The Episcopal Diocese of Vermont

The Convention Journal 2006
The Mission of the Episcopal Diocese of Vermont is
To pray the prayer of Christ, learn the mind of Christ, do the deeds of Christ.

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

**Formation + Liberation + Communication + Connection + Celebration**
# TABLE OF CONTENTS

**DIOCESAN LISTINGS 2006** .......................................................... 4  
Accessibility Committee ................................................................. 4  
Alcohol And Drug Abuse Committee ............................................. 4  
Altar Guild ................................................................................... 4  
Bishop Booth Conference Center ................................................... 4  
Brookhaven Home for Boys ......................................................... 4  
Brookhaven Home Trustees ......................................................... 4  
Canons Committee ....................................................................... 5  
Cathedral Chapter ....................................................................... 5  
Christian Formation Resource Center ........................................... 5  
Commission on Ministry: Committee on Christian Formation ......... 5  
Commission on Ministry: Committee on Discernment .................. 6  
Communications Committee ....................................................... 6  
Congregational Support and Resources ......................................... 6  
Credentials Committee ................................................................. 6  
Deaneries and Deans ...................................................................... 6  
Diocesan Consultants .................................................................... 7  
Diocesan Council .......................................................................... 7  
Diocesan Ministry Support Team ................................................... 8  
Diocesan Officers .......................................................................... 8  
Diocesan Study Program ............................................................... 8  
Dismantling Racism ....................................................................... 9  
Dispatch of Business Committee ................................................... 9  
Ecclesiastical Court ....................................................................... 9  
Episcopal Relief and Development ............................................... 9  
General Convention Deputies 2006 .............................................. 10  
General Convention Alternates 2006 in Rank Order ..................... 10  
Living Stones ................................................................................ 10  
Mountain Echo ............................................................................. 10  
Nominating Committee .................................................................. 10  
Outreach & Social Justice .............................................................. 10  
Oversight & Audit ......................................................................... 11  
Province One (New England) ...................................................... 11  
Province One Stewardship Conference Design Team .................... 11  
Province One Safe Church Network ........................................... 11  
Provincial Synod .......................................................................... 11  
Resolutions Committee .................................................................. 11  
Retired Clergy Pastoral Support .................................................... 12  
Rock Point Board ......................................................................... 12  
Rock Point School ........................................................................ 12  
Rock Point School Board of Trustees ........................................... 12  
Safe Church Training .................................................................... 13  
Standing Committee ..................................................................... 13  
Trustees of the Diocese of Vermont .............................................. 13
United Thank Offering ................................................................. 13  
Vermont Ecumenical Council and Bible Society Trustee .................. 13  

2006 DIOCESAN CONVENTION REPORTS: REPORTS FROM OFFICERS .......... 14  
Bishop’s Report of Official Acts .................................................. 14  
Episcopal Diocesan Ecumenical and Inter-Religious Officer .......... 15  
Historiographer and Registrar ................................................... 16  
Standing Committee ................................................................ 17  
Trustees of the Diocese ............................................................. 17  

2006 DIOCESAN CONVENTION REPORTS: OTHER REPORTS .................. 19  
Accessibility Committee ............................................................ 19  
Alcohol and Drug Abuse Committee ......................................... 19  
Bishop Booth Conference Center ............................................... 20  
Brookhaven Home for Boys ......................................................... 21  
Canonically-Resident Clergy in Specialized Ministries, Retired and Non-Parochial 22  
Canonically Resident Clergy Listing as of 6/30/06 ....................... 22  
Commission on Ministry: Committee on Christian Formation .......... 25  
Congregational Support and Resources Committee ..................... 27  
Diocesan Council Activities ....................................................... 27  
Diocesan Loan Review Committee ............................................. 34  
Diocesan Ministry Support Team ............................................... 34  
Diocesan Study Program ............................................................ 36  
Dismantling Racism Commission ............................................... 37  
Episcopal Relief and Development ............................................ 39  
Living Stones ............................................................................ 40  
McClure Discipleship Discovery 2000 ......................................... 41  
Outreach & Social Justice Committee ......................................... 41  
Oversight and Audit Committee ............................................... 42  
Pastoral Enrichment Coordinator .............................................. 42  
Provincial Synod ....................................................................... 43  
Rock Point Board of Directors .................................................. 45  
Rock Point School ..................................................................... 46  
Rock Point Summer Conferences Committee ............................... 48  
United Thank Offering ............................................................... 49  
Vermont Ecumenical Council and Bible Society ........................... 49  

JOURNAL OF THE CONVENTION OCTOBER 17 & 28, 2006 .......................... 53  
Bishop’s Address October 27, 2006 ............................................. 53  
Convention Minutes ................................................................ 59  
Bishop’s Appointments 2006 ..................................................... 75  
Rules of Order for the 2006 Diocesan Convention ....................... 77  
Special Rule of Order for the 2006 Diocesan Convention: Election of Lay Persons to the 77  
Diocesan Standing Committee ............................................... 78  
Registered Delegates ............................................................... 78  
Non-Parochial Clergy Delegates ................................................ 81  
Registered Licensed Clergy ....................................................... 81
2007 Narrative Budget .................................................................81
2005 Parochial Reports .............................................................95
DIOCESAN LISTINGS 2006

Accessibility Committee

The Rev. Dr. Reed Brown, Chair
Andrew Crane
Zeke Hanzl
Ernie Hathaway
Bob Laidman, Jr.
Genie Rayner
Tom Schroeder

Alcohol And Drug Abuse Committee

Joe and Penny Hauser, Co-Chairs
Anna Caleb
Martha Holden
Roy Morgan

Altar Guild

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

Bishop Booth Conference Center

Debi Paterson, Director
Janet Smith, Altar Guild

Brookhaven Home for Boys

Dr. Anthony Iazzo, Director

Brookhaven Home Trustees

The Rev. Diana L.G. Collins, President (Term 1 expires 2007)
John Foster, Secretary (Term 1 expires 2006)
Bill Bridges (Term 2 expires 2008)
Howard Clark (Unexpired Term to 2007)
Ed Day(Term 1 expires 2006)
Dr. Brewster Martin (Term 1 expires 2006)
Sue Rogers (Term 1 expires 2008)
Sharon Ross (Term 1 expires 2006)
The Rt. Rev. Thomas Ely, Ex Officio
Canons Committee

Steve Marshall, Esq., Chair (Term expires 2006)
Charity Downs, Esq. (Term expires 2006)
Lindsey M. Huddle, Esq. (Term expires 2006)
Thomas Little, Esq., Chancellor (Term expires 2006)
The Rev. Don Morris (Term expires 2006)
The Rev. Canon Howard Van Dine, Jr. (Term expires 2006)

Cathedral Chapter

The Rt. Rev. Thomas C. Ely, Bishop
Stan Baker, Cathedral
Lynn Bates, Canon to the Ordinary
Leslie Black, Esq., Three Rivers D-5
Nancy Brooks, Cathedral
Ellie Bushweller, Champlain D-8
The Ven. Catherine Cooke, Archdeacon
The Rev. Dr. Lee Alison Crawford, Central D-6
Marija Cunningham, Southeast D-4
Lori Derry, Northwest D-1
Mark Howe, Cathedral Canon Precentor
Christine Moseley, Northeast D-7
The Very Rev. Kenneth Poppe, Cathedral Dean
John Rouleau, Cathedral
Don Scott, Cathedral
The Rev. Liz Stedman, Cathedral
The Rev. Canon Tanya Wallace, Cathedral Canon Educator
Vacant, Southwest D-3
Vacant, Otter Creek D-2

