), Kevin Bisaccio (St. Peter’s - Bennington), Bob Brower (St. James - Arlington), Chris Chapman (St. Michael’s-Brattleboro) and me. Others who served during the Committee’s ten-year existence were Bill Bridges (Zion-Manchester), Tom Dyett (Zion-Manchester) and Ned McElroy (St. Mary’s in-theMountains – Wilmington). Throughout, we receive terrific support from Julie Giguere, Diocesan Financial Administrator.

Faithfully submitted,
Steve Smith, Chair
July 2017

Diocesan Liaison for Refugee Resettlement/Cristosal

In 2016, when the City of Rutland, VT announced its hopes to resettle 100 Syrian refugees, the response from the people of our diocese was immediate. Calls came in to Trinity Church in Rutland clamoring to help. In fact, the resettlement organization in Vermont (Vermont Refugee Resettlement Program [VRRP], a field office of US Committee for Refugees and Immigration [USCRI]), became inundated with calls and requests to volunteer, so much so that they were too busy to even return my calls! On the one hand, it was very gratifying to see such an outpouring of love, but on the other, it was overwhelming to someone who knew absolutely nothing about how to answer all the questions.

So Bishop Ely appointed me, Wendy Grace, as the liaison and point person for our diocese to connect with not only VRRP, but with the Episcopal Church’s own resettlement organization—Episcopal Migration Ministries (EMM). It has been a busy year of learning for me. The folks at EMM have been incredibly helpful. They really clarified for me how refugee resettlement works in our country, dispelling the myths and falsehoods on which much of the opposition bases its
perspective. I learned that all of the resettlement organizations (all but one of which—USCRI—are faith-based organizations) work well together to provide consistent communication and advocacy measures. All the organizations are represented at Refugees.org, which offers webinars, workshops and resources for anyone interested in refugee resettlement. Bear in mind that refugee resettlement is only one aspect of immigration issues in the US, and the resettlement organizations like USCRI and EMM only work with the refugee resettlement aspect of immigration policy. This is not to say that they are unaware of other immigration concerns, such as Deferred Action for immigrant Child Arrivals (DACA), undocumented immigrants, migrant workers, etc.

With the election of our new President, the fate of refugee resettlement in the United States became uncertain. Then came the Executive Orders that stopped, then started, the stopped again the resettlement processes, causing great disruption in the system. Refugees.org shifted its primary focus for volunteers to advocacy: to overturn the Executive Orders, to maintaining the numbers of refugees welcomed to the United States, to preventing the repeal of DACA. In March, I was able to take some of what I’ve learned from VRRP, EMM and the webinars offered by Refugee.org and to use some of my connections with VRRP to help Rev. Paul Habersang and Rev. Rick Swanson develop a Clergy Day workshop about refugee resettlement. I have hopes that this event planted enough seeds to develop future ministries within our diocese.

Over the summer months, I participated in three influential educational opportunities. In June of 2017, EMM hosted a pilot conference to train diocesan liaisons in advocacy. The conference, called Love God, Love Neighbor, provided participants with a solid background in the resettlement process and practices for advocating with local, state, and federal politicians. I was fortunate to be one of the pilot program participants. Then in September, the Diocese of Maine offered a workshop to Province 1 called Faith-Rooted Organization with Alexia Salvatierra (who co-authored the book by the same name). This conference delved significantly deeper into using the morals of our faith as tools in organizing for advocacy. This really resonated with me, for in the Love God, Love Neighbor conference, one comment that really stood out for me was the recounting of a remark made by then Secretary of State, John Kerry. He said, in effect, “We (Congress) know about and make the laws, but it is up to you, the faith-leaders, to provide the moral motivation for those laws.” For me, the implication of that comment is that we must not be afraid to use the power of our faith and beliefs to advocate for what we know Jesus teaches us about being loving people of God. The conference with Alexia Salvatierra instructed how to use faith as a powerful tool for advocacy. A third educational opportunity that I participated in this past summer was a 9-week on-line course offered by Cristosal. While this course was designed to teach volunteers how to advocate on behalf of Cristosal itself, most of the material was general enough to apply to any area of advocacy.

This brings me to Cristosal and its significance to The Episcopal Church in Vermont. We in the Diocese of Vermont have a unique connection and involvement with refugee and immigrant human rights issues through our relationship with Cristosal, regardless that the relationship has waned somewhat over the years. As Cristosal has increased its presence in the international arena of human rights advocacy, our collective awareness and involvement with Cristosal has
decreased. Given the current situation of over 65 million people forcibly displaced from their homes and forced into a refugee situation, organizations like Cristosal are crucial to making needed changes in our world and our support of them is even more important than ever. To catch us up on the whys and wherefores of Cristosal’s mission, suffice to say that Cristosal was born out of the Episcopal Church (in Vermont, even) and believes that Jesus’ commandments to love God with all your heart soul and mind and to love your neighbor likewise means that all people must have access to the same human rights. Cristosal was founded following the civil war in El Salvador to help communities recover in the aftermath, and since its founding has expanded into three distinct endeavors: community development, victim advocacy, and research and learning.

For us right now, perhaps the most critical function of Cristosal is its research and learning program. Cristosal has created a Global School that immerses participants—youths and adults alike—into the content of a particular course in context of the issue as it is manifested in El Salvador. That is to say, if one has an interest in providing succor to people forced to live in hiding for their lives, Cristosal has a 10-day Global School Course about forced displacement and migration. If one is interested in international law for human rights, there is a course for that. Cristosal will also create a tailored Global School course for groups of 10 or more. This past spring, a group of young people from our diocese went to El Salvador to participate in one such Global School program. In the arena of victim advocacy, Cristosal provides legal counsel for families of victims of massacres during the Salvadoran civil war—namely victims of the El Mozote Massacre in which over 800 innocent people were brutalized and murdered by the Salvadoran Army. But Cristosal also works with Salvadorans forcibly displaced from their homes by gang control and extortion. In 2016, Cristosal expanded this arm of work to include Honduras and Guatemala. In the third area of work that Cristosal does, community development, Cristosal works with developing communities to help them build a working relationship within the context of their government and society.

It is my hope that in the coming year, The Episcopal Church in Vermont will take steps to build its relationship with Cristosal and further its advocacy for immigration reform and refugee resettlement. By taking small steps, we can help make leaps and bounds of changes in our world to bring it closer to the peaceful and loving world that Jesus envisions for us. These small steps might include gathering an avid group of people interested in supporting refugee resettlement to enroll in a Global School course in El Salvador. If we have enough people interested, we can create our own course on our own timeline. Another small step might be to offer an advocacy training workshop not only for Vermont’s Episcopalians, but for any who are interested in advocating on behalf of better immigration laws and refugee resettlement in the United States.
Rock Point Board and Directors

October 2016 through September 2017

Rock Point Vision: to be a welcoming sanctuary of spirituality, creativity, community, education, training and environmental stewardship.

We continue to make steady progress in building a sustainable future for Rock Point, thanks to the help of thousands. This past year has been one of many accomplishments and good progress and one in which new opportunities and challenges are shaping us. To cover the breadth briefly, we have listed them by category to show how we are working to implement the Rock Point Vision.

Accomplishments

*Partnership Campaign fund-raising*: closing in our $1.7 million goal with $1,450,000 given and pledged to date from 108 donors, foundations, and parishes; and also includes a transfer from the Robert Patterson bequest. To date sixteen parishes have made pledges as a part of the *Upon this Rock: The Parish Partnership Campaign for Rock Point*, and expect others will do so this fall.

*Partnership Campaign projects funded and finished include*:  
Purchase of a 35-tracker solar orchard allows us to save money and benefit environment  
New roofs for five camp cabins and two Bishop Booth Conference Center buildings  
Re-staining of all BBCC buildings  
Trail system assessment and a trail plan. The first section of trail at Eagle Bay done.  
New leadership team formed to provide executive functions for the Rock Point Board

*Grants awarded*

United Thank Offering $19,060 grant to start volunteer coordinator position for land use Programs, including gardens, trails, training, and education.

Creation Care Grant from The Episcopal Church: $10,000 for a Pollinator Meadow in the solar orchard. Includes conversion of field to a meadow of native species to benefit a diversity of pollinators, recruitment and training of docents, and production of webinars. Working with Bee the Change and other partners.

The Windham Foundation: $5,000 for Trail Stewards Program Development to aide guided public use and trail maintenance.

Recreational Trails Program (Federal program) $45,000 toward rebuilding and re-routing trail section at Eagle Bay, the Marsh, and North Beach Trails.

*New Friends of Rock Point organized*: Creates another avenue of giving to support Rock Point conservation and other initiatives and to guarantee donor intent.

*New Partnerships and renewed partnerships, including:*
CRAGVT will manage a new limited climbing program (one site) at Rock Point
Crow’s Path Nature School continues to serve 80 families year-round on our property
Burlington Area Community Gardens regenerated one large garden plot
Burlington Parks, Recreation and Waterfront helped rebuild trails

Daily, yearly and group property passes and income grew

Sponsored two retreats for Diocese through Rock Point Intentional Community

2nd Annual Partners and Friends Gathering: October 7, 2017 event for community to experience Rock Point in a variety of ways: spirit, mind, and body.

Second year of The Rock Point Partners and Friends Newsletter: Over 2,000

Completed first phase of a business plan to unite the ministries of camp and conference center with the development of retreat and educational ministries: Temporary name: The Rock Point Camp, Retreat, Conference Center (RPCRCC)

Mission Statement of RPCRCC: “To inspire journeys toward wholeness of self, community, and the natural world”

Statement of Values: RPCRCC invites activities, programs, and partners that address one or more of the following criteria, consistent with the Rock Point Vision, our Mission Statement and spirit of hospitality:

· Respect the dignity of each human being
  Encourage and nurture individual reflection, kindness, curiosity, solitude, spiritual exploration, and clarification of values;
· Respect the dignity of all human beings
  Strengthen individual and collective capacities for community-building, service, and meaningful person-to-person connections;
· Respect the dignity of all creation
  Expand awareness, sense of wonder and practices related to interdependence with, and responsible stewardship for, the natural world from a loving and just perspective.

Progress
Planning for Partnership campaign projects soon to be engaged;

Farm House: instead of renovating the house, the price of mold remediation has led to plans for a new house. Study of possible uses for portions of old house started.
Demolish maintenance garage. Replace in a new location.
Restore old Institute site (present location of maintenance garage) for camp use

Second phase of Business planning underway

New Furnishings for public spaces at the BBCC
Trail upgrades: three top priority trail sections to be completed by spring 2018
Bishop’s House: Porch replacement and energy upgrades
Parking at BBCC
Conservation easement with Lake Champlain Land Trust for 20+ acres (Trustee retain the title): Ready to close on agreement this fall. Opens limited public access in a forested area on the west side of the property. Benefits Rock Point as the City of Burlington assumes stewardship costs. Stewardship plan is governed by Rock Point and incorporates strong conservation practices.

Larger conservation easement (93.5 acres) purchase and sale initiated (Again, Trustees retain title): Plans include devoting the $180,000 easement sale price to the RP Endowment for conservation work. Exclusion zones will hold open parts of our property to use for our future development.

Marketing/Branding: Next steps include: Logo contest launched; new website design underway; and branding will be woven into business and marketing plans.

Financial operations for RP Commons partners now one “company”: consolidates all ministries of Rock Point, except School, into one budget that serves a common vision.

2nd phase of Business planning for Camp, Conference Center, Retreat, Educational Center: We have begun this process by gathering some necessary background information about our financial history, costs, and usage patterns. We aim to complete this phase by the spring of 2018, testing our plan with the market (people and groups) we aim to serve.

Volunteer recruitment and training: Our next step forward with this vital position was to appoint Jackie Arbuckle as an independent contractor to serve this function in the development of the trail stewards program and the pollinator meadow program.

Exploring Opportunities
A Coalition Campaign for public access and conservation: Much credit is due to Ellen McCulloch-Lovell, our Legacy Minister, for connecting with neighbors and Burlington leaders to explore how we can welcome the public onto Rock Point in a way that serves our conservation goals. At present this Rock Point-Arms Forest Coalition is creating a case statement through the Burlington Parks Foundation promises to help us implement our Trails Plan for new trails, signage and kiosks, and a trail stewards program.

Spiritual Growth and Development: Rock Point Intentional Community is inviting many leaders to explore a connection with Northeast Wisdom School and Network and the Wisdom network founded by an Episcopal priest, the Rev. Cynthia Bourgeault.

Expanding our land use goal of providing food for those in need: This fall we are exploring with gardeners a plan to produce more food for those in need.
Engaging Challenges

Bridge repair: Like many Vermont bridges, this 1899 railroad bridge has deteriorated and the City, who leases the right of way over which it passes, will need to repair it soon. Whatever the plans, disruptions are expected.

Increase endowment: Our $2 million-dollar goal from our Partnership campaign must be met as a means to sustain our improvements and support our environmental stewardship.

Financial Plan for sustainability: This involves ongoing attention to involve all who use Rock Point in contributing to its upkeep and management; business plans that include costs of capital upkeep and contribute to the commons property; and a continuing growth in contributions from partners and others to support our vision and its funding needs.

Public Access Management: Promoting Rock Point as “a welcoming sanctuary in the heart of Burlington.” we need to guide use and practices to preserve our sacred space. Trail stewards will help.

Possible Phase II for Partnership Campaign: As the business plans are finished, so will a clear vision of what new spaces we may need to host our ministries.

Thanks
All our accomplishments, progress, explorations and engagement of challenges are the work of hundreds of people, including many who read this report, and many thousands who have gone before, we are very glad to say.

We have a very dedicated and talented Rock Point Board who give of themselves thoughtfully and generously. We have wise and active Trustees who support and encourage our common work. The managers of Camp, Conference Center, Property, Diocesan Center and School wholeheartedly engage the challenges we face and celebrate the many joys that accompany our missions and ministries. We also enjoy the warm, wise guidance of our Legacy Minister, who is a strong catalyst to engage our communities of support. A persevering and determined Bishop leads us to ask tough important questions and to take necessary and vital decisions to forge a renewed vision of the mission of God in this holy place.

We are surrounded with signs of the faithful witness of previous generations to encourage us. We are grateful to live with you as part of the marvelous web of support spun and knit in a mysterious and powerful way by God’s Spirit. It is a privilege to see what good things God is doing and to have a part in it.