Christian Formation Resource Center

Jenny Ogelby, Director

Commission on Ministry: Committee on Christian Formation

The Rev. Carole Wageman, Chair (Term 1 expires 2006)
Valerie Abrahamsen, (Term 1 expires 2007)
The Rev. Jackie Arbuckle, Standing Committee Liaison (Term 1 expires 2007)
Mary Lou Ashton (Term 1 expires 2008)
Bill Bridges (Term 1 expires 2006)
Jim Cassarino (Term 1 expires 2007)
The Rev. David Hamilton (Term 1 expires 2008)
Laurie Labarthe (Term 1 expires 2008)
Genie Rayner (Term 2 expires 2008)
Steve Young, (Term 1 expires 2006)
Lynn Bates, Canon to the Ordinary, Bishop’s Liaison
Vacant (layperson) (Term expires 2007)

Commission on Ministry: Committee on Discernment

Rita MacDonald, Chair (Term 2 expires 2006)
The Rev. Gordon Bardos (Term 2 expires 2008)
The Rev. Thomas Brown (Term 2 expires 2007)
Denis Dees (Term 2 expires 2006)
Libby Hillhouse (Term 1 expires 2008)
The Rev. Zarina O’Hagin (Term 2 expires 2007)
The Rev. Lisa Ransom (Term 2 expires 2007)
The Rev. Shelia Richardson (Term 1 expires 2008)
Eadie Templin (Term 2 expires 2006)
Duncan Tingle (Term 1 expires 2008)
The Rev. Tanya Wallace (Term 1, expires 2006)
Vacant (layperson)
(Term expires 2007)

Communications Committee

Anne Clarke Brown, Mountain Echo Editor
Bob Brower

Congregational Support and Resources

Bob Halverson, Chair
Lynn Bates, Ministry Support Team Liaison
Don Crofut
Winnie Grace
Bill Rayner
Dorothy Wootton
The Rev. O. Larry Yarbrough
The Rt. Rev. Thomas C. Ely, Ex Officio

Credentials Committee

John Rouleau (Term expires 2006)
James Larkin, Secretary of Convention (Term expires 2006)
The Rev. Lisette Baxter (Term expires 2006)

Deaneries and Deans

NORTHWEST Deanery (D-1), Dinny Hawksworth, Dean
OTTER CREEK Deanery (D-2), Vacant, Dean
SOUTHWEST Deanery (D-3), Vacant, Dean
SOUTHEAST Deanery (D-4), Pat Saul, Dean; The Rev. Steve Fuller, Sr., Subdean; Susan Florey, Secretary; Kaitlyn Striplin, Treasurer
THREE RIVERS Deanery (D-5), Marjorie Matthews, Dean
CENTRAL VERMONT Deanery (D-6), Alban Richey, Dean
NORTHEAST Deanery (D-7), Glenn Christian, Dean
CHAMPLAIN Deanery (D-8) Jenny Obelby, Dean

**Diocesan Consultants**

Leslie Black, Esq.
Anne Clarke Brown
The Rev. Jean Jersey
The Rev. Rolfe Lawson
Susan Ohlidal
Genie Rayner

**Diocesan Council**

(*Executive Committee members*)

Susan Ainsworth-Daniels (Member at Large 2007, Term 1)
Joseph Board (Southwest Deanery 2006, Term 1)
The Rev. Paul Brannock-Wanter (Southeast Deanery 2006, Term 1)
Leslie Bryant (Three Rivers Deanery 2008, Term 1)
Mary Ann Christian (Northeast Deanery 2007)
Blanche Cooper (Member at Large 2007, Term 2)
The Rev. Dr. Lee Alison Crawford (Central VT Deanery 2007, Term 1)
Don Crofut (Member at Large 2006, Term 1)
The Rev. Steve Fuller, Sr. (Southeast Deanery 2007, Term 2)
The Rev. Dennis Hayward (Northwest Deanery 2006, Term 2)
Barbara Hoar (Member at Large 2007, Term 2)
The Rev. Victor Horvath (Member at Large 2007, Term 1)
Carol Knauss (Otter Creek Deanery 2006, Term 2)
The Rev. Robert Lee (Northeast Deanery 2006, Term 2)
Roy Morgan (Member at Large 2006, Term 1)
Genie Rayner (Three Rivers Deanery 2007, Term 1)
Steve Reynes (Central Vermont Deanery 2006)
Lydia Rountree (Youth Representative 2006)
Angela Viani (Youth Representative 2006)
The Rev. Tanya Wallace (Champlain Deanery 2006, Term 2)
Dorothy Wootton (Northwest Deanery 2007, Term 2)
The Rt. Rev. Thomas C. Ely, Ex Officio member
*Lynn Bates, Canon to the Ordinary, Ex Officio member
*Thomas Little, Esq., Chancellor, Ex Officio member
*Steve Smith, Diocesan Treasurer, Ex Officio member
Vacant (Champlain Deanery 2007)
Vacant (Otter Creek Deanery 2007)
Vacant (Southwest Deanery 2007)
Vacant (Member at Large 2006)
Vacant (Member at Large 2006)

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

**Diocesan Ministry Support Team**
The Rt. Rev. Thomas C. Ely, Bishop
Lynn Bates, Canon to the Ordinary
Elizabeth Allison, Registrar
The Rev. Canon Thaddeus Bennett, Canon for Ministry Development and Deployment
Anne Clarke Brown, Communications Minister
Chuck Courcy, Rock Point Property Manager
Julie Giguere, Financial Administrator
Jan Lawrence, Receptionist
Susan Ohlidal, Pastoral Enrichment Coordinator
Debi Paterson, Director, Bishop Booth Conference Center
Connie Saeger-Proctor, Canon for Youth Ministry
Patrick Sims, Executive Assistant
The Rev. Canon Jeanette Tweedy, Canon for Ministry Development

**Diocesan Officers**
The Rt. Rev. Thomas C. Ely, Bishop
Lynn Bates, Canon to the Ordinary, Assistant Secretary of Convention
Elizabeth Allison, Registrar
The Rev. Canon Thaddeus Bennett, Canon for Ministry Development and Deployment
The Rev. Benjamin Chase, Ecumenical Officer
Peg Hamlin, Associate Ecumenical Officer
James Larkin, Secretary of Convention
Thomas Little, Esq., Chancellor
Steve Smith, Diocesan Treasurer
William Meub, Esq., Deputy Chancellor

**Diocesan Study Program**
The Rev. John Morris, Dean
Dismantling Racism

The Rev. Nancy Vogele, Chair
Donna Abramov
Anne Clarke Brown
Vaughn Carney
The Rev. Thora Chadwick
Laura Chase
Blanche Cooper
The Rev. Dr. Lee Alison Crawford
Peter Galbraith
Phil Hoff
Betty Obermann
Connie Quinby
The Rev. Canon Diane Root
Naima Wade
Gabriel Willey
Margy Zabriskie
The Rt. Rev. Thomas C. Ely

Dispatch of Business Committee

James Larkin, Secretary of Convention, Chair (Term expires 2006)
The Rev. Gordon Bardos (Term expires 2006)
Lynn Bates, Assistant Secretary of Convention (Term expires 2006)
Laura Chase (Term expires 2006)
Sarah Gallagher (Term expires 2006)
John Rouleau (Term expires 2006)
The Rt. Rev. Thomas C. Ely

Ecclesiastical Court

The Rev. Marsha Boyer, Presiding Judge (Term 2 expires 2009)
The Rev. Paul Brannock-Wanter (Term 2 expires 2009)
The Rev. Dr. Lee Alison Crawford (Term 2 expires 2007)
Martha Holden (Term 1 expires 2007)
Christopher Wesolowski (Term 1 expires 2009)
The Rev. Gordon Bardos, Alternate (Term 1 expires 2007)
Leslie Black, Esq., Alternate (Term 2 expires 2009)
The Rev. Robert Borden, Alternate (Term 2 expires 2009)
Donna Reidt, Alternate (Term 1 expires 2007)

Episcopal Relief and Development

Kristin Wood, Co-Coordinator, Southern Vermont
Margy Zabriskie, Co-Coordinator, Northern Vermont
General Convention Deputies 2006

The Rev. Gordon Bardos
The Rev. Thomas Brown
The Rev. Dr. Lee Alison Crawford
The Rev. Canon Diane Root
Anne Clarke Brown
Peter Galbraith
James Larkin
Thomas Little, Esq.

General Convention Alternates 2006 in Rank Order

The Rev. John C. Morris
The Rev. Mary R. Mansfield
The Rev. Judson Pealer
The Rev. Reid Farrell
John Rouleau
Stan Baker
Laura Chase
Genie Rayner

Living Stones

The Rev. Canon Diane Root, Coordinator

Mountain Echo

Anne Clarke Brown, Editor

Nominating Committee

Polly Larkin, Chair (Term expires 2006)
Donna Abramov (Term expires 2006)
The Rev. Timothy Eberhardt (Term expires 2006)
The Rev. Victor Horvath (Term expires 2006)
The Rev. Stewart Pierson (Term expires 2006)
George B. Spear (Term expires 2006)
Vacant (Term expires 2006)

Outreach & Social Justice

Peter Galbraith, Chair
Lori Borden
Laura Chase
The Ven. Catherine Cooke
Ron Corkins
The Rev. Dr. Lee Alison Crawford
The Rev. Mary Haas
Bob Halverson
Lindsey M. Huddles, Esq.
The Rev. Stewart Pierson
Marcia Stone
Margy Zabriskie

Oversight & Audit

James Harder, Chair (Term expires 2006)
The Rev. Gary Eley (Term expires 2006)
The Rev. John Mitchell (Term expires 2007)
Alice Rouleau (Term expires 2007)
Cynthia Watters (Term expires 2008)
Clergy, Vacant (Term expires 2008)
Bill Rayner, Ex Officio
Steve Smith, Diocesan Treasurer, Ex Officio

Province One (New England)

The Rt. Rev. Chilton Knudsen, President
The Rev. Ran Chase, Executive Secretary

Province One Stewardship Conference Design Team

The Rev. Congreve Quinby
Roy Morgan

Province One Safe Church Network

(Vermont Representatives)
Lynn Bates
Anne Clarke Brown
Laura Chase

Provincial Synod

Laura Chase, Deputy (Term expires 2007)
The Rev. Dr. Lee Alison Crawford, Deputy (Term expires 2007)
The Rev. Canon Thaddeus Bennett (Term expires 2007)

Resolutions Committee

Mike Austin (Term expires 2006)
Laura Chase, Chair (Term expires 2006)
The Rev. Jane Garrett (Term expires 2006)
Nanci Gordon (Term expires 2006)
The Rev. Judson Pealer (Term expires 2006)
The Rev. Gunnar Urang (Term expires 2006)

**Retired Clergy Pastoral Support**

The Rev. Stewart Pierson

**Rock Point Board**

(*Executive Committee Members*)
*Lee Bronson, President (Term 1 Bishop’s Appt to 2008)*
*Laurel Broughton, Vice-President (Term 2 expires 2006)*
Iris Darling (Filling unexpired term 2006)
Carol Hood, Treasurer (Term 1 expires 2007)
Stephanie Keitel (Term 2 expires 2008)
Bob Laidman, Jr. (Term 1 expires 2007)
Jean Nekola, Recording Secretary
Jenny Ogelby (Term 2 expires 2008)
Alban Richey (Term 1 expires 2008)
Janet Smith (Term 2 expires 2006)
Mary Tuthill (Term 2 expires 2006)
The Rev. David Walters (Term 2 expires 2007)
*The Rt. Rev. Thomas Ely, Ex Officio
Vacant (Bishop Appointment expires 2007)

**Resources:**
Chuck Courcy, Rock Point Property Manager
Carol Knauss, Diocesan Council Liaison
Debi Paterson, Director, Bishop Booth Conference Center
John Rouleau, Headmaster, Rock Point School
Brian Shupe, Consultant, Long Range Planning

**Rock Point School**

John Rouleau, Headmaster, Rock Point School
C. J. Spirito, Dean of Students
Kelly Story, Director of Admissions

**Rock Point School Board of Trustees**

Mark Archambault (Term 1 expires 2007)
The Rev. Lisette Baxter, President (Term 1 expires 2006)
Sister Elizabeth Candon (Term 1 expires 2007)
Ron Chesbrough (Term 1 expires 2007)
James Eastham (Term 2 expires 2006)
Debbie Galbraith (Term 1 expires 2008)
Lindsey M. Huddle, Esq. (Term 1 expires 2008)
John McLendon (Term 2 expires 2006)
Lisa Schnell (Term 2 expires 2008)
Jackie Schultz (Term 2 expires 2006)
The Rev. Canon Tanya Wallace (Term 1 expires 2008)
Janet Smith, Liaison, Rock Point Board
Eadie Templin, President Emeritus
John Rouleau, Headmaster
The Rt. Rev. Thomas Ely, Ex Officio

Safe Church Training
Anne Clarke Brown, Diocesan Coordinator

Standing Committee
Laura Chase, President (Term 1 expires 2006)
Mike Austin, Secretary (Term 1 expires 2008)
The Rev. Jackie Arbuckle (Term 1 expires 2007)
Ann Cooper (Term 1 expires 2007)
The Rev. Timothy Eberhardt (Term 1 expires 2006)
Ernie Hathaway (Term 1 expires 2009)
The Very Rev. Kenneth Poppe (Term 1 expires 2009)
The Rev. Canon Diane Root (Term 1 expires 2008)

Trustees of the Diocese of Vermont
The Rt. Rev. Thomas C. Ely, Bishop
Laurel Broughton, Secretary (Term 1 expires 2007)
Ron Calise (Filling Unexpired Term to 2009)
Lawrin Crispe (Term 1 expires 2008)
Carolyn Fouts, President (Term 1 expires 2010)
George Rice (Term 1 expires 2006)
Neal Robinson (Term 1 expires 2011)
Franklin Sanders (Term 1 expires 2012)
Steve Smith, Diocesan Treasurer, Ex Officio

United Thank Offering
Sharon Bartram, Co-Coordinator
Carol Murphy, Co-Coordinator

Vermont Ecumenical Council and Bible Society Trustee
Peg Hamlin (Term expires 2006)

On September 18, 2005, Armand Henault (St. Andrew’s Church in St. Johnsbury) was admitted as a Postulant for Holy Orders.

On September 29, 2005, Margaret Fletcher (St. Peter’s Church in Bennington) and Berkeley D. Johnson, III (St. Peter’s Church in Bennington), were admitted as Postulants for Holy Orders.

On January 14, 2006, Regina Christianson (St. John’s in the Mountains Church in Stowe) was admitted as a Candidate for Holy Orders.

On May 26, 2006, Armand Henault (St. Andrew’s Church in St. Johnsbury) and Scott Neal (St. Mary’s Church in Northfield) were admitted as Candidates for Holy Orders.

On July 16, 2005, Remington Rose-Crossley (Trinity Church in Poultney) was ordained a Transitional Deacon.

On December 18, 2005, Keri Aubert (Cathedral Church of St. Paul, Burlington) was ordained a Transitional Deacon.

On March 30, 2006, the Rev. Remington Rose-Crossley (Trinity Church, Poultney) was ordained a Priest.

On May 1, 2006, the Rev. Hilary Cooke (Cathedral Church of St. Paul, Burlington) was ordained a Priest.

On October 14, 2005, the Rev. Anita Schell-Lambert was received from the Diocese of Pennsylvania. On March 27, 2006, the Rev. Terrence Patrick Gleeson was received from the Diocese of New York.

The Rev. Thora L. Chadwick was called as Vicar of St. Luke’s in Alburgh on June 1, 2005 (correction to 2005 Diocesan Convention Journal).

In this twelve month period (July 1, 2005–June 30, 2006), the Rev. Anita Schell-Lambert was called as Rector of St. Peter’s Church in Bennington and the Rev. Terrence Gleeson was called as Rector of St. Stephen’s in Middlebury.

In this twelve month period (July 1, 2005–June 30, 2006), the following Lay Participant Licenses in the Liturgy were issued: 5 Eucharistic Ministers, 4 Eucharistic Visitors, and 2 Worship Leaders.
In this twelve month period (July 1, 2005–June 30, 2006), 30 formal visitations were made. At these visitations, 23 adults and 43 youths were confirmed, 31 were received into the Church, and 72 recorded reaffirmations of baptismal vows.