Respectfully submitted on behalf of the Rock Point Board, the Rock Point Management Committee and the Legacy Minister,

The Rev. Craig Smith Rock Point Director of Operations and Program
Mr. David McKay, Rock Point Director of Finance and Administration
Rock Point Board Members: The Rev. Jackie Arbuckle, deacon and Secretary, Laurel Broughton, Vice-Chair; Shawn Bryan, Al Carpenter, Frank Guillot, Robert Wright; and Chair, The Rt. Rev. Thomas C. Ely. And ex-officio: the Directors, McKay and Smith.

Rock Point Legacy Minister: Ellen Lovell

Rock Point Management Committee: Lynn Bates, Canon to the Ordinary; Chuck Courcy, Rock Point Property Manager; Tony Drapelick, BBCC Manager; Sherry Osborn, RP Camp Director; CJ Spirito, RP School Head of School; along with The Bishop, the two Directors, and the Legacy Minister.

Rock Point Summer Camp 2017
Submitted by The Rev. Sherry Osborn, Camp Director

INVITATION TO YOU!

Follow us "Rock Point Summer Camp" on Face Book to see photos and news from this summer!

VISION FOR ROCK POINT PROPERTY
To be a welcoming sanctuary of spirituality, creativity, community, education, training, and environmental stewardship

OUR MISSION
To provide a camp that is a safe, caring and supportive community where each camper is loved, known and valued so that each can grow in confidence, independence and interdependence in the mission of loving earth as faith.

THE GOALS AND OBJECTIVES

We will immerse campers of all ages in:

❖ Care of Creation
   We will explore ones connection with God through nature as we strive to safeguard the integrity of creation and mend the life of the earth.

❖ Care for Neighbor
   We will strive to honor the dignity of every human being as we also understand our place in the wider community.

❖ Care for Self
We will encourage a level of self-respect and self-esteem through healthy choices.

❖ Have Fun
We recognize "happy campers" are people who are loved, known and valued. Through a sense of play, wonder, curiosity and challenge by choice, we will offer campers of all ages the opportunity to grow friendships, build confidence and experience competence.

2017 PRIORITIES ACHIEVED
* Weeks Cabin online w/new bunks & mattresses *
* Deepen spiritual/environmental morning curriculum *
* Strengthen Staff & Camper/Parent Handbooks *

CAMP STORIES...

"Jesus is here! Resurrection is real!", were the words whispered to me one afternoon of Day Camp II. Those are the surprising words from a quiet, first year day camper who often seemed disconnected from the activity at hand. Jeremy had come for the first week and spent a lot of time reading his own books. But when he engaged, his smile could heal the world! Happily, Jeremy wanted to return for a second week of camp which we made possible. The Spirit and this Land of Rock Point are alive and work in mysterious ways.

❖

April is a 10-year old who returned for her third year as day camper. She recently wrote, "Special things about Rock Point Camp are the counselors are easy-going, listen to our ideas, and like to have fun. I feel peaceful. It’s a great way to get involved in nature and meeting new friends. I might want to be a counselor someday!"

❖

One of our returning counselors who is a college graduate and does not come from a religious background, recently wrote of her thoughts on future employment in the environmental field. "This camp has definitely inspired me to work in a spiritually directed way."

Summer 2017 HIGHLIGHTS
- 116 campers attend day and residential camps
- THANK YOU! In direct support of campers, over $14,400 given by faith communities, agencies and individuals
- New Fun-Yaks (sit on top kayaks!) and Stand UP Board huge success for all ages
- 2nd year of successful partnership with United Church of Christ residential camp during RPC Day Camp
- 76 campers affiliated to faith communities (50 Episcopal, 26 other denominations), 6 unspecified faith community, 18 spiritual but not religious
- THANK YOU! $26,000 raised to meet operational deficient - Still need to raise an additional $5300!
• 51% of our campers request scholarship support
• Fabulous Essential Returning & New Volunteers - THANK YOU!

2018 PRIORITIES
* Find volunteer team to develop Alumni Association *
* Camper recruitment *
* Continue to deepen spiritual/environmental morning curriculum & sacred circles *
* Continue cabin improvements *

With deep gratitude: Despite a challenging start with the need to hire two new counselors, throughout the summer we heard campers and parents that Rock Point is their favorite camp. This could not have happened without the grace of God and many generous helping hands: from above and beyond the call of duty support from colleagues Bill Harman, assistant director and Barb Lynch, Health/Wellness Coordinator, inspired and inspiring camp staff, Chuck Courcy & Tony Drapelick, Michelle Sandul & Taylor Vaughan, Evelyn Carroll RN, the RPC Ministry Team... the list goes on and on. Thank you one and all.

Standing Committee

The Standing Committee, an elected body of four lay persons and four clergy persons, meets as needed either by teleconference or in person. It acts in concert with the Trustees regarding property matters, works with the Diocesan Commission on Ministry by interviewing persons seeking Candidacy and Ordination to the Diaconate and Priesthood, consents to episcopal elections throughout the church and serves as a council of advice to the bishop.


The Standing Committee acted on the following items since the last diocesan convention:

Property Matters
Concurred with the Trustees to the sale of the rectory, Good Shepherd Episcopal Church, Barre, VT, 4 November 2016
Concurred with the Trustees to the Purchase and Sales agreement) for the sale to the Lake Champlain Land Trust of a conservation easement on twenty acres of Rock Point bordering the City of Burlington’s Arms Grant, 5 November 2016
Acted on a Quit Claim, James Booth, Bristol, Vermont, 13 January 2017
Acted on a Quit Claim, Veronica Breslford, Athens-Westminster, 5 June 2017
Acted on a Quit Claim, Alice Worth, Norwich, Vermont, 5 June 2017
Consented to the sale of the building of Grace Church, Forestdale, contingent upon approval by the Trustees, 16 May 2017

People in the Ordination Process
Concurred with the Diocesan Commission on Ministry to the ordination to the Transitional Diaconate of Paul Moberly, 15 November 2016
Concurred with the Diocesan Commission on Ministry to the ordination to the Transitional Diaconate of Kathleen Hartman, 20 December 2016
Concurred with the Diocesan Commission on Ministry to receive Veronika Travis as Candidate for Holy Orders (Priesthood), 21 February 2017
Concurred with the Diocesan Commission on Ministry to the ordination of the Rev. Robert Wilson to the Priesthood, 16 May 2017
Concurred with the Diocesan Commission on Ministry to the ordination of the Rev. Christine Moseley to the Priesthood, 16 May 2017
Concurred with the Diocesan Commission on Ministry to the ordination of the Rev. Kathleen Hartman to the Priesthood, 16 May 2017

Concurred with the Diocesan Commission on Ministry to receive Veronika Travis as Candidate for Holy Orders (Priesthood), 21 February 2017
Concurred with the Diocesan Commission on Ministry to the ordination of the Rev. Robert Wilson to the Priesthood, 16 May 2017
Concurred with the Diocesan Commission on Ministry to the ordination of the Rev. Christine Moseley to the Priesthood, 16 May 2017
Concurred with the Diocesan Commission on Ministry to the ordination of the Rev. Kathleen Hartman to the Priesthood, 16 May 2017

Consents to Episcopal Elections
The Rev. Canon Gretchen M. Rehberg as Bishop Diocesan of the Episcopal Diocese of Spokane, 20 December 2016
The Rev. Jennifer Baskerville-Burrows as Bishop Diocesan of Indianapolis, 17 January 2017
The Rev. John Harvey Taylor as Bishop Coadjutor, Diocese of Los Angeles, 21 February 2017
The Rev. Jennifer Brooke-Davidson as Bishop Suffragan, the Episcopal Diocese of West Texas, 17 May 2017
The Rev. Samuel Rodman III, Bishop Diocesan of North Carolina, 17 May 2017
The Rt Rev. David C. Rice, Bishop Diocesan of San Joaquin, 17 May 2017

Other Actions
The Standing Committee co-hosted a one-day gathering with the Diocesan Commission on Ministry and Postulants and Candidates. This was held at Christ Church, Montpelier in April 2017.

Standing Committee members for 2016-2017 were the Reverends Mary Lindquist (Secretary), Thaddeus Bennett, Rick Swanson and Lee Alison Crawford. Lay members were Brett Murphy, Maxine Neal, Harry Kendrick and Paul Harrington. The President gives thanks for their dedication, thoughtful preparation, insights and gentle humor, which make meetings rich in fellowship. The Standing Committee also remembered in prayer the late Elizabeth Van Dyk, valued past member, who died in February 2017.

Respectfully submitted,
(the Rev. Canon Dr.) Lee Alison Crawford, President
Diocesan Budget & Finance Committee Treasurer’s Interim Report

Final half 2016 Fiscal Year
Wallace Good, retiring Treasurer

Created Committee notes, forwarded to Committee, reported to Diocesan Council at each meeting; attended Diocesan Convention as Treasurer, including pre-convention hearings; converted the work of the Funding Our Mission Task Force into multiple resolutions presented to the 2016 Diocesan Annual Convention; suggested multiple reallocations of funds to 2016 year-end Reserve Accounts.

Narrative team created and presented a global financial narrative to the 2016 Annual Convention, resulting in unanimous acceptance of congregational commitment and contribution “Real Time” methodology and 2017 Budget resolutions.

Senior diocesan staff continued reviewing and updating Diocesan Office Personnel policies; then planned forming an ad hoc Guidebook Development workgroup representing a wide variety of stakeholders and perspectives to provide Diocesan Council with a Diocesan web site based publication for their approval, allowing full implementation of 2016 Diocesan Convention approved resolutions.

Assistant Treasurer for Internal Control continues to work with the Financial Administrator on monthly internal control.

Budget Committee continued to allocate AlleluiaFund grants as authorized by Diocesan Council.

Transitioned Diocesan Treasury to newly elected Treasurer, Gerry Davis.

Respectfully Submitted:
Wallace H Good Jr., Retiring Treasurer

Budget and Finance Committee Membership:

  Diocesan Councilors:
  Paul Leduc, Mission District 1, Holy Trinity, Swanton
  Richard Taylor, Mission District 1, St Andrew’s, Colchester
  Elizabeth Parker, Mission District 2, Christ Church, Montpelier
  Kathryn Wright, Mission District 5, St. Luke’s, Chester
  Empy Schneider, Mission District 3, St Mary’s, Northfield
  Margo Fletcher, Mission District 4, St. Thomas & Grace, Brandon
  Craig Smith, Mission District 1
  Lynn Bates, Canon to the Ordinary
  Thomas Ely, Diocesan Bishop
  Julie Giguere, Financial Administrator
Maurice Harris, Communications Minister;  
Supported by:  
Gerry Davis, Diocesan Treasurer Elect  
Wallace Good, Diocesan Treasurer  

TRUSTEES OF THE DIOCESE OF VERMONT

The Board of Trustees of the Diocese of Vermont operates according to Canon 11 of the Constitutions and Canons of the Diocese of Vermont. The Trustees meet quarterly. In 2016-17, those meetings were held on August 18, 2016, December 8, 2016 (Annual and Regular Meeting), March 2, 2017, and June 1, 2017. A Special Meeting of the Trustees was held on November 3, 2016.

Report of the Real Estate Committee: According to Canon 10.1(b), title to real property of the Diocese shall be held by the Trustees, except otherwise directed by the Bishop and Standing Committee. The Real Estate Committee oversees all matters related to such property that is to come before the Trustees. In the past year, Quitclaim deeds for SPG lands were approved for properties in Athens-Westminster, Essex, and Norwich. Various matters relating to the following properties were handled by the Committee during the year: St. Ann’s, Richford; Christ Church, Montpelier; St. Luke’s, St. Albans; Brookhaven School; Grace Church, Forestdale; Grace Church, Sheldon. Considerable time was given to understanding, reviewing, and giving approval, as required, to the work of the Rock Point Board to make operational the vision and current plan for the future of Rock Point. This included approval of the sale to the Lake Champlain Land Trust of a conservation easement on 20 acres of Rock Point bordering the City of Burlington’s Arms Grant for $28,800.

Report of the Investment Committee: According to Canon 10.2(b), all funds other than operating funds unless otherwise directed shall be invested in the Diocesan Unit Trust Fund (DUT). The Investment Committee of the Trustees oversees the management of the Unit Fund, which includes accounts of the Diocese and many of its congregations, and amounted to $25,442,774 as of June 30, 2017.

In 2016-17, the Trustees approved quarterly distributions from the DUT to investors at the rate of 1.25% of the average value of the Unit Fund for the preceding 12 calendar quarters, an annual rate of 5% of the average unit values. The distribution payment dates are the last days of the four calendar quarters of the year. The Investment Management team meets with the Committee every quarter and performance (Goal: 5% + CPI) continues to improve, exceeding goals, following the adoption of the revised socially responsive (ESG) Investment Policy in the spring of 2016. Quarterly Investment Reviews are posted to the Trustees Diocesan website.
The Investment Committee developed and conducted a survey of representatives of all investor congregations in the DUT in the spring of 2017, which had an 81% response rate. Using information from the survey as well as suggestions from staff and Diocesan leaders, annual investor briefings will be offered beginning in the fall of 2017, with the goal to establish and maintain greater communication with DUT investor congregations and to increase investment in the Fund whenever possible.

William Ames resigned as Trustee in August 2016. Wallace Good, Holy Trinity, Swanton, was elected to fulfill his term at the 2016 Diocesan Convention. Clark Anderson resigned as Trustee in June 2017. Later in the summer, the Bishop appointed Sarah Cowan, St. Paul’s, Vergennes, to succeed him until the 2017 Convention.

Respectfully submitted,
Amy Hastings
President of the Trustees of the Diocese of Vermont

Trustees of the Diocese of Vermont 2016-2017: William Ames (resigned August 2016), Clark Anderson (resigned June 2017), Laurel Broughton (Clerk), Albert Cicchetti, Wallace Good (Treasurer), Amy Hastings (President), The Rev. Stephen Reynes, Steven Smith
Ex officio: Bishop Thomas Ely

United Thank Offering

Annual Report for 2017

The United Thank Offering celebrated a special anniversary this year. September 24 marked the 165th anniversary of the birth of Julia Chester Emery, the founder of the United Thank Offering. Since her birthday fell on a Sunday this year, a special collection was requested throughout The Episcopal Church, including the Diocese of Vermont.

Since Diocesan Convention in 2016 through September 2017, Vermont has had only 5 parish in-gatherings that raised just over $1,300 for the United Thank Offering. Bear in mind, several parishes have their in-gatherings in September and October and those numbers would not be included in this year’s accounting. Neither are any in-gatherings in response to the special collections request on September 24 included.