Consent was given to the elections of six bishops coadjutor, and the resignations of seven bishops.

Respectfully submitted,
The Right Reverend Thomas Clark Ely
10th Bishop of Vermont

**Episcopal Diocesan Ecumenical and Inter-Religious Officer**

On the Ecumenical front the national church continues to move forward. Bilateral dialogue continues towards interim Eucharistic sharing with two major Protestant denominations: the Moravian Church in America and the Presbyterian Church in the USA. At this year’s General Convention, interim Eucharistic sharing with the United Methodist Church was approved and guidelines issued by the Ecumenical office of the national church can be found at www.EPISCOPALCHURCH.ORG/EIR.HTM. We are still formally engaged with the eight other denominations who belong to Churches Uniting in Christ (CUIC, formerly known as the Consultation on Church Union or COCU). This organization provides ecumenical encounters with two of the major black American Churches, the African Methodist Episcopal Church and the African Methodist Episcopal Church, Zion as well the Christian Church (Disciples) and the International Council of Community Churches. They are presently working on mutual recognition and reconciliation of ministries. Our work within the Anglican-Roman Catholic Dialogue is focusing on the question of authority. We also restored our full relationship with the Philippine Independent Church.

At this year’s National Workshop on Church Unity held in San Jose, CA (May 8–11), the Episcopal Diocesan Ecumenical and Interreligious Officers (EDEIO) from around the United States were given up-dates on all the ecumenical issues facing the national church. In addition to our own meetings, the focus of the main forum enabled us to hear from leaders of the “evangelical” churches. Speakers included Dr. Cummings, dean of the Baptist Seminary in Berkeley CA, Dr. Mouw, President of Fuller Seminary, Pasadena, CA, and Dr. Mannoia, representing the Free Methodist Church. The smaller workshops focused on interreligious dialogue, peace and justice issues, and various grass roots ecumenical programs.

The EDEIO’s of Province I met twice this year. At the Episcopal Divinity School we met with Tom Ferguson of the national church office who gave us background into the Methodist/Episcopal dialogue. These sessions were held jointly with representatives of the New England Synod of the Lutheran Church. Highlighting our unity with the Lutherans was a major mission event held at U. Mass. Amherst. The Lutherans invited ECUSA to join them in their annual four day celebration of missions. Bishop Ely, who continues to be very active in the
Ecumenical arena was the only Episcopal bishop to attend the full conference of 1400 people. Our second EDEIO meeting was cancelled and the third was at the national workshop in San Jose where we discussed future plans. In July, Bishop Ely and I discussed the appointment of a new Ecumenical Officer, Thomas Brown, who will be installed at this year’s convention.

Respectfully submitted,
Benjamin O. Chase, Ecumenical Officer

**Historiographer and Registrar**

The largest share of time continues to be spent in working with the Trustees of the Diocese, lawyers, paralegals and individuals who wish to obtain relief from the lease obligation for those shares in each of the original 138 towns in the New Hampshire Grants granted to The Society for the Propagation of the Gospel in Foreign Parts by Governor Benning Wentworth. As a loyal Anglican, Wentworth wished to support the ministry of the Established Church wherever and whenever possible. Although seized by the State of Vermont, the United States Supreme Court, in 1823, declared their seizure violated the 1783 Peace Treaty ending the Revolution and ordered the restoration to the SPG of its share in each of those towns.

Having regained the right to collect lease payments, through the granting of powers of attorney, the Venerable Society, an English Corporation, granted the State Convention of the Episcopal Church in Vermont and, after 1833, the Diocese of Vermont, the authority to collect these lease payments. In 1927, the Society conveyed its right to these payments to the Trustees of the Diocese by quit claim. Because the lease payments are so small and because many lease holders wish or need to obtain a clear title to a parcel, the Trustees have adopted the policy of releasing any right or claim to further lease payments through a quit claim deed. All income from this process is invested in the SPG Fund, the interest from which is designated for the support of the Bishop.

Work also continues on the four databases designed to provide a more rapid and easier access to information needed to respond to various requests we receive from time to time. They are: current SPG lease holders and payment records, an inventory of original SPG leases and their provisions, clergy who have served the Episcopal Church in Vermont starting with the earliest SPG missionaries who visited Vermont in the 1760’s, and Confirmation records.

I continue to be intrigued by the story that while Rector of Trinity Church, Geneva, N. Y., the future Bishop Bissell was a conductor on the underground railroad and look forward to further research on the topic.

In 2007, we look forward to several significant anniversaries of the Episcopal Church. In Vermont, it’s the 175th anniversary of the secession of the Episcopal Church in Vermont from the Eastern Diocese, the organization of the Diocese of Vermont and the election of the Rev. John Henry Hopkins as the first Bishop of the Diocese by the State Convention held in St. Stephen’s Church, Middlebury. Nationally, it’s the 400th Anniversary of the first Anglican Eucharist in what is now the United States celebrated by the Rev. Robert Hunt, Chaplain of the
Jamestown Colony which will be commemorated as part of the 400th anniversary celebration of the beginning of that settlement.

Respectfully submitted,
Elizabeth E. Allison, Registrar and Historiographer

**Standing Committee**

The Standing Committee met throughout the year. We served as the Bishop's Council of Advice, and worked with the Trustees of the Diocese and the Diocesan Council to consent to several real estate transactions of several parishes of the Diocese.

During this time we recommended to the bishop for ordination to the priesthood Kristina Lewis, Hilary Cooke, Remington Rose-Crossley, and Elizabeth Stedman. Throughout the year we heard about the activities of the Committee on Formation and the Committee on Discernment.

With the Committee on Discernment, the Standing Committee sponsored a retreat for all postulants and candidates for holy orders in January. Members of the Standing Committee are working with Canons Revision Committee and are serving on the Bishop's Sabbatical Committee.

The Standing Committee gave its consent to several dioceses to hold episcopal elections.

Respectfully submitted,
Laura D. Chase, President

**Trustees of the Diocese**

The Trustees of the Diocese meet quarterly throughout the year, generally within six weeks of the close of each calendar quarter. This year the Board welcomed two new members: Ron Calise, who is filling Steve Singiser’s term, and Franklin Sanders, who was elected to replace John Larson on his retirement from the Board. We thank Steve for his service to the Board, and as Chair of the Investment Committee during his tenure. Thanks, also, to John for his years of service as President, member of the Real Estate Subcommittee, Investment Committee, and goodness knows what else!

During the year just ended, the Trustees reviewed the Rock Point Strategic Management Plan. The Trustees also met with Bob Uerz, consultant to the Diocese, who outlined his plans to meet around the Diocese to determine needs and concerns in order to accomplish the initiatives outlined in the Strategic Plan. At each quarterly meeting, the Trustees reviewed the investment performance of the unit funds during the quarter just ended, voted the quarterly dividend to be paid, and received reports from Diocesan Committees on which members serve (Insurance, Rock Point Board, Assessment). Additionally, the Trustees reviewed and voted on the release of the Diocese’s interest in the old lease (glebe) lands. All such requests are researched extensively by
our Historiographer, Elizabeth Allison, who determines whether a deed is in the possession of the Diocese, and how much, if any, back rent is due on the property. Any sales/release of these lease lands are also subject to the approval of the Standing Committee.

The Trustees, and the Investment Committee, have not been satisfied with the performance of its investment portfolio for some time. To this end, the Investment Committee has held additional meetings over the past two years to discuss investment strategy and policy, and to determine how to proceed. As part of the process, requests for proposals were submitted to Stone Investment Advisory, Chittenden Wealth Management, and Hickok & Boardman Financial Planning. The committee met with representatives of each of these three organizations. As a result of this process, at the recommendation of the Investment Committee, the Trustees voted at the July 2006 meeting to retain Hickok & Boardman Financial Planning to advise in development of investment policy and investment strategy, and in selection of mutual funds and/or separate account managers best qualified to manage the investments of the Diocese. The relationship will be managed by three principals at Hickok & Boardman, with Michael McCormack as the point person of the team. The new investment management structure will be effective October 1, 2006.

Respectfully submitted,
Carolyn Fouts, President
To paraphrase ‘ol Blue Eyes, “We feel it has been a very good year.” Special thanks go to our hard working committee members, Diana Bingham, Andy Crane, Bob Laidman, Genie Rayner and Tom Schroeder.

The committee is most appreciative for the work that Andy and Tom did for the Accessibility Workshop held at Springfield, and for the hospitality of St. Mark’s Springfield and its warden, David Shuff. We are also most appreciative of the Southeast Deanery and its Dean, Pat Saul, for their work and support of the very successful workshop conducted by the staff of Crotched Mountain, in New Hampshire. The workshop helped us experience some of the things that persons with various kinds of accessibility issues deal with. We felt the support and interest in accessibility issues from the northern part of the state with the presence of Alice Daley from St. Andrew’s Colchester.

The goal of the committee has been to increase awareness of various accessibility issues and we feel that this is being steadily accomplished. Andy and Genie’s articles in the Mountain Echo and Anne Brown’s support have contributed a great deal to this.

We now have liaisons in each parish. We have done what we have intended to do in updating the Manual. Our plan is for several more Awareness workshops, so that people in other parts of the Diocese might have this experience. We are also moved by the efforts of parishes in responding to accessibility issues, in particular, St. Peter’s, Bennington, and Judith Krum, in hosting their workshop, “That All May Worship.”

Respectfully submitted,
Reed Brown, Chair

Alcohol and Drug Abuse Committee

The committee has received no requests for education, support or consultation from within the Diocese this year. We do remain available for any persons or congregations who have an interest in this very vital and pervasive problem (802-773-6404).

Penny remains on the Advisory Board of Friends of Recovery, an advocacy group in Montpelier. This group supports the recovery movement in Vermont. Penny was a speaker at their annual meeting in March. A renewed focus on working with addiction from a chronic disease model was emphasized.

Additionally Penny is working within the state to present a model of recovery based on women’s unique experiences and held within a strong spiritual framework. This was presented for
counselors and treatment providers in Brattleboro in the spring. It will be presented for recovering women (and any interested women) at Our Saviour Episcopal Church on October 7.

Respectfully submitted,
Joe Hauser and Penny Hauser, Co-Chairs

Bishop Booth Conference Center

“Contribute to the needs of the saints; extend hospitality to strangers.”

The Letter of Paul to the Romans 12:13

In January, I attended the annual conference of Episcopal Camp and Conference Center leaders. Dean Martha Horne, of Virginia Theological Seminary, in her keynote address, suggested hallmarks of Episcopal camps and conference centers that make them uniquely suited to be places of powerful formation. First, “Camps and conference centers are places of radical hospitality: places where people come from many different places and backgrounds, where all are included in the circle. Hospitality to strangers and outsiders was one of the primary hallmarks of Jesus’ life and ministry.” And second, “Camps and conference centers provide places for people to experience a faith that is lived out in daily life.”

Bishop Booth Conference Center welcomed many strangers through continued and new programs. Sunday Afternoon High Tea and Programs were offered monthly during the winter. These fun programs for Families and Adults were well received attracting newcomers to BBCC. We put our Teapots away until next winter. Now, we are considering Sunday Picnics or Ice Cream Socials with entertainment and guided outdoor programs during warmer months.

We have been granted an internship from the Student Conservation Corps, an Americorps partner to initiate Environmental Education programs for area youth, at Rock Point. This is one of the goals of the Diocesan Strategic Plan.

As a member of the Diocesan Ministry Support Team, I helped to facilitate retreats with clergy and Vestry members of several churches. I also provided resources and activities for Vestry retreats and meetings at local churches as well as those at Bishop Booth Conference Center.

Camp Agape, a camp for Children of the Incarcerated, was initiated. The Prison Ministry of the Episcopal Church has been promoting and supporting new camps like this for several years. The Rev. Jackie Means, Chaplain for Prison Ministry of the Episcopal Church, supported us with wisdom, committed $1000.00 for start up costs and provided funding for training of leaders. We established a steering committee with partners in the United Methodist Church. Our first camp this August is funded, 100%, by donations. At this writing, the camp is a few weeks away.

Bishop Booth Center received a grant of $1400.00, through Bishop Ely, to continue our conservation efforts at BBCC. We installed more efficient light ballasts and purchased energy saving lights, reducing electricity used in those areas by 30–35%. These efforts helped when utility rates increased over 25% at midyear.
Forty new mattresses were purchased with a grant of $5000, from Holy Trinity Episcopal Church, Swanton. We are thankful for this gift that offers our guests a more restful stay.

We transitioned from contracted food service to operating our own year round Food Service. Our Food Service Manager/Cook has become well known for using fresh ingredients including Rock Point honey and maple syrup.

Many of our guests are introduced to congregation during a stay at Bishop Booth Center, Rock Point. Lake Champlain Land Trust now holds quarterly meetings here. Students become peer leaders, teachers attend Parker Palmer’s Courage to Teach retreats, and the Gaelic College of Nova Scotia brings musicians from around the world. They come to this “sanctuary where the people of the Diocese, other religious groups and nonprofit organizations may experience a sense of God’s presence, the beauty of creation and Christian Community.”

Respectfully submitted,
Debi Paterson, Director
Bishop Booth Conference Center

Brookhaven Home for Boys

Brookhaven Children and Family Services, established in 1952, provides comprehensive care for boys ages 6–14 with severe emotional/behavioral disorders. The Residential Program, Transition House and Learning Center (an independent school) are located on 170 acres in Chelsea, VT.

At Brookhaven Children and Family Services, we are excited to begin a new school year and update you on recent developments: The Learning Center has been expanded to include a six-station Computer Lab. Our open air basketball court is being converted to a 40' x 80' enclosed gymnasium. And, the kitchen and dining hall are undergoing a long overdue renovation.

While Brookhaven is undergoing many exciting changes, one thing remains constant: our commitment to providing quality clinical and educational programming for boys with severe emotional/behavioral disturbances and learning difficulties. We have a comprehensive residential treatment program for boys ages six to fourteen whose difficulties have become so severe that removal from their home environment is essential to the treatment process. We provide these boys with therapeutic milieu services, intensive behavior management, individual, family, and group therapy, case management services, and psychopharmacological intervention. Our residential program also includes a Transitional Living Program which helps prepare our residents for their return back to families and the community. This program focuses more intensely on socialization in a family-like setting and improving independent living skills. At Brookhaven, we also provide on-site educational services to our residents as well as day students from the community at the Dr. Brewster D. Martin Learning Center, a state licensed independent school that provides a therapeutically oriented, academic curriculum for residential and day students. Our day program serves boys who are able to continue residing in their home, but whose behavior/learning difficulties require more intensive services than are available in their local school.
On behalf of our children and staff, I would like to 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

Canonically-Resident Clergy in Specialized Ministries, Retired and Non-Parochial

For the year 2005, 46 clergy reports were received. Of those reporting, 31 identified themselves as retired, 8 as being engaged in specialized ministries, and 8 as being non-parochial.

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

Specialized and non-parochial ministries include: psychologist, alcohol and drug counselor, investment manager, editor, entrepreneur, chaplain, bookstore clerk, writer, academic services coordinator, physician, shepherd, consultant, and counselor.