The United Thank Offering is not just another arbitrary charity. It is a daily practice! Christians give thanks to God every day for every manner of blessing. The United Thank offering practice is to turn your thanksgiving into something tangible to share with others in need. When you say a prayer of thanks, drop a mite (any value will do—even that penny you picked up on the way into work) into your collection box. Then, when your parish has its UTO ingathering, literally

(www.diovermont.org/trustees.php).
count your blessings and turn it over to the ingathering collection. The United Thank Offering redistributes these monies to projects and missions that serve others in need.

If you or your parish need supplies—boxes or envelopes—please contact Wendy Grace, the Diocese of Vermont’s UTO Coordinator at office@trinitychurchrutland.org or 802-775-4368.
The theme of my Convention Address this year is “Every small act can make a huge difference!”

I take as my Biblical inspiration the parable of the Mustard Seed and Jesus’ acclamation in the Matthew Gospel that “With God, all things are possible” – even getting that camel through the eye of the needle! I think as well of Paul’s declaration in Philippians, “I can do all things through him (through Christ) who strengthens me.”

I also take to heart the words of Donna Hicks, as she holds the theme of Dignity before us at this Convention: “We might not be able to change the world, but we can create a more respectful way of being in it together.” Every Small Act of Dignity can make a huge difference!

Most especially, I take inspiration from the story of Jadev Payeng. Perhaps some of you know this story? He’s been planting trees on Majuli Island in India for nearly 40 years. Jadev was 16 years old in 1979 when he began planting trees to save Majuli Island, the largest River Island on earth.

The Island was in danger of disappearing within 20 years because of severe flooding, erosion and the deforestation of the land. Javad Payeng decided not to accept that fate and took it upon himself to save the island and its treasured culture. Please watch this brief inspirational video clip about his mission. https://www.youtube.com/watch?v=BYnicEc3VZE

“Every small act can make a huge difference!”

In this Address I want to explore this theme through the prism of our life as members of the human family and as the Episcopal Church in Vermont. Our Convention theme: “Declare Dignity,” has become a key in my life and formation ever since John Mitchell introduced me to Donna Hicks and her book Dignity several years ago. Since then, Donna has become a friend and mentor as I have determined to live into her call to be a Dignity Agent, following the example of THE Dignity Agent, Jesus.

I delight that so many of you have found her teaching to be inspirational for you, as well. I believe there is no more important lesson for us to learn than the practice of dignity in all our private and public relationships, indeed in our relationship with all creation.

As Donna has expressed so well, “The world is suffering from a pandemic of indignity. It shows up every day in big and small ways—in the wars taking place all over the world, as well as the unnamed wars inside our workplaces, schools, churches, in our families and within ourselves. These wars share the same root cause: We have lost sight of a fundamental truth about the human condition; that we are all born worthy of being treated as something of value.”
I hoped that by engaging with Donna, and all the Expo and Workshop leaders, our baptismal promise to “respect the dignity of every human being” might take on fresh and deeper urgency in our lives. As Dignity Agents we can live and model the transformational possibility of God’s unconditional love. This can happen as we participate in the “loving, liberating, and life-giving mission of God,” to which our Presiding Bishop, Michael Curry, has bid us come with all our heart, soul, mind and strength, as members of the Jesus Movement. This work of transformation starts with each of us, no matter where we are, by treating those around us with dignity.

“Every small act of dignity can make a huge difference!”
Right here in our life as the Episcopal Church in Vermont, I see daily evidence that “every small act can make a huge difference.” At the local level, I celebrate your efforts to articulate and implement Local Mission Approaches in creative ways as you look for the evidence of God at work in your neighborhoods and communities, and then connect your human and financial resources to help make a difference.

I’ve seen this in your commitments to feed people, house people, tutor children, volunteer for community boards and agencies, participate in restorative justice circles, after school programs, school lunch program, summer programs, community pantries, community breakfasts, lunches and dinners. It is evidenced in your work for racial healing, environmental justice, work with immigrant and migrant members of your community, care for the elderly, for veterans, and for those in any need or trouble, remembering Jesus saying, “Whatsoever you do to the least of these my brothers and sisters, that you do to me.”

I’ve seen you stand in solidarity with those on the margins, and I’ve seen you join hands and hearts with others like Camp Agape, Vermont Refugee Resettlement, Kids4Peace, Jerusalem Peacebuilders, Cristosal, Vermont Interfaith Action, Vermont Interfaith Power and Light, Pure Water for the World. I’ve seen it in your commitment to Dismas House, Black Lives Matter, Integrity, Northeast Kingdom Community Action, Migrant Justice, Franklin Area Rural Minuities, Vermont Adaptive, The Haven, the Vermont Partnership for Fairness and Diversity, and so many others who also embrace the belief that “every small act can make a huge difference!”

As part of a renewed emphasis on communications and evangelism, I encourage you to tell the Good News of your local mission connections. Share it with your local news outlets. Fill up your social media networks with stories, pictures, and videos. Don’t be shy. Don’t hide your light under a bushel (and no, we are not going to sing “This Little Light of Mine,” although I am tempted.) Let the Good News of God’s abundant, extravagant, unconditional love being lived in your neighborhoods and communities, ring throughout Vermont and beyond.

“Every small act can make a huge difference!” And does!

And then there is our common life as the Episcopal Church in Vermont, in which we are all working hard to maintain and strengthen our local communities of faith, as well as our shared identity as the wider Episcopal Church in Vermont. And, where indeed, “every small act can make a huge difference.”
Here the challenges at times are very practical, stretch us and test our human and financial capacity. We can easily become discouraged, or we can choose to pray, embrace, encourage, and support one another in our participation in the Jesus Movement here in Vermont. I don’t have a precise prescription for that participation, but I do think it means understanding the interconnectedness of our life as the Episcopal Church in Vermont. For me, that is a deeply spiritual matter of recognizing and celebrating the reality that in our common life we depend upon one another. I’m fond of saying, “Together, we are the Episcopal Church in Vermont.” This is more than a slogan. It is the truth!

Perhaps there is nothing more symbolic of our common life as the Episcopal Church in Vermont than the trinity of: our common budget, our annual Convention and Rock Point – all components of our common life where “every small act can make a huge difference.”

First, the Budget: As you well know, especially those of you who watched the pre-Convention video with Diocesan Treasurer, Dr. Gerry Davis, we are facing budget challenges as a diocese, just as many congregations are.

Last year, the Funding Our Mission Task Force put forward several important initiatives, including a new approach to calculate the assessment formula that determines each congregation’s share of our common budget. We established a four-tier, real-time approach and agreed to “try it on.” As it turned out, the calculations and estimates we used to establish our path to the needed support revenue from congregations to balance the budget, proved inaccurate. Hence, we anticipate a possible revenue shortfall and budget deficit for 2017, that could be as high as $125,000.

Diocesan Council acted at its September meeting to address this through a combination of expense reductions, a one-time, as needed, withdraw from unrestricted diocesan funds in the diocesan Unit Fund and supplemental payments from congregations based on an equitable formula. We won’t know the full extent of the gap until all congregations report their 2017 total operating revenue, but we are prepared to address its full reality if it comes to pass.

Let me be clear, the Diocesan Council is committed to the four-tier, real time formula. We are just trying to make sure it works properly to fund our needs as a diocese, while at the same time calculating local parish contributions based on real time revenue.

To avoid a similar situation occurring in the 2018 budget, the Diocesan Council proposed an adjustment in the percentages of income used to calculate each congregation’s assessment. You will have seen this in the budget resolution scheduled for our deliberation tomorrow. That budget reflects a $40,000 reduction in expenses compared to 2017.

I want to emphasize here that Diocesan Council believes the budget presented represents the most conservative budget we can craft, without seriously reducing our capacity to offer the basic ministry of a bishop and diocesan office to the people and congregations of Vermont.
Many dioceses our size function with a budget around 1.4 million dollars. In 2018, ours will be just $1 million. The budget for the diocesan Ministry Support Team in 2018 will support five full time members, including the Bishop and three part-time members. I am grateful for the dedicated and hard-working members of this team. “Every small act can make a huge difference.”

Another initiative from the Funding Our Mission Task Force, was the reshaping of the way we handle diocesan grants and loans. Again, we said we would “try it on,” and so far, so good. While it may not have seemed a big initiative at the time, a robust Grants and Loans Committee is in place and they have crafted policies and practices that make the application process much easier and more impactful.

In the distribution of nearly $200,000 annually, including some funds from the very successful Alleluiafund, they have tried to place an emphasis on mission over buildings, while at the same time recognizing that building needs often impact mission opportunities. Information about this committee and its work is on the diocesan website and I give thanks for their great work. Again, the evidence is clear, “every small act can make a huge difference.”

Moving to another of the three iconic arenas of our common life, let me offer a word about the future of Diocesan Convention. For a while now, the Dispatch of Business Committee has been in conversation about the shape, cost and venue of Convention. Recognizing the value of the personal formation experience of Convention, like the day we have just spent together, and the necessary legislative component and the costs associated with a two-day Convention, Dispatch of Business has been considering other options.

In a moment of serendipity, or perhaps kairos, a small group of clergy leaders asked to meet with me to share some of their concerns and ideas about the ways and purposes of our gathering as a diocesan community, including Convention. Out of that conversation and the deliberations of the Dispatch of Business Committee, the idea emerged for the formation of a Task Force for Reimagining Diocesan Convention and other diocesan gatherings to benefit and build up our common life.

I will appoint that Task Force tomorrow. The work of this Task Force will include looking at the dates, possible venues, shape, cost and substance of Convention and other common gatherings. One idea, just to give you an example, is to move Convention to the late Spring after colleges are in summer mode and hold Convention on a college campus. I’m sure if I paused now and asked you to brainstorm ideas that we would be late to supper. Trust that there will be opportunity to offer your ideas, for indeed, I believe, “every small act, every idea, can make a huge difference.”

The third iconic area of our common life is Rock Point. How many of you have spent any time on Rock Point? If you haven’t, then please come and experience this amazing 130-acre sanctuary that you own. That’s right, you own it! The people of the Episcopal Church in
Vermont are the owners, or the current stewards of Rock Point. Others before us, for over 165 years, have been the stewards of this outdoor cathedral on the shore of Lake Champlain, and now it is in our hands.

There may have been times over the course of those 165 years, when this property just seemed like one of many such properties on Lake Champlain in Burlington; but today it is one of the last remaining, privately owned, largely undeveloped open spaces on the Lake in Burlington, where public access is allowed. In fact, it is the largest such property.

Rock Point is home to the Rock Point School, the Bishop Booth Conference Center, the Offices of the Episcopal Church in Vermont and its Bishop, the Rock Point Camp, the largest Solar Installation on any religious property in Vermont, Community Gardens, and many, many programs that find a special place of welcome there.

Over 10,000 people visit the property or participate in programs on Rock Point each year. In every sense of the word, it is truly a missional church opportunity for the Episcopal Church in Vermont.

When you (or your ancestors) elected me Bishop of this great diocese 17 years ago, you asked that I pay attention to Rock Point and help chart a course of action for its future. That journey has been an interesting part of these past 17 years. I won’t rehearse the history of that journey with Rock Point but suffice to say that it took many twists and turns as we headed toward the great and promising place we are today.

Today, thanks to the hard work, vision and generosity of so many, Rock Point is well positioned for a positive and sustainable future. With a solid land use plan, a comprehensive forestry plan and a nearly completed business and site plan in place, we have a good idea of where we are heading and what we need to do to get there.

Key to that success has been the current Partnership Campaign for Rock Point, which set the ambitious goal of raising 1.7 million dollars as an investment in securing the future of Rock Point, along with a commitment to increase the Rock Point endowment by $2 million dollars over the next several years.

My hope had been to announce today that the $1.7 million-dollar goal had been reach, but instead it is my joy to announce that we are almost there, and that I am confident we will reach and exceed that goal.

With over $1.5 million dollars in gifts, pledges, grants and a portion of a previous bequest designated by Diocesan Council for this effort in place, and the very promising prospect of more to come, I am confident that this campaign will be a success. Most of that success is due to individuals from the Episcopal Church in Vermont and others who believe in the importance of conserving and sustaining this valuable ministry resource for future leaders to steward.
Right now, as most of you know, we are engaged in the Parish phase of the campaign that we are calling “Upon this Rock.” To date 22 congregations have made their gifts or pledges to this effort for a total of $125,000. If, or maybe I should say when, the other 23 congregations announce their participation, there is a good chance that number will double to $250,000. That is on top of the individual gifts from Vermont Episcopalians totaling over $750,000. There are also several larger gifts or pledges from individuals pending, that we are hoping to include. You can see why I am optimistic that we will reach our goal.

I know some of you were skeptical about all this when we began, but we have been wonderfully guided in this effort by one of our own, Ellen McCulloch-Lovell, who has served as Legacy Minister for the Partnership Campaign. Ellen is a member of Christ Church, Montpelier and a former member of Saint Michael’s, Brattleboro, during her tenure as President of Marlboro College. Early on, Ellen captured the vision for the future of Rock Point and has guided us magnificently toward our goals.

At the same time, she has opened doors and windows through her extensive network in Vermont and beyond, that we would never had known about if we had pursued a more conventional Capital Campaign approach.

Thanks, in large measure to her good work, the efforts of our Campaign Advisory Committee, the Rock Point Board, the Trustees of the Diocese, and the good leadership of the Reverend Craig Smith, Mr. David McKay and a host of others, there are good prospects for additional fundraising success beyond this present campaign in partnership with civic and community leaders in the greater Burlington area. You’ll hear more about some of that from Craig Smith tomorrow.

Suffice for now to say thank you to all of you who have helped bring us to this point of celebration. My hope is that others will see this positive outcome as reason enough to join us and help take this campaign way over the top, so that we might fund those ministries and projects about which we have only been able to dream, including expanded youth and outdoor education ministries. “Every small act can make a huge difference!” And is!

There are other examples I could cite of ways in which small acts can make a huge difference, but I think you get the point. Everything you do matters. Every act of dignity matters. Every expression of compassion matters. Every action in the service of justice matters. Every offering of generosity matters. Every gesture of love matters. Every gift of time, talent and treasure matters. Every kind word matters. Every token of forgiveness, understanding and peace-making matters. Every prayer, every word, every thought, every action matters. It all matters.

I began with the inspirational story of Jadev Payeng. Let me end with one final story from my experience in Alaska this September when the House of Bishops gathered in Fairbanks for our fall meeting. Those of you from Saint Stephen’s Middlebury have heard this story.
Fort Yukon is located on the north bank of the Yukon River at its junction with the Porcupine River, about 145 miles northeast of Fairbanks. It is located 8 miles north of the Arctic Circle, in the middle of the Yukon Flats. It has a total area of 7.4 square miles, of which, 7.0 square miles is land and 0.4 square miles is water.

Ann and I were part of a group of eight who visited this community and the congregation of St. Stephen’s Episcopal Church, while other bishops and spouses visited other similar, small communities where the Episcopal Church is present.

Our mode of transportation was a small plane, since the only other ways to reach Fort Yukon are boat or snowmobile! The estimated population of Fort Yukon is around 550 people, most of whom are Gwich’in Alaska Natives. The Gwich’in name for Fort Yukon is Gwich’yaa Zhee, which translates: "House on the Flats." Saint Stephen’s is the oldest of the 24 Episcopal Churches in the Interior Region Deanery. There are 50 congregations all together in the Diocese of Alaska. During our visit with the people of Saint Stephen’s, we learned many things, including the result of their local mission discernment process that resulted in the decision to build and support two buildings to meet the needs of their community.

The first building, which was just completed and which I had the honor of consecrating at the end of our visit, is a mortuary situated right next to the church building. That’s right, a mortuary!

I had never blessed a mortuary before and so, after hearing their stories throughout the day, this act of blessing took on special and sacred meaning for me and our group. Now, a mortuary may seem a strange mission focus to you (as it first did to me), but in the native culture of the Gwich’in people, care for the body at the time of death is a very sacred matter and there was no such facility available to the community to serve this need. So, they built a mortuary with community support that is now fully available to the community. It is a modest building in which bodies can be prepared for burial by family and community members in the custom of the Gwich’in people.

Reflecting later on all of this, I realized that here was the perfect intersection of one particular faith community paying attention and responding to the unique context in which they were trying to deepen their passion for outreach and mission as the heart and hands of Christ. Their next project is a parish hall for community gatherings. Such outreach efforts don’t always involve new buildings, but for them it did, and helped give shape to their meaningful future. “Every small act can make a huge difference!” Go and learn and live what this means for you, for us, for the Episcopal Church in Vermont.

Oh, and one thing more! Wait for it!

“Every small act can make a huge difference!”
FRIDAY, NOVEMBER 3

At 4:45 PM, Bishop Ely called to order the 225th Convention of the Episcopal Church in Vermont, being the 185th Annual Convention of Diocese of Vermont.

OPENING PRAYER: BISHOP ELY

Almighty and everliving God, source of all wisdom and understanding, be present with those who take counsel for the renewal and mission of your Church. Teach us in all things to seek first your honor and glory. Guide us to perceive what is right, and grant us both the courage to pursue it and the grace to accomplish it; through Jesus Christ our Lord. Amen.

BISHOP’S WELCOME AND ANNOUNCEMENTS

ESTABLISHMENT of QUORUM: THE REV. LISETTE BAXTER

Lisette, as Chair of the Credentials Committee reported that, as of 4:30 pm, November 3rd, a quorum was established with 33 of 45 congregations represented and 48 of 79 eligible canonically resident clergy present.

BISHOP’S ADDRESS

Bishop Ely’s address was titled “Every small act of dignity can make a huge difference!” It made connections between Donna Hicks’ book and talks on Dignity and seemingly very minor acts of compassion which have made significant impact on the lives of many. The Bishop’s Address, in its entirety, can be found here using this link: http://www.diovermont.org/post.php?p=8517

At the banquet, the Bishop recognized Nanci Gordon, member of the Resolutions Committee who offered a Courtesy Resolution to honor Dr. Donna Hicks for the Dignity presentations of the day and the shared enlightenment of the workshops that followed. The Resolution was accepted by acclamation.
SATURDAY, NOVEMBER 4

At 10:15 am, the Bishop called back to order the 227th Convention of the Episcopal Church in Vermont, being the 185th Annual Convention of Diocese of Vermont

The Bishop introduced those sitting at the Head Table:
   Chancellor and Parliamentarian, Thomas A. Little
   Canon to the Ordinary, Lynn Bates
   Secretary of Convention, Joshua Cheney
   Convention Recorder, Susyn Dees

ELECTION OF SECRETARY OF CONVENTION and RECORDING SECRETARY

The Bishop called for a motion to elect Joshua Cheney (All Saints, South Burlington) Secretary of Convention and Susyn Dees (St. Andrews, Colchester) as Recording Secretary for this Convention. The motion was made, seconded and approved.

UPDATE OF REGISTRATION NUMBERS – THE REV. LISETTE BAXTER

Lisette reported that as of 8:30 am, November 4th, there were 36 of 45 congregations represented and 48 of 79 eligible canonically resident clergy present. A quorum was declared.

CLERGY CHANGES

The Bishop recognized new canonically resident clergy:

Ordained:
   The Rev. Christine Moseley (St. Mark’s, Newport)
      Transitional Deacon 12-18-16; Priest 6-16-17
   The Rev. Robert Wilson (St. Mark’s, Newport)
      Transitional Deacon 12-18-16; Priest 6-16-17
   The Rev. Paul Moberly in Diocese of Virginia (St. Michael's Brattleboro)
      Transitional Deacon 1-7-17; Priest 9-6-17
   The Rev. Kathy Hartman (Christ Church, Bethel)
      Transitional Deacon 1-22-17; Priest 7-28-17

Transferred Canonical Residency to Vermont:
   The Rev. Kim Hardy from Massachusetts, St. James, Essex
   The Rev. Mark Thompson from Minnesota
The Bishop announced Clergy Transitions:

The Reverend Susan Taylor resigned as Rector of Saint John’s, Randolph, effective February 28, 2017 to move to Maine.


The Rev. Kim Hardy was called as Priest in Partnership to serve at St, James’, Essex Junction, effective July 1, 2017.

The Rev. Donna Reidt retired and resigned as Priest in Partnership at St. Paul’s, Windsor, effective August 27, 2017.

The Rev. Lisa Ransom was to serve as Interim Priest at Saint James, Woodstock, effective October 29, 2017.

First-time lay delegates were asked to stand and were recognized.

Representatives from the Delegated Episcopal Pastoral Oversight Congregations (DEPO), St. John’s Church, Essex, New York and Church of St. Luke the Beloved Physician, Saranac Lake, New York were recognized.

The Bishop requested a moment of prayer for those Clergy who died during this year:

The Rev. Judith Marquess, Deacon, St. Paul’s, White River Junction, who died on September 24, 2017,

The Rt. Rev. Arthur Walmsley, Retired Bishop of Connecticut, who died on October 5, 2017,

And others who died this past year, naming them silently or aloud.

OTHER ORGANIZING INFORMATION

The guidelines for seating and voting, conducting business and general housekeeping were explained.

The Bishop called on the Secretary of Convention, Joshua Cheney, who reviewed the proposed Order of Business as follows:

Nominations
Balloting for General Convention Alternate Deputies and other offices and positions as needed
Resolutions:
2018 Clergy Compensation
2018 Diocesan Budget
Brookhaven Annual Meeting
Other Resolutions:
A Resolution on the Implementation of Title III, Canon 1: Of the Ministry of All Baptized Persons
A Resolution regarding Water Justice and Diocesan Investments
Blessing and Dismissal

RULES OF ORDER

A motion to accept the Rules of Order for this Convention, which were made available by the Secretary of Convention and were also available on the website, was made, seconded and unanimously approved.

APPOINTMENT OF TELLERS: CHUCK BONGIORNO

The Bishop announced the appointment of Tellers for this Convention as noted, including Chuck Bongiorno as Head Teller.

<table>
<thead>
<tr>
<th>Tom Eshelman</th>
<th>Gary Sherer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Barbie Koier</td>
<td>Mary Springer</td>
</tr>
<tr>
<td>John Koier</td>
<td>Lisa Stapleton</td>
</tr>
<tr>
<td>David McKay</td>
<td>Paul Van de Graaf</td>
</tr>
</tbody>
</table>

Chuck recognized Michael Daley who had been a teller for many years and who was unable to be present due to health reasons.

Chuck reviewed the various voting procedures, including Voice Vote, Vote by Cards, Vote by Orders and Ballot Vote.

PRESENTATION OF WRITTEN REPORTS: JOSHUA CHENEY

Josh reminded Convention participants that the reports were in the pre-convention materials and can be found at the following link:


The Bishop called for a MOTION to accept the reports as filed. The motion moved, seconded and unanimously approved.
LEGISLATIVE PROCESS: THOMAS LITTLE

Chancellor Little spoke to the legislative process and reviewed the guidelines for discussion on the budget and resolutions.

ADDITIONAL RESOLUTIONS – BISHOP ELY

There were no additional resolutions presented from the floor.

REPORT FROM NOMINATING COMMITTEE: LISETTE BAXTER

Lisette presented the Nominating Committee report. There were no additional nominees from the floor. The Bishop called for a motion that the Secretary cast one ballot for the nominees presented; the motion was made, seconded and carried. The election results were as follows:

FINANCIAL OVERSIGHT AND AUDIT COMMITTEE

Elected to three-year terms expiring in 2020:
- Ann Cooper
- Earl Kooperkamp

GENERAL CONVENTION DEPUTY ALTERNATES

Elected Clerical Deputy Alternates:
- First Alternate: The Rev. Rob Spainhour
- Second Alternate: The Rev. Jennie Anderson

Elected Lay Deputy Alternates:
- First Alternate: Jonathan Brennan
- Second Alternate: Ann Cooper

PROVINCIAL SYNOD DEPUTIES

Elected to three-year terms expiring in 2020:
- The Rev. Robert Wilson
- Eric Davis

ROCK POINT BOARD

Elected to three-year term expiring in 2020:
- Allan Carpenter

ROCK POINT SCHOOL TRUSTEES

Elected to three-year terms expiring in 2020:
- Victor Harry Frank
- Barton Merle-Smith
- Scott Sheavly

STANDING COMMITTEE

Elected to four-year terms to 2021:
- The Very Rev. Jeanne Finan
Lars Hunter

TITLE IV DISCIPLINARY BOARD (Vermont Members)
   Elected to one-year terms to 2018:
      Margaret Thompson
      Ann Cooper
      The Rev. Carol Wageman

TRUSTEES OF THE DIOCESE
   Elected to seven-year term to 2024:
      Sarah Cowan
   Elected to fill unexpired term to 2020:
      Christopher Chapman

The Bishop noted The Episcopal Church “Proposed Constitutional Amendments” copies which had been distributed earlier in the day. These Constitutional Amendments will be voted on at the 79th General Convention in 2018 and are to be “read” by the Secretary of the Diocesan Convention preceding the final vote at the 2018 General Convention. Distribution of copies was made rather than having the Amendments read out loud.

MISSION DISTRICT COUNCIL ELECTIONS

The Bishop recognized current and retiring Council representatives and called for the election of new Council Representative(s):

Mission District #1:
   Current Representatives:
      Rick Taylor (St. Andrews, Colchester)
      The Rev. Rob Spainhour (Holy Trinity, Swanton)
   Retiring Representative:
      Paul Leduc (Holy Trinity, Swanton)

   Elected: Helen Short (Holy Trinity, Swanton) three-year term to 2020

Mission District #2:
   Current Representative:
      Jean Wilson (St. Mark’s, Newport)
   Retiring Representatives:
      Elizabeth Parker (Christ Church, Montpelier)
      The Rev. Earl Kooperkamp (Good Shepherd, Barre)

   Elected: The Rev. Paul Habersang (Christ Church, Montpelier) three-year term to 2020
      Marjorie Strong (Church of the Good Shepherd, Barre) unexpired term to 2019
Mission District #3:
Current Representatives:
The Rev. Mark Preece (St. Martin’s, Fairlee)
Barbara Johnson (St. James, Woodstock)
Retiring Representative:
John Hartman (Christ Church, Bethel)

Elected: The Rev. Kathy Hartman (Christ Church, Bethel) three-year term

Mission District #4:
Current Representatives:
Lisa Newton (Trinity, Shelburne)
The Rev. Liam Muller (Trinity, Rutland)
The Rev. Dr. Fred Moser (Trinity, Shelburne)

Elected: Lisa Newton (Trinity, Shelburne) three-year term to 2020

Mission District #5:
Current Representatives:
Deb Moser (Zion, Manchester)
Heidi Edson (St. Luke’s, Chester)
Paul Gratz (St. James, Arlington)

Elected: The Rev. Paul Gratz (St. James, Arlington) three-year term to 2020

RESOLUTIONS - ANNE BROWN

The Bishop called on Anne Brown, Chair of the Resolutions Committee, for the Committee’s report. Other Committee members are: Mike Austin, Stan Baker, Nanci Gordon, and Linda Maloney.

Resolution to Adopt the 2018 Diocesan Operating Budget

Anne moved adoption of the Resolution and asked the Bishop to call on Diocesan Treasurer, Gerald Davis, to speak to the Resolution.

SPONSOR: Diocesan Council

RESOLVED, That the 185th Convention of the Diocese of Vermont approve the recommendation of the Diocesan Council and adopt a balanced diocesan operating budget for the calendar year 2018 in the amount of $1,003,610; and be it further

RESOLVED, That a congregation’s contribution be based on a real time 4-tier percentage of Operating Income reportable on Line A of the Parochial Report, the tier being determined by an average of the preceding 3 years Line A Parochial Report Operating Income; for 2017, these tiers based on the average above will be 11% [$1-$39,999]; 13% [$40,000-$99,999]; 15% [$100,000-$199,999]; and 16% $200,000 or
more; and be it further RESOLVED, That if actual mission support from congregations (budget line 1) is a surplus of greater than 5% or a deficit of greater than 5% compared to Diocesan budgeted revenue, Diocesan Council will make an appropriate adjustment with each parish; and be it further

RESOLVED, That the 2017 Alleluia! fund goal be $40,000 to fund mission programs and ministry activities established by Diocesan Council, including Rock Point Camp (at least $11,000), Rock Point Board/Property (at least $9,000), and the balance for grant distribution through the Grants & Loans Committee for ministries such as: All Ages Formation, Global Reconciliation, Domestic Outreach and Social Justice, Cathedral Chapter, and Earth Stewards.

EXPLANATION: The four-tier assessment formula developed by the “Funding Our Mission Task Force” in 2016 and implemented for the first time in 2017 offered a reduction in the percentage of parish operating budget suggested for the contribution for more than three-quarters of the parishes, and balanced the reduction in revenues for the Diocese on the assumption that total parish budgets would increase by 2% annually. This increase has proven to be not the case for 2016 or 2017, leaving a substantial deficit in total contributions to meet the expenses of the Diocese. An adjustment in the formula used to calculate contributions is required. The tier structure above appears to meet these expenses if parish operating budgets remain level. The year-end adjustment is needed to have all parishes resolve a deficit or share in a surplus. The real-time monthly payment option is retained in order to offer the parishes flexibility based on their actual current revenues and expenses.