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

Canonically Resident Clergy Listing as of 6/30/06

The Rev. Gordon Bardos (05/29/1982) Rector, St. Thomas, Brandon; Priest-in-Charge, Grace, Forest Dale.
The Rev. Lisette Baxter (03/27/1984) Rector and Pastor, St. Andrew’s, Colchester.
The Rev. Canon Thaddeus Bennett (10/15/2001) Rector, St. Mary’s in the Mountains, Wilmington.
The Rev. Robert Borden (07/14/2001) Priest, Christ Church, Bethel.
The Rev. Dr. Reed Brown (06/11/1963) Retired Priest.
The Rev. Benjamin Chase (10/19/1973) Retired Priest.
The Rev. Diana L.G. Collins (06/15/1993) Deacon.
The Rev. Dr. Lee Alison Crawford (07/29/1994) Rector, St. Mary’s, Northfield.
The Rev. Martha Dyson (02/18/1999) Priest.
The Rev. Timothy Eberhardt (01/04/1981) Rector, St. John’s, Randolph.
The Rev. Russell Ellis (03/07/1956) Retired Priest.
The Rev. Reid Farrell (07/21/04) Rector, Holy Trinity, Swanton.
The Rev. Peter Floyd (02/20/1996) Retired Priest.
The Rev. Steven Fuller, Sr. (11/19/2002) Priest, Bellows Falls Ministry Support Team.
The Rev. Alan Gibson (07/15/04) Rector, Trinity, Rutland.
The Rev. Terence P. Gleeson (03/27/06) Rector, St. Stephen’s, Middlebury.
The Rev. Paul Gratz (06/12/1971) Interim, Slate Valley Ministry.
The Rev. David Hall (10/15/1989) Rector, Christ Church, Montpelier.
The Rev. Marcus Hall (07/01/1965) Retired Priest.
The Rev. Penelope Hawkins (06/22/1988) Deacon, St. Peter’s, Bennington.
The Rev. Dennis Hayward (11/06/1990) Rector, St. Luke’s, St. Albans.
The Rev. Canon Stanley Irving (03/01/1961) Retired Priest.
The Rev. Dr. John Keenan (05/20/1966) Priest-in-Charge, St. Mark’s, Newport.
The Rev. David Larcombe (12/07/04) Priest-in-Partnership, Church of the Good Shepherd, Barre.
The Rev. Kristina Lewis (06/04/2005) Priest, St. Mary’s, Barnstable, MA.
The Rev. Jean MacDonald (12/12/1997) Vicar, Christ Church, Island Pond.
The Rev. Jeannette McKnight (01/03/2005) Canon Pastor, Trinity Cathedral, Portland, OR.
The Rev. Lucy Pellegrini (06/05/2004) Deacon, St. Paul’s, Vergennes.
The Rev. Mary Pratt (01/30/1981) Deacon.
The Rev. Lisa Ransom (08/02/2001) Vicar, St. Dunstan’s, Waitsfield.
The Rev. Melvin Richardson (10/30/1983) Retired Priest.
The Rev. Mark Richardson (12/01/2001) Priest, Christ Church, Bethel.
The Rev. Anita Schell-Lambert (10/14/05) Rector, St. Peter’s, Bennington.
126 Canonically Resident Clergy

Commission on Ministry: Committee on Christian Formation

Over the past year, the Committee on Christian Formation (CCF) has made progress on several projects:

1. **Liturgical Profiles and Training.** This year, we completed a Liturgical Profiles Manual. This was initiated in response to the national canonical changes from 2003. The manuals were completed in May of this year and distributed to all parishes during June and July (thanks to the “people power” of the committee and diocesan office staff in order to save on postage). The Profiles have been distributed in a 3 ring binder so that new material can be added by the local parish as each parish adds their own unique flavor to the material provided.

As of this writing in July 2006, development of the Training component is underway and we anticipate that the training will be disseminated throughout the Diocese no later than June 2007. Part of the work of this sub-committee has been supported by a generous mini-grant from the Pastoral Enrichment Program sponsored by the Episcopal Divinity School and funded by the Lilly Foundation. We are grateful for their support and encouragement.

2. **Meshing with the Strategic Plan.** We have developed two matrices outlining information about Christian Formation programs available on the parish level (such as Alpha, Via Media,
EFM, DSP, Life Cycles, etc) and one that outlines personal spiritual development opportunities (such as Clinical Pastoral Education, Spiritual Direction, Spiritual Life Diocesan Retreats, Spiritual Fitness, etc.). They will be available on the diocesan website and the committee will be exploring other ways to make this information available and usable to the local parishes.

3. **Sabbatical Policy.** After input from various sources, the revised Diocesan Sabbatical Policy has been completed and approved and is available on the diocesan website as well as in the Diocesan Policy Manual. In addition to sabbaticals for clergy, it also addresses sabbaticals for lay professionals in the church and sabbatical approaches parishes might want to consider for lay volunteers.

4. **Continuing Education.** Brochures outlining the current Continuing Education policy were distributed to each parish at the 2005 Diocesan Convention. As of this writing in July 2006, $3,522 has been granted for nine (9) continuing education applications in 2006. (The total available in 2006 is $6500). Grants are awarded in an amount up to half of a request but no greater than $500 per request. Grants have included: a) support for Clinical Pastoral Education for two Postulants; b) attendance at a Great Churches seminar; c) support for a foreign language class related to ministry in El Salvador; d) EDS workshops and courses; e) original research in Welsh hymnology; f) participation in the first year of a three year clergy leadership conference; g) tuition at a university working toward a doctorate in spiritually related ministry.

In May 2006, a joint retreat was held that included the Commission on Ministry: Committees on Christian Formation and Discernment, the Ministry Developers, Bishop Ely and Consultant Linda Grenz in order to continue work on the development of baptismal ministry ideas.

The Committee on Christian Formation meets six times per year from noon to 3 p.m. at St. John’s in Randolph.

As Chair, I am deeply grateful for the commitment of time; the faithful sharing of talents; and the genuine enthusiasm that has characterized this committee and its members. Members in 2006 include:

Valerie Abrahamsen (St. Michael’s, Brattleboro)        Laurie Labarthe (Christ Church, Montpelier)
Jackie Arbuckle (All Saints, South Burlington)         Christine Moseley (St. Mark’s, Newport)
Mary Lou Ashton (St. Andrew’s, Colchester)             Jenny Ogelby (St. James, Essex)
Bill Bridges (Zion, Manchester Center)                 Genie Rayner (Christ Church, Bethel)
Jim Cassarino (Trinity, Rutland)                       Steve Young (St. John’s, Hardwick)
David Hamilton (St. Andrew’s, Colchester)             Carole Wageman (Trinity, Shelburne)

Respectfully submitted,
The Rev. Carole Wageman, Co-Chair
**Congregational Support and Resources Committee**

The Congregational Support and Resources Committee meets four times each year to review applications and award grants from three funds: Initiatives Two and Three of the McClure/Discovery 2000 Funds and the Walter Irish Bequest Funds. During the past year, we were able to award $58,947 to 21 congregations. Grant awards ranged in size from $200 to $7400, and funded a wide variety of projects ranging from purchasing Bibles and holding community concerts to re-shingling roofs and providing handicapped accessibility.

Respectfully submitted,
Bob Halverson, Chair

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**Diocesan Council Activities**

**Council met on September 10, 2005, at St. Stephen’s, Middlebury**

Bishop’s Report (Presented by Bishop Ely):

- Bishop Ely sent $5,000 from his discretionary fund and an additional $5,000 matching gift from the Initiative IV Outreach Funds directly to the bishops of the three dioceses most affected by Hurricane Katrina. The gift was in the name of the people of the Episcopal Diocese of Vermont.
- Bishop and Mrs. Ely will attend a meeting of the Community of Bishops and Spouses September 18–28, 2005. The impact of Hurricane Katrina will be the focus of the agenda, which will include hearing from the bishops in the gulf region and coordinating a response.
- The Rev. Anita Schell-Lambert begins her ministry as Rector of St. Peter’s Church in Bennington.
- The Bishop expressed his concerns about the prospects for individuals, families, and congregations in the face of rising fuel costs. Bishop Ely encouraged the people of the Diocese to ponder our care and use of God’s creation.

Insurance Report:

The five year contract for the Diocese expires on December 31, 2005. The Diocese has assembled information to be used as the basis of a quotation for a new program. Most of the parish surveys have been returned (September 30, 2005, deadline). If parishes choose not to participate in the diocesan plan, it will cost them more to procure an individual insurance policy.