The Alleluia! fund is an annual appeal, in which individuals are invited to give to help fund particular ministries that are part of our common life as the Episcopal Church in Vermont. Donors are given the option to designate their gifts to particular ministries.

Discussion ensued with concern for how the percent values were concluded (effort to keep low percentages for churches with smaller budgets and only a 1% increase for churches with larger budgets.) The logistics of how this would be rolled out were explained, and that this proposal of this real-time budget process will ultimately work for all involved. The actual values will not be known until the fiscal year closes, but the forecasts are as accurate as can be established at this time.

A motion was made and seconded to adopt the Resolution as presented. The motion was carried, voted by show of cards.
A Resolution to Establish 2018 Minimum Clergy Compensation

Anne moved adoption of the Resolution and asked the Bishop to call on Diocesan Treasurer, Gerald Davis, to speak to the Resolution.

SPONSOR: Diocesan Council

RESOLVED, That the 185th Convention of the Diocese of Vermont approve the recommendation of the Diocesan Council that the minimum 2018 full time Total Clergy Compensation (TCC) for priests receiving compensation in the Diocese of Vermont be $61,466 of which $41,612 (67.7%) represents the stipend portion; this minimum TCC is all-inclusive and has been designed to compensate for stipend, housing, utilities, SECA reimbursement and equity allowance, when applicable; for clergy living in church provided housing, the actual total value of the Fair Rental Value of the property plus actual utilities provided will be used when determining minimum TCC; travel allowance shall be reimbursed at the current IRS standard rate; and be it further

RESOLVED, That the 185th Convention of the Diocese of Vermont endorse a corresponding minimal increase for the year 2018 of 2.0% in monetary compensation to all compensated clergy and lay employees throughout the Episcopal Church in Vermont.

EXPLANATION: Canon 6.7 of the Episcopal Diocese of Vermont requires that Diocesan Council annually 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.

Prior to the 183rd Convention Bishop Ely established the Funding Our Mission Task Force (FOMTF) with one of its goals being to evaluate and recommend future compliance mechanisms for Canon 6.7. Testimony taken at the convention reiterated the necessity and urgency for this goal. A thorough and intensive review of compensation practices of other Vermont businesses and non-profit organizations, as well as throughout The Episcopal Church with particular focus on Province I dioceses, resulted in these findings, as well as the recommended resolution.

The 2018 TCC represents a 2.70% increase from the 2017 compensation minimum.

A motion was made and seconded to adopt the Resolution as presented. Discussion ensued from Delegates with concern for the burden this presented to their parishes. The motion was carried, voted by show of cards.

RECESS FOR LUNCH: At 12:05 pm, a motion was made, seconded and carried to recess for lunch. The Convention reconvened at 1:10 pm.

Following lunch, Convention heard reports on the Episcopal Youth Event (Heather Winship, Jonathan Brennan, Jack Karn), Rock Point Summer Camp (Sherry Osborn, Jonah Johnson, Madeline Hill), Rock Point School (CJ Spirito, Caleb, Jasmine), Rock Point Initiative (Craig Smith), Racial Reconciliation (Rob Spainhour and Maurice Harris)
ANNUAL MEETING OF THE INCORPORATORS OF THE BROOKHAVEN HOME

The Bishop called for a vote to recess Diocesan Convention and convene as the Incorporators of Brookhaven Home. A motion was made, seconded and carried.

The Bishop called to order the Annual Meeting of Brookhaven Home and called on Brett Murphy to give a report for the Brookhaven Board of Trustees.

Brookhaven Home Elections:

The Bishop called on Lisette Baxter, Chair of the Nominating Committee, for the Nominating Committee report and introduction of nominees. There were no additional nominees from the floor. A motion was made, seconded and carried to accept the Nominating Committee’s report and elect the nominees presented.

BROOKHAVEN TRUSTEES
Elected to three-year terms to 2020:
   Linda Runnion
   Brett Murphy
   Rosemary Distel

Being no other business to be discussed, the Bishop called for a motion to adjourn the Annual Meeting of the Incorporators of the Brookhaven Home. The motion was made, seconded and approved.

The Bishop called back to order the 225th Convention of the Episcopal Church in Vermont being the 185th Annual Convention of the Diocese of Vermont.

RESOLUTIONS CONTINUED: ANNE BROWN

A Resolution on the Implementation of Title III, Canon 1: Of the Ministry of All Baptized Persons

Anne moved adoption of the Resolution and asked the Bishop to call on The Rev. Craig Smith to speak to the Resolution.

SPONSOR: The Rev. Craig Smith
RESOLVED, That the 185th Annual Convention of the Episcopal Diocese of Vermont approve the following resolution for submission to the 2018 [or 79th] General Convention of the Episcopal Church:

RESOLVED, That the 79th General Convention, in recognition of the Jesus Movement and the calling of all the baptized in their daily life and work, appoint a
task force to study the implementation of Title III, CANON 1: Of the Ministry of All Baptized Persons Sec. 1. Each Diocese shall make provision for the affirmation and development of the ministry of all baptized persons, including: (a) Assistance in 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. (b) Assistance in understanding that all baptized persons are called to sustain their ministries through commitment to life-long Christian formation. and be it further

RESOLVED, That such task force be appointed by the Presiding Officers jointly and that a report be given to the 80th General Convention with its recommendations for the implementation of Title III, CANON 1 in all parishes, dioceses, provinces, and the wider church, focusing on full engagement of all the Baptized in their ministries beyond Sunday in their daily life, work, and leisure.

EXPLANATION: Canon 1 of Title III is focused on the ministry of all the Baptized. It calls on The Episcopal Church to “equip the saints for ministry” (Ephesians 4). In the Catechism under The Ministry (BCP 855) the first order of ministry is lay persons. They represent 99% of The Episcopal Church. The Baptismal Covenant (BCP 304-5) is the “job description” for all the baptized in their respective orders. Adopted in 2003, this canon provides the skeleton that now needs to be enfleshed. Hence this task force’s work is to recommend processes so that the church can affirm the calling of all the baptized, especially its lay persons, and empower them in all the areas of their ministry in work, home, community, and wider world as well as in the Church.

A motion was made, seconded and approved to adopt the Resolution as presented, voted by show of cards.

A Resolution regarding Water Justice and Diocesan Investments

Anne moved adoption of the Resolution and asked the Bishop to call on the Deacons of the Episcopal Diocese of Vermont to speak to the Resolution.

SPONSORS: The Deacons of the Episcopal Diocese of Vermont

RESOLVED, That this 185th Diocesan Convention of the Episcopal Diocese of Vermont commend the Trustees and the Investment Committee of the Diocese for the commitment to Socially Responsible Investing as identified at the 2016 General Convention; and therefore be it

RESOLVED, That this Convention support efforts by the Trustees to direct the Investment Managers of the Unit Fund to divest from investments in corporations who identify water as a for-profit commodity rather than a human right.

EXPLANATION:
Many members of the Diocese of Vermont are blessed with an abundance of water: for farming and home use; for cooking, drinking and sanitation; for pleasure in all seasons, and for heating
homes and warm baths in winter. In other parts of this country and throughout the world, that is not the case.

Since 2002, the Committee on Economic, Social and Cultural Rights at the UN has advocated that the human right to water is indispensable for leading a life in human dignity. In 2010, in Resolution 64/292 (http://www.un.org/es/comun/docs/?symbol=A/RES/64/292&lang=E) the United Nations General Assembly explicitly recognized the human right to water and sanitation. It acknowledged that clean drinking water and sanitation are essential to the realization of all human rights. Resolution 64/292 calls upon States and international organizations to provide financial resources, capacity-building and technology transfer to help countries, particularly developing countries, to provide safe, clean, accessible and affordable drinking water and sanitation for all.

- Average water usage in U.S. per person is 300-380 liters per day. (water.usgs.gov/edu/qa-home-percapita.html)
- Average water use ranges from 200-300 liters a person a day in most countries in Europe to less than 10 liters in countries such as Mozambique.
- People lacking access to improved water in developing countries consume far less, partly because they must carry it over long distances. Water is heavy.
- For the 884 million or so people in the world who live more than 1 kilometer from a water source, water use is often less than 5 liters a day of unsafe water.
- At any one time, close to half of all people in developing countries are suffering from health problems caused by poor water and sanitation.
- Together, unclean water and poor sanitation are the world's second biggest killer of children. It has been calculated that 443 million school days are lost each year to water-related illness.
- People living in the slums of Jakarta, Manila and Nairobi pay 5 to 10 times more for water than those living in high-income areas of those same cities and more than consumers in London or New York.
- In Manila, the cost of connecting to the utility represents about three months' income for the poorest 20% of households, rising to six months' in urban Kenya. (Preceding bullets are background information from the United Nations Resolution.)
- In a small Vermont town, water usage per household is calculated on daily usage of 100 gallons as the standard for billing purposes. The water source is a spring, considered a “non-purchased groundwater” source by the EPA. There is no financial incentive to use less. Overdue accounts are charged 1.5% per month as well as a flat fee of $9.
- In Vermont’s largest city, the charge for water and waste water is $9.60 per 100 cubic feet (100 cubic feet=2830 liters). Failure to pay bill on time results in a $25 fine+1% of the bill, and a re-connect fee of $25.
- Water privatization (when private corporations buy or operate public water utilities) is often suggested as a solution to municipal budget problems and aging water systems. Ownership and water rights are complicated, sometimes archaic, and vary from state to state, making regulation a challenge.

Flint, Michigan is the latest example of such an effort. A mother in that city, who lost unborn twins due to the water issues there, reported that it takes 160 bottles of water to take a bath. Bennington’s PFOA contamination, Vermont’s ground water contamination, and Burlington’s
Barge Canal, illustrate the fragility of water systems and the environment. The temporary fix may be bottled water, at tremendous cost to consumers and communities.

In this country, groundwater makes up 40% of the water used, and is the second largest reserve of freshwater on earth. Although groundwater can be considered a renewable resource, as the soil dries out and the temperature increases in soil, there is more rapid evaporation of any rain that does fall on the land. Percolation slows, and the need for water for irrigation and human use increases.

The challenge comes when rainfall is insufficient, or when removal of the water exceeds replenishment of the aquifer. Nestle, among others, identifies water as a commodity. “Nestle extracted 36 million gallons of water from a national forest in California last year (2015) to sell as bottled water, even as Californians were ordered to cut their water use because of a historic drought in the state. And the permit that Nestle uses to operate its water pipeline in the San Bernardino national forest costs just $524 a year.” BBC News, 5/3/2016

Many religious traditions use water in their sacred ceremonies. Consider baptism, the washing of hands before The Great Thanksgiving, Jewish purification rituals, Muslim ablutions, Shinto worship of the Kami, Native American traditions that honor water as the Creator’s sacred gift, and the list goes on. Water is far more than a resource or a commodity. The water cycle can ensure water for all, but each individual lives downstream. Water is a treasure, a gift, and a right. It is not a privatized corporate profit. To ensure clean and affordable water for drinking and sanitation is essential in honoring the inherent dignity of every neighbor.

For additional information: https://www.trinitywallstreet.org/trinity-institute/2017/resources

Discussion ensued as to how the members of the Diocese can actually follow and be assured that, if passed, this was, in fact going to be carried out by the Trustees and whether the Trustees have the resources to investigate this thoroughly.

An amendment was offered to strike “direct the Investment Managers of the Unit Fund” to divest from investments in corporations who identify water as a for-profit commodity rather than a human right.

The motion to amend was made, seconded and affirmed (noted with strike-through above), voted by show of cards.

The resolution as amended was further debated and approved by show of cards.

BISHOP'S APPOINTMENTS

Canons Committee – Michael Nawrath, Steve Marshall, Lindsay Huddle, Bob O’Donnell, Tom Little (ex officio)

Commission on Ministry (three-year terms to 2020):
  The Rev. Titus Presler, St. Matthew’s Enosburg Falls
COURTESY RESOLUTIONS

The Bishop called on Nanci Gordon, member of the Resolutions Committee for presentation of Courtesy Resolutions, all of which were adopted by acclimation.

A Courtesy Resolution Thanking our Hosts at Jackson Gore:
Resolved, that this 225th Annual Convention of the Episcopal Church in Vermont and the 185th Convention of the Diocese of Vermont, heartily thank our hosts at Jackson Gore. Your welcome has been warm; your hospitality lavish; your service exceptionally attentive. We have enjoyed being here with you, and we hope you enjoyed us in return.

A Courtesy Resolution Honoring our Musicians:
Resolved, that this 225th Annual Convention of the Episcopal Church in Vermont and the 185th Convention of the Diocese of Vermont, offer our deep appreciation to The Rev. Kim Hardy, James Cassarino, and the Rev. Canon Lee Alison Crawford, who beautifully amplified our theme Declaring Dignity, musically embroidering our convention experience by gracing us with their voices and instrumental skill at Friday evening worship and Convention Eucharist. Kim’s beautiful mastery of all things ‘cellistic’ bowed her way into our souls, even as her voice inspired our hearts; James’ fingers blessed the piano keys and lifted our spirits; and Lee’s voice as cantor enriched our worship. For all present, their musical notes deepened the connection of dignity to love and generosity.

A Courtesy Resolution Thanking Our Convention Planners
Resolved, that this 225th Annual Convention of the Episcopal Church in Vermont and the 185th Convention of the Diocese of Vermont, recognize all those who have labored to make this Convention happen: the Convention Planning Team, the Committee on Dispatch of Business, the Diocesan Ministry Support Team, and the technical team, Mark, Tony and Nate.
Thank you for faithfully meeting, carefully choosing liturgies and music, working closely with our hosts, and for attending to all the many details involved in taking us all out on the road.

A Courtesy Resolution Giving Thanks to Migrant Justice and Ben & Jerry’s for the Contract for Milk with Dignity
Resolved, that the 185th Convention of the Diocese of Vermont, which is focused on the theme, “Declare Dignity,” commend Migrant Justice and Ben & Jerry’s for their historic Contract for Milk with Dignity:
We give thanks to Migrant Justice and acknowledge with gratitude the work of dairy farmworkers in bringing to public attention through the Milk with Dignity Campaign not only
their deep, existential concerns about the human rights violations they experience, but also the economic distress of farmers in the dairy industry, and for developing an innovative program to address these problems.

We are grateful also to Jostein Solheim and the Board of Directors of Ben & Jerrys for their decision to respect the worker-driven conditions in the Code of Conduct and to sign the historic Contract for Milk with Dignity.