Financial Report:

At two-thirds through the year, the budget is at 67% of projected revenues, and 65% of expenses. Steve Fuller moved to accept the report, subject to audit. The Rev. Craig Smith seconded the motion, which was subsequently passed by Council.
Colchester Assessment Abatement:

The process was explained by Bishop Ely. The Rev. Canon Tanya Wallace moved to accept the recommendation for abatement. Barbara Hoar seconded the motion, which was passed by Council.

Diocesan Budget:

Barbara Hoar moved to present the 2006 budget as-is to the 2006 Diocesan Convention. The Rev. Canon Tanya Wallace seconded the motion. A discussion of assessments ensued. The budget will be presented with a $15,000 deficit. The motion carried.

Council met on December 10, 2005, at St. John’s Church, Randolph

Bishop’s Report (Presented by Bishop Ely):

• The 3 benefit concerts featuring Elizabeth Von Trapp (at Bellows Falls, Burlington, and St. Albans) went well; 1 additional concert is scheduled for Newport in January. Proceeds benefit victims of Hurricane Katrina via ERD.
• The Rev. Terry Gleeson has been called to serve as Rector in St. Stephen’s, Middlebury.
• The position of Development Minister for the Diocese was not funded for 2006. The Executive Committee is working on hiring a consultant to help develop the overall financial/stewardship plan called for in the Strategic Plan for Growth and Ministry.
• Bishop Ely received a grant for his sabbatical (December 1, 2006–March 31, 2007) from the Louisville Foundation. The title for the sabbatical is, The World Mission Vocation of the Bishop. The Bishop intends to spend time in El Salvador and Africa during his sabbatical. A Diocesan Sabbatical Committee will be formed soon.
• The Insurance Task Force has completed its negotiations for a new diocesan policy.
• Bishop Ely represented the Presiding Bishop at the meeting of the Canada House of Bishops in Toronto (October 24–28, 2005).
• Keri Aubert will be ordained as a (transitional) Deacon on December 18, 2005 at the Cathedral Church of St. Paul in Burlington.

Strategic Plan Report:

Executive Committee recommends that there be a committee of six (3 council members and 3 members outside of council, and to include a member of the Ministry Support Team) to take on the task of the ongoing implementation of the plan; to be named the Strategic Plan Oversight Team (SPOT) The team will monitor/foster/encourage implementation of the plan throughout the Diocese. It will report annually at Convention on the progress of the plan and will report to Council at least three times during the year. The reports will include action items, accomplishments, and suggestions on celebrating accomplishments. Barbara Hoar moved to accept SPOT, Bob Lee seconded the motion. The motion to accept SPOT passed.

New Wine Proposal:

• Jeanette Tweedy summarized the history of the proposal; the relation between evangelism and community faith, and how the proposal can be part of the Strategic Plan; she also
addressed the feedback received from the September 2005 Council meeting, explaining that
the proposal is a diocesan-wide exploration of educating people regarding a fresh expression
of Anglicanism, and that such education would be a yearlong process.
• Swanton has approved $5000.00 toward this proposal, contingent on endorsement of it by
Council. CS&R has also approved $5000.00 to enable attendance at a Start-Up! Start-Over!
conference.
• Tanya Wallace moved that an ad hoc committee of council be established to discuss the
proposal and make a first report to Council on February 4th about the next possible steps to be
taken, and that a team should be sent to the next Start-Up! Start-Over! conference, using
funds from CS&R. Steve Reynes seconded the motion, which passed. Members of the ad hoc
committee are Dennis Hayward, Steve Reynes, and Paul Brannock-Wanter:

Ministry Development Officer Search Proposal:

The Executive Committee recommends that Council approve employing Mr. Uerz as a
consultant to develop a comprehensive Stewardship Strategy for the Diocese. Tanya moved to
accept the recommendation and to use the surplus from the 2005 operating budget to pay the
consultant fee; Barbara seconded the motion, which passed.

Butterfield Loan Requests:

Loan request from St. Luke’s in Chester ($32,400)—The Executive Committee recommended
that the loan be granted as requested. Tanya moved to accept the recommendation; Bob Brower
seconded it; the motion passed.

Oversight and Audit Committee:

The committee has chosen the auditing firm of Grippin, Donlan & Roche, PLC. There were
multiple motions and seconds to accept this choice; the motion passed.

Insurance Committee:

The new carrier of diocesan insurance is the Church Insurance Company of Vermont. Coverage
is comparable to previous coverage; it does have higher limits, an increased deductible, and flood
damage. CIV will provide professional property appraisals; the appraisals will not include fine
arts. The first year will include a 31% increase in the rate to all parishes. Coverage will be for
three years. Workers Compensation will remain as it was in 2005. Paul moved to accept the
proposal; Dennis seconded it; the motion passed.
Following the vote, the Bishop announced he would reduce the congregational impact to 25%.
His funds will be replaced if there is additional surplus up to $8800.00 over the money allocated
for Mr. Uerz. Paul moved to accept this offer; Joe seconded the motion; the motion passed.

Council met on February 4, 2006, at St. John’s, Randolph

Bishop’s Report (Presented by Bishop Ely):

• Bishop Ely ordained Keri Aubert to the transitional Diaconate at The Cathedral of St. Paul on
December 18, 2005.
• Bishop Ely reported that part of his sabbatical will be spent in El Salvador and the Sudan. He will also study with Ian Douglas.
• Robert Uerz of R. C. Uerz & Associate, LLC, was hired by the Diocese as the consultant for constructing a comprehensive financial stewardship strategy in support of the 2005-2010 Strategic Plan for Growth and Ministry.
• The balance of the bequest from the Estate of Robert Patterson was received ($285,000), bringing the total bequest to nearly $500,000.
• The Church of Sweden published a report on the Blessing of Registered Partnerships. The report comments extensively on the Vermont experience with Holy Unions and the report drafted by the Diocesan Blessings Task Force.

Campus Ministry Proposal:

Dennis Hayward moved that the Council circulate the draft report to diocesan leadership prior to the formal presentation to Council at the April 1, 2006, meeting. The motion was seconded by Barbara Hoar and passed by the Diocesan Council.

Sabbatical Policy:

Having received the Executive Committee’s recommendation for adoption, the Sabbatical Policy was adopted by a vote of the Council.

New Wine Proposal (Report Presented by the Evangelism Task Force):

After meeting with the Rev. Paul Brannock-Wanter, the Rev. Dennis Hayward and Stephen Reynes concluded that the scope of the New Wine Proposal could be broadened to include revitalization of existing churches (in addition to addressing the where/when/how of building new faith communities). This approach can be seen as a part of the Parish-to-Parish and the Parish-to-Diocese Ministry element of the Diocesan Strategic Plan for Growth and Ministry. Because the approach to evangelism may be broader than the initial New Wine Proposal espoused, Council decided that the Evangelism Task Force should report back to Council with recommended next steps for Council at the April 1 meeting.

The Martyrs of the Sudan – A Resolution:

A resolution to add to the Episcopal Diocese of Vermont to the list of dioceses that will support the resolution at General Convention in June 2006 was unanimously endorsed. The resolution recommends the inclusion of the Feast of the Martyrs of the Sudan in the Liturgical Calendar of the Episcopal Church, USA, on or near May 16 of each year.

Diocesan Assessment Adjustments:

A report prepared by Steve Smith, Diocesan Treasurer, established the basis for recommending a 2006 assessment adjustment for Trinity Church in Shelburne (-$2076) and The Church of Our Saviour in Killington (-$575); approval of the adjustment received the recommendation of the Executive Committee. The adjustments were approved by a vote of the Diocesan Council.
Parish Audits:

A report on 2004 parish audits was received. Of the 48 parishes in the Diocese, 25 have approved audits, 13 have submitted audits not yet approved, and 10 have not submitted their 2004 audits (audits are due by September 1 of each year). Parishes who do not submit their audit become ineligible to receive Diocesan loans or grants.