A Courtesy Resolution Thanking Our Workshop Leaders

Resolved, that this 225th Annual Convention of the Episcopal Church in Vermont and the 185th Convention of the Diocese of Vermont, express appreciation for the passionate and inspirational leaders of the Declare Dignity workshops held on Friday, November 3rd:

Marita Canedo from Migrant Justice and Franklin Area Rural Ministry; Ebony Nyoni and Dr. Denise Dunbar from Black Lives Matter Vermont; Canon Nicholas Porter and Jack Karn of Jerusalem Peacebuilders; Heather Hobart of Lamoille Restorative Center; Greg Stefanski of Laraway Restorative Center: and Amy Rogers of Cathedral Square SASH Program and the Rev. Carole Wageman.

Thanks to all of you for opening our eyes and hearts to new opportunities to advocate for the dignity of those around us.

A Resolution Expressing Gratitude to Bishop Thomas Ely for His Convention Address

Resolved, that this 225th Annual Convention of the Episcopal Church in Vermont and the 185th Convention of the Diocese of Vermont, thank our bishop, the Rt. Rev. Thomas Ely, for his address on the theme, “Every small act of dignity can make a huge difference.”

Thank you, Bishop Tom, for reminding us of the power of God’s abundant, extravagant, and unconditional love to empower us; of our interconnectedness as the Episcopal Church in Vermont through our common budget; our convening as a diocese; of the invaluable gift that is the Rock Point property, of which we are stewards; and of both the challenges and missional church opportunities before us.

Together may we follow the example of Jesus as dignity agents, acting as if what we do matters – because it does.

2017 CONVENTION MINUTES

Joshua Cheney, Secretary of Convention announced the Dispatch of Business Committee approved the minutes of the 2016 Annual Convention and requests that this Convention authorize the Dispatch of Business Committee to approve the minutes of the 2017 Convention.

A motion was made, seconded and approved to have the Dispatch of Business Committee approve the minutes of the 2017 Convention.

2018 DIOCESAN CONVENTION

The Bishop announced a Task Force for Reimagining Diocesan Convention and other diocesan gatherings. He is calling on this group to investigate all aspects of how business is conducted in order to benefit and build up our common life. The work of this Task Force will
include looking at the dates, possible venues, shape, cost and substance of Convention and other common gatherings.

The members are:

- The Rev. Rick Swanson, St. John’s in the Mountains, Stowe
- The Rev. Mary Lindquist, St. Michael’s, Brattleboro
- The Rev. Paul Habersang, Christ Church, Montpelier
- The Rev. Lisette Baxter, St. Andrew’s, Colchester, Dispatch of Business Committee
- The Rev. Earl Kooperkamp, Good Shepherd, Barre
- Joshua Cheney, Secretary of Convention, ex-officio
- Jennifer Knowles, Chair of Dispatch of Business, ex-officio
- Lynn Bates, Canon to the Ordinary, ex-officio

NOTE: Subsequently, the Bishop appointed Chuck Bongiorno, John Hartman, Mark Howe, Janet Hunter, and the Rev. Scott Neal to the Task Force.

The 2018 Convention will be November 2\textsuperscript{nd} and 3\textsuperscript{rd}, likely in the Burlington area with the possible theme of evangelism and communication.

**FINAL ANNOUNCEMENTS**

At 3:20 pm, a motion was made, seconded and carried to adjourn Convention. The Bishop offered a blessing and Convention was dismissed by a deacon.
### CLERGY DELEGATES PRESENT

<table>
<thead>
<tr>
<th>Name</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bennett, The Rev. Thaddeus</td>
<td>Moser, The Rev. Dr. Frederick</td>
</tr>
<tr>
<td>Berlenbach, The Rev. Betty</td>
<td>Muller, The Rev. Liam</td>
</tr>
<tr>
<td>Crawford, The Rev. Cn. Dr. Lee</td>
<td>Pellegrini, The Rev. Lucy</td>
</tr>
<tr>
<td>Fuller, Sr, The Rev. Steven</td>
<td>Richardson, The Rev. Shelie</td>
</tr>
<tr>
<td>Hardy, The Rev. Kim</td>
<td>Smith, The Rev. Craig</td>
</tr>
<tr>
<td>Lindquist, The Rev. Mary</td>
<td>Yarbrough, The Rev. Larry</td>
</tr>
<tr>
<td>Maier, The Rev. Beth Ann</td>
<td></td>
</tr>
<tr>
<td>Congregation</td>
<td>Delegate</td>
</tr>
<tr>
<td>--------------------------------------------------</td>
<td>---------------------------</td>
</tr>
<tr>
<td>Arlington- St James Episcopal Church</td>
<td>Gratz, Susan</td>
</tr>
<tr>
<td></td>
<td>Smith, Steven</td>
</tr>
<tr>
<td>Barre- Church of the Good Shepherd</td>
<td>Cobb, Lucinda</td>
</tr>
<tr>
<td></td>
<td>Kooperkamp, Elizabeth</td>
</tr>
<tr>
<td>Bennington- St Peters Episcopal Church</td>
<td>Gates, Colleen</td>
</tr>
<tr>
<td>Bethel- Christ Episcopal Church</td>
<td>Hassey, Kathleen</td>
</tr>
<tr>
<td></td>
<td>Meeker, Eliza</td>
</tr>
<tr>
<td>Brattleboro- St Michaels Episcopal Church</td>
<td>Guthrie, Karen</td>
</tr>
<tr>
<td></td>
<td>Hiam, Jeffrey</td>
</tr>
<tr>
<td></td>
<td>Jones, Deborah</td>
</tr>
<tr>
<td>Burlington- Cathedral Church of St Paul</td>
<td>Emerson, Betsy</td>
</tr>
<tr>
<td></td>
<td>Merhar, Greg</td>
</tr>
<tr>
<td></td>
<td>Sheridan, Linda</td>
</tr>
<tr>
<td>Chester- St Luke’s Episcopal Church</td>
<td>Assenza, Marti</td>
</tr>
<tr>
<td></td>
<td>Hancock, Jean</td>
</tr>
<tr>
<td></td>
<td>Hunter, Janet</td>
</tr>
<tr>
<td>Colchester- St Andrews Episcopal Church</td>
<td>Barnes, Carolyn</td>
</tr>
<tr>
<td></td>
<td>Daley, Mary Alice</td>
</tr>
<tr>
<td></td>
<td>Lesage, Roni</td>
</tr>
<tr>
<td>Enosburg Falls- St Matthews Episcopal Church</td>
<td>Hawksworth, Edith</td>
</tr>
<tr>
<td>Essex Junction- St James Episcopal Church</td>
<td>Hechmer, Michael</td>
</tr>
<tr>
<td></td>
<td>Ogelby, Jennifer</td>
</tr>
<tr>
<td></td>
<td>Terborgh, John</td>
</tr>
<tr>
<td>Fair Haven- St Luke’s Episcopal Mission</td>
<td>Austin, Michael</td>
</tr>
<tr>
<td></td>
<td>Combs, Melanie</td>
</tr>
<tr>
<td></td>
<td>McCauley, Catherine</td>
</tr>
<tr>
<td>Fairlee- St Martins Episcopal Church</td>
<td>Davis, Ann</td>
</tr>
<tr>
<td></td>
<td>Sussman, Howard</td>
</tr>
<tr>
<td></td>
<td>Treadway, Mary Ellen</td>
</tr>
<tr>
<td>Hardwick- St John the Baptist Episcopal Church</td>
<td>May, Marilyn</td>
</tr>
<tr>
<td></td>
<td>Perry, Eleanor</td>
</tr>
<tr>
<td>Killington- Church of Our Saviour</td>
<td>Brown, Anne</td>
</tr>
<tr>
<td></td>
<td>Durant, Susan</td>
</tr>
<tr>
<td>Lyndonville- St Peter’s Episcopal Church</td>
<td>Agnew, Esther</td>
</tr>
<tr>
<td></td>
<td>Ross, Jonathan</td>
</tr>
<tr>
<td>Manchester Center- Zion Episcopal Church</td>
<td>Black, Robert</td>
</tr>
<tr>
<td></td>
<td>Munson, William</td>
</tr>
<tr>
<td>Location</td>
<td>Name(s)</td>
</tr>
<tr>
<td>----------------------------------------</td>
<td>---------------------------</td>
</tr>
<tr>
<td>Middlebury- St Stephen’s Episcopal Church</td>
<td>Nawrath, Michael</td>
</tr>
<tr>
<td></td>
<td>Anderson-Ray, Benjamin</td>
</tr>
<tr>
<td></td>
<td>Davis, Eric</td>
</tr>
<tr>
<td></td>
<td>Tierra, Sharon</td>
</tr>
<tr>
<td>Montpelier- Christ Episcopal Church</td>
<td>Catone, Virginia</td>
</tr>
<tr>
<td></td>
<td>Preis, Kathy</td>
</tr>
<tr>
<td>Newport- St Mark’s Episcopal Church</td>
<td>Biernat, James</td>
</tr>
<tr>
<td></td>
<td>Wilson, Jean</td>
</tr>
<tr>
<td>Northfield- St Mary’s Parish (Episcopal)</td>
<td>Jones-Susmann, Julie</td>
</tr>
<tr>
<td></td>
<td>Murphy, Brett</td>
</tr>
<tr>
<td></td>
<td>Trepanier, Millie</td>
</tr>
<tr>
<td>Norwich- St Barnabas Episcopal Church</td>
<td>Cooper, Blanche</td>
</tr>
<tr>
<td></td>
<td>Felde, Jon</td>
</tr>
<tr>
<td>Proctorsville- Gethsemane Episcopal Church</td>
<td>Sherer, Gary</td>
</tr>
<tr>
<td></td>
<td>Springer, Mary</td>
</tr>
<tr>
<td></td>
<td>Stapleton, Lisa</td>
</tr>
<tr>
<td>Randolph- St John’s Episcopal Church</td>
<td>Eubanks, Jane</td>
</tr>
<tr>
<td></td>
<td>Nagy, Linda</td>
</tr>
<tr>
<td>Rutland- Trinity Episcopal Church</td>
<td>Cassarino, James</td>
</tr>
<tr>
<td></td>
<td>Grace, Wendy</td>
</tr>
<tr>
<td></td>
<td>Jones, Richard</td>
</tr>
<tr>
<td>Shelburne- Trinity Episcopal Church</td>
<td>Corologos, Paige</td>
</tr>
<tr>
<td></td>
<td>Newton, Lisa</td>
</tr>
<tr>
<td></td>
<td>Stock, Susan</td>
</tr>
<tr>
<td>Sheldon- Grace Episcopal Church</td>
<td>Crane, Elisabeth</td>
</tr>
<tr>
<td></td>
<td>Derry, Lori</td>
</tr>
<tr>
<td></td>
<td>Townsend, Jean</td>
</tr>
<tr>
<td>South Burlington- All Saints Episcopal Church</td>
<td>Bertelsen, John</td>
</tr>
<tr>
<td></td>
<td>Chambers, Martha</td>
</tr>
<tr>
<td></td>
<td>Yap, Whye</td>
</tr>
<tr>
<td>Springfield- St Mark’s Episcopal Church</td>
<td>Barton, Robert</td>
</tr>
<tr>
<td></td>
<td>Kangas, Carla</td>
</tr>
<tr>
<td></td>
<td>Scofield-Dunn, Sylvia</td>
</tr>
<tr>
<td>St Albans- St Luke’s Episcopal Church</td>
<td>Ballard, Linda</td>
</tr>
<tr>
<td></td>
<td>Livingston, Carol</td>
</tr>
<tr>
<td>St Johnsbury- St Andrews Episcopal Church</td>
<td>Cheney, Karen</td>
</tr>
<tr>
<td></td>
<td>Kay, Jeff</td>
</tr>
<tr>
<td>Stowe- St Johns in the Mountains</td>
<td>Brown, Suzanne</td>
</tr>
<tr>
<td>Swanton- Holy Trinity Episcopal Church</td>
<td>Marshall, Steven</td>
</tr>
<tr>
<td></td>
<td>Short, Helen</td>
</tr>
<tr>
<td>Parish</td>
<td>Names</td>
</tr>
<tr>
<td>------------------------------------------</td>
<td>------------------------------</td>
</tr>
<tr>
<td>Underhill- Calvary Episcopal Church</td>
<td>Wirts, Linda, Manning, Jack</td>
</tr>
<tr>
<td>Vergennes- St Paul's Episcopal Church</td>
<td>Berkenbush, Susan, Earle, Timothy, Lowe, Margaret</td>
</tr>
<tr>
<td>Waitsfield- St Dunstan's Episcopal Church</td>
<td>Fossum, Eunice, Lolax, Jane, Phillips, Elizabeth</td>
</tr>
<tr>
<td>Wells- St Paul's Episcopal Church</td>
<td>Krueger, Lucas</td>
</tr>
<tr>
<td>White River Junction- St Paul's Episcopal Church</td>
<td>Lowry-Brotchie, Gail</td>
</tr>
<tr>
<td>Wilmington- St Mary's in the Mountains Episcopal Church</td>
<td>Hall, Holly, Snyder, Nancy, Williams, Geri</td>
</tr>
<tr>
<td>Woodstock- St James Episcopal Church</td>
<td>Bradley, Isabelle, Johnson, Barbara, Webster, Katherine</td>
</tr>
</tbody>
</table>

**REGISTERED GUESTS**

<table>
<thead>
<tr>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allen, Jessica</td>
</tr>
<tr>
<td>Anderson-Ray, Susan</td>
</tr>
<tr>
<td>Bader, Tony</td>
</tr>
<tr>
<td>Bates, Lynn</td>
</tr>
<tr>
<td>Bongiorno, Chuck</td>
</tr>
<tr>
<td>Bongiorno, Laurel</td>
</tr>
<tr>
<td>Brennan, Jonathan</td>
</tr>
<tr>
<td>Brewer, The Rev. Canon Richard</td>
</tr>
<tr>
<td>Brotchie, Paul</td>
</tr>
<tr>
<td>Burt, Chief Ron</td>
</tr>
<tr>
<td>Campbell, Margaret</td>
</tr>
<tr>
<td>Canedo, Marita</td>
</tr>
<tr>
<td>Chapman, Chris</td>
</tr>
<tr>
<td>Cheney, Joshua</td>
</tr>
<tr>
<td>Cooper, Ann</td>
</tr>
<tr>
<td>Cowan, Sarah</td>
</tr>
<tr>
<td>Davis, Gerald</td>
</tr>
<tr>
<td>Dees, Susyn</td>
</tr>
<tr>
<td>Dickey, Barbara</td>
</tr>
<tr>
<td>Dunbar, Denise</td>
</tr>
<tr>
<td>Ely, Ann</td>
</tr>
<tr>
<td>Eshelman, Tom</td>
</tr>
<tr>
<td>Eubanks, Steven</td>
</tr>
<tr>
<td>Finucane, William</td>
</tr>
<tr>
<td>Fortado, Dianne</td>
</tr>
<tr>
<td>Gerisch, Mary</td>
</tr>
<tr>
<td>Goecking, Charlie</td>
</tr>
<tr>
<td>Good, Natalie</td>
</tr>
<tr>
<td>Good, Wallace</td>
</tr>
<tr>
<td>Gordon, Nanci</td>
</tr>
<tr>
<td>Hanson, Pam</td>
</tr>
<tr>
<td>Harris, Maurice</td>
</tr>
<tr>
<td>Hartman, John</td>
</tr>
<tr>
<td>Hastings, Amy</td>
</tr>
<tr>
<td>Hayley, Brianna</td>
</tr>
<tr>
<td>Heermans, John</td>
</tr>
<tr>
<td>Heidtmann, Kamryn</td>
</tr>
<tr>
<td>Hicks, Donna</td>
</tr>
<tr>
<td>Hilton, The Rev. Duncan</td>
</tr>
<tr>
<td>Hobart, Heather</td>
</tr>
<tr>
<td>Hunter, Richard</td>
</tr>
<tr>
<td>Kalbfleisch, Mark</td>
</tr>
<tr>
<td>Karn, Jack</td>
</tr>
<tr>
<td>-------------------------------</td>
</tr>
<tr>
<td>Knight, Sylvia</td>
</tr>
<tr>
<td>Knowles, Jennifer</td>
</tr>
<tr>
<td>Koier, Barbie</td>
</tr>
<tr>
<td>Koier, John</td>
</tr>
<tr>
<td>Krueger, Christina</td>
</tr>
<tr>
<td>Lampman-Larivee, Louise</td>
</tr>
<tr>
<td>Lampman, Lester</td>
</tr>
<tr>
<td>Langle, The Rev. Susan</td>
</tr>
<tr>
<td>Lineberger, Julie</td>
</tr>
<tr>
<td>McKay, David</td>
</tr>
<tr>
<td>Mechling, Joyce</td>
</tr>
<tr>
<td>Nawrath, Rebecca</td>
</tr>
</tbody>
</table>
### REVENUES

<table>
<thead>
<tr>
<th>LINE</th>
<th>CATEGORY</th>
<th>FY2017 APPROVED</th>
<th>FY2018 PROPOSED</th>
<th>FY'18 % FY'17</th>
<th>COMMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Mission Support from Congregations</td>
<td>827,308</td>
<td>794,374</td>
<td>96%</td>
<td>Conservative estimate based on FY'17 YTD</td>
</tr>
<tr>
<td>2</td>
<td>Unrestricted Investment Income</td>
<td>67,000</td>
<td>55,434</td>
<td>83%</td>
<td>Shares decr 2% principal withdrawal, 6% value increase</td>
</tr>
<tr>
<td>3</td>
<td>Restricted Investment Income</td>
<td>124,000</td>
<td>127,302</td>
<td>103%</td>
<td>Based on 12 qtr rolling average</td>
</tr>
<tr>
<td>4</td>
<td>Admin Support from Trustees for Unit Fund MGMT</td>
<td>15,000</td>
<td>16,000</td>
<td>107%</td>
<td>Request more based on history</td>
</tr>
<tr>
<td>5</td>
<td>Support for Resource Persons working with Congregations</td>
<td>7,500</td>
<td>7,500</td>
<td>100%</td>
<td>Restricted / McClure &amp; Irish Funds</td>
</tr>
<tr>
<td>6</td>
<td>Bank Interest, Other Income</td>
<td>5,547</td>
<td>3,000</td>
<td>54%</td>
<td>Historiographer / Risk Assess ended</td>
</tr>
<tr>
<td>7</td>
<td>TOTAL REVENUES:</td>
<td>1,046,355</td>
<td>1,003,610</td>
<td>96%</td>
<td></td>
</tr>
</tbody>
</table>

### EXPENSES

#### Diocesan Ministry Support Team

<table>
<thead>
<tr>
<th>LINE</th>
<th>CATEGORY</th>
<th>FY2017 APPROVED</th>
<th>FY2018 PROPOSED</th>
<th>FY'18 % FY'17</th>
<th>COMMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>8</td>
<td>Ministry Support Team Salaries - Personnel</td>
<td>396,200</td>
<td>390,570</td>
<td>99%</td>
<td>Personnel changes; 2% COLA</td>
</tr>
<tr>
<td>9</td>
<td>Ministry Support Team Benefits - Personnel</td>
<td>152,033</td>
<td>154,630</td>
<td>102%</td>
<td>Personnel changes; Actual health, est. 1% dental incr</td>
</tr>
<tr>
<td>10</td>
<td>Deployment/Transition Ministry</td>
<td>3,000</td>
<td>2,000</td>
<td>67%</td>
<td>Flexible depending on transitions</td>
</tr>
<tr>
<td>11</td>
<td>Resource Persons working in Congregations</td>
<td>7,500</td>
<td>7,500</td>
<td>100%</td>
<td>Restricted source (L 5 above)</td>
</tr>
<tr>
<td>12</td>
<td>Payroll Service Fee</td>
<td>1,300</td>
<td>1,300</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Worker’s Compensation Insurance</td>
<td>2,650</td>
<td>2,600</td>
<td>98%</td>
<td>No change - FY'17 under budgeted</td>
</tr>
<tr>
<td>14</td>
<td>Continuing Education - Bishop</td>
<td>1,200</td>
<td>1,200</td>
<td>100%</td>
<td>Amount in Bishop's LOA</td>
</tr>
<tr>
<td>15</td>
<td>Travel - Bishop</td>
<td>11,000</td>
<td>12,000</td>
<td>109%</td>
<td>Slight increase; FY'17 YTD over budget</td>
</tr>
<tr>
<td></td>
<td>Description</td>
<td>Budget</td>
<td>FY'17 YTD</td>
<td>Notes</td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>-----------------------------------------------------------------------------</td>
<td>--------</td>
<td>-----------</td>
<td>--------------------------------------------</td>
<td></td>
</tr>
<tr>
<td><strong>Travel - Ministry Support Team</strong></td>
<td>10,000</td>
<td>10,000</td>
<td>100%</td>
<td>FY'17 YTD is over budget; should be level funded</td>
<td></td>
</tr>
<tr>
<td><strong>Utilities</strong></td>
<td>20,000</td>
<td>20,000</td>
<td>100%</td>
<td>Most is for heating oil, propane</td>
<td></td>
</tr>
<tr>
<td><strong>Insurance - Property &amp; GL for Bishop's House and Diocesan Office</strong></td>
<td>2,500</td>
<td>2,500</td>
<td>100%</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Professional Development - Ministry Support Team</strong></td>
<td>1,000</td>
<td>1,000</td>
<td>100%</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Subscriptions and Dues</strong></td>
<td>750</td>
<td>750</td>
<td>100%</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Diocesan Historiographer [Archives]</strong></td>
<td>3,000</td>
<td>3,000</td>
<td>100%</td>
<td>Materials costs, not personnel</td>
<td></td>
</tr>
<tr>
<td><strong>Office/Bishop House Maint Actual Expense</strong></td>
<td>7,500</td>
<td>7,500</td>
<td>100%</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>DMST Sabbatical Fund - Current Year Reserve</strong></td>
<td>100</td>
<td>100</td>
<td>100%</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Bishop's Vehicle - Current Year Reserve</strong></td>
<td>5,000</td>
<td>5,000</td>
<td>100%</td>
<td>Replaced every 3 years</td>
<td></td>
</tr>
<tr>
<td><strong>Total dMST:</strong></td>
<td>624,733</td>
<td>621,650</td>
<td>100%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Formation and Mission Support**

<table>
<thead>
<tr>
<th></th>
<th>Description</th>
<th>Budget</th>
<th>FY'17 YTD</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fresh Start Program for New Clergy</strong></td>
<td>1,000</td>
<td>1,000</td>
<td>100%</td>
<td>Required program;'17 Under budget ytd</td>
</tr>
<tr>
<td><strong>Safe Church Training</strong></td>
<td>4,000</td>
<td>3,000</td>
<td>75%</td>
<td></td>
</tr>
<tr>
<td><strong>Stewardship Development</strong></td>
<td>1,000</td>
<td>1,000</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td><strong>Support for Seminarians</strong></td>
<td>2,000</td>
<td>2,000</td>
<td>100%</td>
<td>Restricted source;</td>
</tr>
<tr>
<td><strong>Commission on Ministry - Discernment</strong></td>
<td>2,500</td>
<td>2,500</td>
<td>100%</td>
<td>Depends on candidate number</td>
</tr>
<tr>
<td><strong>Congregational Mission Plans</strong></td>
<td>45,000</td>
<td>15,000</td>
<td>33%</td>
<td>Large reserve accumulating</td>
</tr>
<tr>
<td><strong>Communications</strong></td>
<td>2,500</td>
<td>3,000</td>
<td>120%</td>
<td>Active Communications Minister</td>
</tr>
<tr>
<td><strong>Triennial EYE - Current Year Reserve</strong></td>
<td>500</td>
<td>500</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td><strong>Triennial Deployment Conf - Reserve Available from Prior Year</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total F&amp;M:</strong></td>
<td>58,500</td>
<td>28,000</td>
<td>48%</td>
<td></td>
</tr>
</tbody>
</table>

**Administration/Information/Technology**

<table>
<thead>
<tr>
<th></th>
<th>Description</th>
<th>Budget</th>
<th>FY'17 YTD</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Oversight &amp; Audit</strong></td>
<td>18,000</td>
<td>18,000</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td><strong>Dispatch of Business</strong></td>
<td>3,000</td>
<td>3,000</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td><strong>Committees, Commissions, Board Support</strong></td>
<td>5,000</td>
<td>3,000</td>
<td>60%</td>
<td>Reduced; FY'17 below budget</td>
</tr>
<tr>
<td><strong>Diocesan Chancellor</strong></td>
<td>1,500</td>
<td>1,500</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td><strong>United Thank Offering Coordinator Expense</strong></td>
<td>100</td>
<td>100</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Description</td>
<td>Budget 2017</td>
<td>Budget 2018</td>
<td>%</td>
</tr>
<tr>
<td>---</td>
<td>-----------------------------------------------------------------------------</td>
<td>--------------</td>
<td>--------------</td>
<td>------</td>
</tr>
<tr>
<td>41</td>
<td>Episcopal Relief &amp; Development Coordinator Exp.</td>
<td>250</td>
<td>250</td>
<td>100%</td>
</tr>
<tr>
<td>42</td>
<td>Telecommunications</td>
<td>7,500</td>
<td>7,500</td>
<td>100%</td>
</tr>
<tr>
<td>43</td>
<td>Management Info System</td>
<td>8,000</td>
<td>8,000</td>
<td>100%</td>
</tr>
<tr>
<td>44</td>
<td>Computer Technology</td>
<td>2,000</td>
<td>2,000</td>
<td>100%</td>
</tr>
<tr>
<td>45</td>
<td>Postage</td>
<td>4,000</td>
<td>4,000</td>
<td>100%</td>
</tr>
<tr>
<td>46</td>
<td>Printing</td>
<td>3,000</td>
<td>3,000</td>
<td>100%</td>
</tr>
<tr>
<td>47</td>
<td>Expenses and Supplies</td>
<td>12,000</td>
<td>12,000</td>
<td>100%</td>
</tr>
<tr>
<td>48</td>
<td>Equipment Purchases</td>
<td>3,000</td>
<td>3,000</td>
<td>100%</td>
</tr>
<tr>
<td>49</td>
<td>Insurance (Umbrella, D&amp;O, GL, Misc)</td>
<td>3,500</td>
<td>3,500</td>
<td>100%</td>
</tr>
<tr>
<td>50</td>
<td>Chaplain to Retired Clergy</td>
<td>15,698</td>
<td>18,110</td>
<td>115%</td>
</tr>
<tr>
<td>51</td>
<td>Retired Clergy Medigap Ins.</td>
<td>2,100</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>52</td>
<td>Title IV Disciplinary Process - Current Year Reserve</td>
<td>100</td>
<td>100</td>
<td>100%</td>
</tr>
<tr>
<td>53</td>
<td>Legal Expenses - Current Year Reserve</td>
<td>1,000</td>
<td>1,000</td>
<td>100%</td>
</tr>
<tr>
<td>54</td>
<td>Triennial Chancellors Conf. - Current Year Reserve</td>
<td>750</td>
<td>750</td>
<td>100%</td>
</tr>
<tr>
<td>55</td>
<td>Episcopal Election - Current Year Reserve</td>
<td>5,000</td>
<td>5,000</td>
<td>100%</td>
</tr>
<tr>
<td>56</td>
<td>Annual Diocesan Convention - Current Year Reserve</td>
<td>3,000</td>
<td>3,000</td>
<td>100%</td>
</tr>
<tr>
<td>57</td>
<td>Office Equipment - Current Year Reserve</td>
<td>2,000</td>
<td>1,000</td>
<td>50%</td>
</tr>
<tr>
<td>58</td>
<td><strong>Total A/I/T:</strong> 100,498 97,810 97%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Rock Point Commons Budget Support</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>59</td>
<td>Rock Point Support</td>
<td>90,000</td>
<td>80,000</td>
<td>89%</td>
</tr>
<tr>
<td>60</td>
<td><strong>Total RPC:</strong> 90,000 80,000 89%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Episcopal and Wider Church Support</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>61</td>
<td>Episcopal Church Covenant</td>
<td>144,000</td>
<td>145,000</td>
<td>101%</td>
</tr>
<tr>
<td>62</td>
<td>Province One Share</td>
<td>7,224</td>
<td>7,250</td>
<td>100%</td>
</tr>
<tr>
<td>63</td>
<td>Province One Synod Deputies Expenses</td>
<td>200</td>
<td>200</td>
<td>100%</td>
</tr>
<tr>
<td>64</td>
<td>VT Ecumenical Council</td>
<td>1,000</td>
<td>1,000</td>
<td>100%</td>
</tr>
<tr>
<td>65</td>
<td>Ecumenical Cooperative Campus Ministry at UVM</td>
<td>7,200</td>
<td>7,200</td>
<td>100%</td>
</tr>
<tr>
<td>66</td>
<td>Triennial-Gen Conv &amp; ECW &amp; Youth - Current Year Reserve</td>
<td>12,500</td>
<td>15,000</td>
<td>120%</td>
</tr>
<tr>
<td>67</td>
<td>Decennial Lambeth Conf. - Current Year Reserve</td>
<td>500</td>
<td>500</td>
<td>100%</td>
</tr>
<tr>
<td>68</td>
<td><strong>Total WCS:</strong> 172,624 176,150 102%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>69</td>
<td><strong>TOTAL RESOURCE DISTRIBUTION:</strong> 1,046,355 1,003,610 96%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>TOTAL REVENUE:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-------</td>
<td>----------------</td>
<td>-------</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1,046,355</td>
<td>1,003,610</td>
<td></td>
<td></td>
</tr>
<tr>
<td>96%</td>
<td>100%</td>
<td>96%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>SURPLUS (DEFICIT):</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>0</td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>POSITION</td>
<td>Hourly Rate</td>
<td>2018 Salary</td>
<td>SECA / FICA / Medicare</td>
<td>Salary in lieu of Med / Dental Insurance</td>
</tr>
<tr>
<td>----------------------------------</td>
<td>-------------</td>
<td>-------------</td>
<td>------------------------</td>
<td>--------------------------------------</td>
</tr>
<tr>
<td>Bishop</td>
<td>93,973</td>
<td>8,600</td>
<td>12,468</td>
<td>1,197</td>
</tr>
<tr>
<td>Canon to the Ordinary</td>
<td>86,206</td>
<td>6,446</td>
<td>8,268</td>
<td>623</td>
</tr>
<tr>
<td>Finance/Property Administrator</td>
<td>60,726</td>
<td>4,483</td>
<td>13,600</td>
<td>1,197</td>
</tr>
<tr>
<td>Bishop's Assistant</td>
<td>46,600</td>
<td>3,580</td>
<td>7,500</td>
<td>1,197</td>
</tr>
<tr>
<td>Communications Minister</td>
<td>53,857</td>
<td>3,976</td>
<td>16,044</td>
<td>1,197</td>
</tr>
<tr>
<td>Admin Assist for IT and Database Management</td>
<td>14,785</td>
<td>1,104</td>
<td>2,758</td>
<td>208</td>
</tr>
<tr>
<td>Office Assistant (20 hrs)</td>
<td>16,973</td>
<td>1,298</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Office Assistant (20 hrs)</td>
<td>17,270</td>
<td>1,321</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cost to Administer HRA program</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Subtotal</td>
<td>390,570</td>
<td>30,809</td>
<td>7,500</td>
<td>53,196</td>
</tr>
<tr>
<td>2018 HRA Budget Reserve:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2017 HRA Reserve Available:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TOTAL PERSONNEL:</td>
<td>390,570</td>
<td>30,809</td>
<td>7,500</td>
<td>53,196</td>
</tr>
</tbody>
</table>

Salaries 390,570
Benefits 154,830
**2018 Parish Support Estimate and Tier Calculation**

**Income Tier based on 3-Year Average of Parochial Report Operating Income (Line A)**

<table>
<thead>
<tr>
<th>TABLE A</th>
<th>$1 to $39,999 11%</th>
<th>$40,000 to $99,999 13%</th>
<th>$100,000 to $199,999 15%</th>
<th>$200,000 or More 16%</th>
</tr>
</thead>
</table>

**Estimate for 2018 Support Based on 2017 Budgeted Operating Income - ☢ -**

**Sorted by Town**

<table>
<thead>
<tr>
<th>TOWN</th>
<th>2014 PR Line A Operating Income</th>
<th>2015 PR Line A Operating Income</th>
<th>2016 PR Line A Operating Income</th>
<th>3 Year Average (Line A)</th>
<th>2017 Estimated Operating Income</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>2018 Support Est.</td>
</tr>
<tr>
<td>ALBURG</td>
<td>$5,965.00</td>
<td>$5,965.00</td>
<td>$5,965.00</td>
<td>$5,965.00</td>
<td>11%</td>
</tr>
<tr>
<td>ARLINGTON</td>
<td>$121,744.00</td>
<td>$115,345.00</td>
<td>$100,200.00</td>
<td>$112,429.67</td>
<td>15%</td>
</tr>
<tr>
<td>BARRE</td>
<td>$68,411.00</td>
<td>$74,996.00</td>
<td>$76,778.00</td>
<td>$73,395.00</td>
<td>13%</td>
</tr>
<tr>
<td>BELLOWS FALLS</td>
<td>$174,144.00</td>
<td>$191,325.00</td>
<td>$191,325.00</td>
<td>$185,598.00</td>
<td>15%</td>
</tr>
<tr>
<td>BENNINGTON</td>
<td>$204,406.00</td>
<td>$209,895.00</td>
<td>$218,960.00</td>
<td>$211,087.00</td>
<td>16%</td>
</tr>
<tr>
<td>BETHEL</td>
<td>$56,674.00</td>
<td>$46,830.00</td>
<td>$42,970.00</td>
<td>$48,824.67</td>
<td>13%</td>
</tr>
<tr>
<td>BRANDON</td>
<td>$74,950.00</td>
<td>$74,111.00</td>
<td>$71,275.00</td>
<td>$73,445.33</td>
<td>13%</td>
</tr>
<tr>
<td>BRATTLEBORO</td>
<td>$323,764.00</td>
<td>$340,658.00</td>
<td>$347,990.00</td>
<td>$337,470.00</td>
<td>16%</td>
</tr>
<tr>
<td>BURLINGTON</td>
<td>$507,218.00</td>
<td>$550,702.00</td>
<td>$553,287.00</td>
<td>$537,069.00</td>
<td>16%</td>
</tr>
<tr>
<td>CANAAN</td>
<td>$7,576.00</td>
<td>$4,712.00</td>
<td>$4,369.00</td>
<td>$5,552.33</td>
<td>11%</td>
</tr>
<tr>
<td>CHESTER</td>
<td>$122,679.00</td>
<td>$126,495.00</td>
<td>$119,677.00</td>
<td>$122,950.33</td>
<td>15%</td>
</tr>
<tr>
<td>COLCHESTER</td>
<td>$153,490.00</td>
<td>$165,085.00</td>
<td>$178,436.00</td>
<td>$165,670.00</td>
<td>15%</td>
</tr>
<tr>
<td>ENOSBURG FALLS</td>
<td>$35,763.00</td>
<td>$23,502.00</td>
<td>$26,224.00</td>
<td>$28,496.33</td>
<td>11%</td>
</tr>
<tr>
<td>ESSEX JCT</td>
<td>$181,935.00</td>
<td>$188,853.00</td>
<td>$181,357.00</td>
<td>$184,067.33</td>
<td>15%</td>
</tr>
<tr>
<td>FAIR HAVEN</td>
<td>$42,251.00</td>
<td>$48,777.00</td>
<td>$45,136.00</td>
<td>$45,388.00</td>
<td>13%</td>
</tr>
<tr>
<td>FAIRLEE</td>
<td>$82,763.00</td>
<td>$102,250.00</td>
<td>$97,731.00</td>
<td>$94,248.00</td>
<td>13%</td>
</tr>
<tr>
<td>HARDWICK</td>
<td>$78,351.00</td>
<td>$67,655.00</td>
<td>$59,579.00</td>
<td>$68,528.33</td>
<td>13%</td>
</tr>
<tr>
<td>ISLAND POND</td>
<td>$7,257.80</td>
<td>$5,797.00</td>
<td>$6,953.00</td>
<td>$6,669.27</td>
<td>11%</td>
</tr>
<tr>
<td>KILLINGTON</td>
<td>$47,539.00</td>
<td>$42,430.00</td>
<td>$41,267.00</td>
<td>$43,745.33</td>
<td>13%</td>
</tr>
<tr>
<td>LYNDONVILLE</td>
<td>$23,670.00</td>
<td>$18,423.00</td>
<td>$30,050.00</td>
<td>$24,047.67</td>
<td>11%</td>
</tr>
<tr>
<td>MANCHESTER</td>
<td>$384,060.00</td>
<td>$387,792.00</td>
<td>$362,034.00</td>
<td>$377,962.00</td>
<td>16%</td>
</tr>
<tr>
<td>MIDDLEBURY</td>
<td>$266,987.00</td>
<td>$268,726.00</td>
<td>$272,482.00</td>
<td>$269,398.33</td>
<td>16%</td>
</tr>
<tr>
<td>MONTPELIER</td>
<td>$220,177.00</td>
<td>$219,109.00</td>
<td>$223,941.00</td>
<td>$221,075.67</td>
<td>16%</td>
</tr>
<tr>
<td>NEWPORT</td>
<td>$89,846.00</td>
<td>$81,274.00</td>
<td>$74,452.00</td>
<td>$81,857.33</td>
<td>13%</td>
</tr>
<tr>
<td>NORTHFIELD</td>
<td>$79,431.00</td>
<td>$74,365.00</td>
<td>$77,270.00</td>
<td>$77,022.00</td>
<td>13%</td>
</tr>
<tr>
<td>NORWICH</td>
<td>$98,845.00</td>
<td>$103,960.00</td>
<td>$101,923.00</td>
<td>$101,576.00</td>
<td>15%</td>
</tr>
<tr>
<td>PROCTORSVILLE</td>
<td>$25,913.00</td>
<td>$22,187.00</td>
<td>$21,195.00</td>
<td>$23,098.33</td>
<td>11%</td>
</tr>
<tr>
<td>RANDOLPH</td>
<td>$72,268.00</td>
<td>$75,940.00</td>
<td>$73,799.00</td>
<td>$74,002.33</td>
<td>13%</td>
</tr>
<tr>
<td>RUTLAND</td>
<td>$240,010.00</td>
<td>$249,697.00</td>
<td>$245,349.00</td>
<td>$245,018.67</td>
<td>16%</td>
</tr>
</tbody>
</table>

**Amount in 2018 Support Est.**

- $5,000.00
- $550.00
- $74,343.00
- $11,151.45
- $63,350.00
- $8,235.50
- $177,400.00
- $26,610.00
- $128,548.00
- $20,567.68
- $42,200.00
- $5,486.00
- $42,160.00
- $5,480.80
- $451,000.00
- $72,160.00
- $480.59
- $75,715.00
- $11,357.25
- $139,397.00
- $20,909.55
- $36,556.00
- $4,021.16
- $33,254.00
- $4,323.02
- $97,731.00
- $12,705.05
- $59,579.00
- $7,745.27
- $6,669.27
- $764.83
- $43,052.00
- $5,596.76
- $30,050.00
- $3,305.50
- $386,512.00
- $61,842.91
- $88,780.00
- $11,541.40
- $78,184.00
- $10,163.92
- $99,450.00
- $14,917.50
- $14,424.00
- $1,586.64
- $73,799.00
- $9,593.87
- $42,762.56
<table>
<thead>
<tr>
<th>Town</th>
<th>Previous Year</th>
<th>Current Year 1</th>
<th>Current Year 2</th>
<th>Total 2021</th>
<th>Increase/Decrease</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>SHELBURNE</td>
<td>$249,871.00</td>
<td>$263,301.00</td>
<td>$250,422.00</td>
<td>$254,531.33</td>
<td>16%</td>
<td></td>
</tr>
<tr>
<td>SHELDON</td>
<td>$26,626.00</td>
<td>$30,568.00</td>
<td>$38,602.00</td>
<td>$31,932.00</td>
<td>11%</td>
<td></td>
</tr>
<tr>
<td>SO.BURLINGTON</td>
<td>$111,850.00</td>
<td>$114,628.00</td>
<td>$122,179.00</td>
<td>$116,219.00</td>
<td>15%</td>
<td></td>
</tr>
<tr>
<td>SPRINGFIELD</td>
<td>$39,290.00</td>
<td>$69,359.00</td>
<td>$52,187.00</td>
<td>$53,612.00</td>
<td>13%</td>
<td></td>
</tr>
<tr>
<td>ST.ALBANS</td>
<td>$106,641.00</td>
<td>$96,946.00</td>
<td>$96,946.00</td>
<td>$100,177.67</td>
<td>15%</td>
<td></td>
</tr>
<tr>
<td>ST.JOHNSBURY</td>
<td>$54,708.00</td>
<td>$63,178.00</td>
<td>$65,191.00</td>
<td>$61,025.67</td>
<td>13%</td>
<td></td>
</tr>
<tr>
<td>STOWE</td>
<td>$137,429.00</td>
<td>$146,202.00</td>
<td>$142,757.00</td>
<td>$142,129.33</td>
<td>15%</td>
<td></td>
</tr>
<tr>
<td>SWANTON</td>
<td>$232,869.00</td>
<td>$358,819.00</td>
<td>$274,974.00</td>
<td>$288,887.33</td>
<td>16%</td>
<td></td>
</tr>
<tr>
<td>UNDERHILL</td>
<td>$41,130.00</td>
<td>$38,068.00</td>
<td>$35,346.00</td>
<td>$38,181.33</td>
<td>11%</td>
<td></td>
</tr>
<tr>
<td>VERGENNES</td>
<td>$118,352.00</td>
<td>$133,870.00</td>
<td>$115,736.00</td>
<td>$122,652.67</td>
<td>15%</td>
<td></td>
</tr>
<tr>
<td>WAITSFIELD</td>
<td>$10,107.00</td>
<td>$12,449.00</td>
<td>$12,744.00</td>
<td>$11,766.67</td>
<td>11%</td>
<td></td>
</tr>
<tr>
<td>WELLS</td>
<td>$37,874.00</td>
<td>$31,189.00</td>
<td>$45,011.00</td>
<td>$38,024.67</td>
<td>11%</td>
<td></td>
</tr>
<tr>
<td>WILMINGTON</td>
<td>$46,970.00</td>
<td>$74,575.00</td>
<td>$50,727.00</td>
<td>$57,424.00</td>
<td>13%</td>
<td></td>
</tr>
<tr>
<td>WINDSOR</td>
<td>$32,746.00</td>
<td>$40,490.00</td>
<td>$29,030.00</td>
<td>$34,088.67</td>
<td>11%</td>
<td></td>
</tr>
<tr>
<td>WOODSTOCK</td>
<td>$298,008.00</td>
<td>$289,605.00</td>
<td>$291,075.00</td>
<td>$292,896.00</td>
<td>16%</td>
<td></td>
</tr>
<tr>
<td>WRJ</td>
<td>$180,422.00</td>
<td>$175,524.00</td>
<td>$185,663.00</td>
<td>$180,536.33</td>
<td>15%</td>
<td></td>
</tr>
</tbody>
</table>

**Total:** $5,660,564.00

Budget: $794,374.00

$ 9,516.01

+/-