Council met on April 1, 2006, at St. Luke’s, St. Albans

Bishop’s Report (Presented by Bishop Ely):

• Bishop Ely ordained Remington Rose-Crossley to the priesthood in Sewanee, Tennessee, on March 30, 2006.
• The meeting of The House of Bishops was held in Hendersonville, North Carolina, in March. A Pastoral Letter, “The Sin of Racism,” was issued. Bishop Ely asked that the document be read and distributed to all congregations in the Diocese. Another document, “A Word to the Church,” was issued. The final report from the Commission developing resolutions in response to the Windsor Report is forthcoming; this will be a major part of the agenda during the General Convention in June.
• The 2006 Diocesan Convention (October 27–28) will celebrate the ministry of our cathedral, The Cathedral Church of Saint Paul. Two Ministry Fair Days are planned in advance of the Convention: October 7 in Shelburne and October 21 in Springfield.

Cluster Group Reports:

Prayer: The group noted that in every issue of The Mountain Echo, there is an article about drugs and alcohol, due to the efforts of Mary Ann Christian as Council liaison to the Alcohol & Drug Abuse Committee.

Mind: The group addressed the traditional programs offered in the Diocese and reviewed the Continuing Education brochure developed by the Christian Formation Committee of the Commission on Ministry, which contains very good resources.

Deeds: The group reviewed 2007 budget requests and the process for committee liaisons and verified that requests have been forwarded.

The Bishop’s Sabbatical:

Canon Bates noted the Bishop’s Sabbatical Planning Team was formed and has convened twice. Canon Bates will chair that group, which includes Bishop Ely, Ann Ely, Ken Poppe, Ann Cooper, Tanya Wallace, and Lee Crawford. The planning team will examine all aspects of diocesan life prior to the beginning of the Bishop’s Sabbatical (December 1, 2006–March 31, 2007). The team is developing a plan to ensure that all areas of our common life are covered during the Bishop’s absence. The team’s plan will create awareness that the Diocese is experiencing a sabbatical time. Educational opportunities will be organized for the people of the
Diocese to see what the Bishop will be doing during his sabbatical (*The Global Mission of the Bishop*).

**Treasurer’s Report:**

A motion to accept the financial report subject to audit was made by Roy Morgan, seconded by Steve Fuller, and carried unanimously.

**New Wine Proposal (Report Presented by the Evangelism Task Force):**

A proposal was presented by the Task Force to place the onus of information-gathering in the hands of the three Canons for Mininstry Development; Dennis Hayward moved and Steve Reynes seconded. A discussion ensued. Tanya Wallace moved to table the discussion, Lee Crawford seconded the motion; motion carried. It was recommended that the Executive Committee include the New Wine Proposal in the focus discussions at the June meeting. The council is thankful for the work that the task force has done. Dennis suggested that, in the interest of time, written reports be received by title. Council members agreed.

**Diocesan Loan Review Committee:**

Bishop Ely has made the appointments to the Diocesan Loan Review Committee established by Council last year. Tanya Wallace moved to ratify the appointment of the six members to the committee and Barbara seconded the motion, which was carried by the Council (DLRC members: Kevin Bisaccio, Tom Dyett, Bruce Howard, Ned McElroy, Steve Smith, Joanna Taylor, and Bob Torrey).

**Campus Ministry Presentation:**

The working group was presented to Council: Derek George, Susana Grannis, Paul Gratz, Randy Krum, Dick Mansfield, Lisa Schnell, Liz Stedman. The Council was invited to view Campus/Young Adult Ministry as an opportunity to address a statewide need. The plan provides the Diocese with a solid ministry that responds to the spiritual needs of young adults and college students. An Episcopal presence on campus is necessary. The working group approached their task by asking three questions:

- *Is there a need for campus or young adult ministry in Vermont?*
- *If a need exists, what kind of program optimally would address these needs?*
- *Can the Diocese pay for such a program that is feasible and sustainable?*

The work group was challenged by Bishop Ely to think diocesan-wide and include young adult ministry as well as campus ministry. This became the conceptual framework on which the report hangs. The group talked with parishes all over the state and recommendations came out of the conversations. The group heard about the challenges in mounting young adult ministry. The finding of the group is that a very real need exists which should be addressed by the Diocese. The working group’s recommendation: establish a chaplain at a university or cluster of institutions of higher learning. Establish a host parish. The chaplain must have diocesan council and host parish support ($30K for a half year for 2007, $67K for the subsequent year). Tanya moved and Steve Fuller seconded that the council receive, with gratitude, the report, support the
recommendations in the report, and establish a task force to plan the implementation and financing of the recommendations of the working group. Council approved the motion.

Council met on June 3, 2006, at St. Andrew’s, Colchester

Bishop’s Report (Presented by Bishop Ely):

• The Bishop ordained Hilary Cooke to the priesthood in West Lafayette, Indiana, on May 1, 2006.
• The Rev. William Davidson was appointed Interim Rector at St. Paul’s Church in Vergennes. The Rev. Pam Porter was appointed Interim Rector at St. James’ Church in Arlington.
• Zeke Hanzl, Canon for Ministry Development, retired as a member of the Diocesan Ministry Support Team, effective May 31, 2006.
• The General Convention Deputation representing the Diocese of Vermont is preparing for the 75th General Convention, convening June 11, 2006, in Columbus, Ohio. The Bishop and Mrs. Ann Ely will be at Convention with the Vermont Deputation June 11–23. Canon Bates will also be in Columbus coordinating the work of the House of Deputies, the House of Bishops and the General Convention Secretariats. Connie Saeger-Proctor will bring several youth from Vermont to General Convention. Bishops McLeod and Swenson will also be present at General Convention.
• The Bishop’s Sabbatical Planning Team continues its work in assisting the Bishop and the Diocese in preparing for Bishop Ely’s sabbatical.
• The Commission on Ministry and the Ministry Developers held a meeting with Linda Grenz (consultant from Leader Resources) to continue work on developing a process and resources for congregations exploring baptismal ministry models of leadership (i.e., Covenant Groups, Ministry Support Teams). This ongoing work is funded in large part through diocesan partnership with the Episcopal Divinity School, under the umbrella of the Pastoral Excellence Project, with the Lily Foundation.
• Bishop Ely led a conference for clergy of the Parishes of the Central Interior in British Columbia, Canada, the last week of May. The theme was, “Wade in the Water: Ministry Development when Baptism is at the Center.”

Safe Church Policy and Standards:

A revised policy for Diocesan events was submitted by committee. Tanya Wallace’s motion that the revised policy be approved was seconded by Victor Horvath; Council passed the motion.

Consultant for Development:

Bob Uerz is collating data and will have a draft of the results from interviews with 30 congregations by the end of June.

Diocesan Risk Management Team:

The Church Insurance Company proposed a program to endorse the inspection of church facilities for preventable measures. The acceptance of a proposal to use $4,500 to pay three people to inspect the facilities of the Diocese was moved by Victor Horvath and seconded by Mary Ann Christian. The motion passed.
Diocesan Loan Review Committee:

The committee received 4 applications. A motion was made by Susan Ainsworth-Daniels to approve a Butterfield Loan to All Saints Church in South Burlington in the amount of $19,260 at 3.9% per annum, with payback structured for a term of eight years, to help fund re-roofing of the church. Dorothy Wootton seconded the motion; the motion was approved by Council unanimously with one abstention. Tanya Wallace moved that Council approve, subject to conditions,* a Butterfield Loan to St. John-in-the-Mountains Church in Stowe for construction of a new church building on the site of the current one. The amount of the loan is $210,000 with interest at 3.0% per annum and a payback of principal ($185, 468) within three years. The remaining balance is to be subsequently repaid over a five-year period. (*Conditions state that the parish must approve all four items enumerated in the Warning and that a letter from Bishop Ely be read before the vote at the Special Parish Meeting of June 4, 2006.) Bob Lee seconded the motion, and it was approved unanimously.

Respectfully submitted,
Diocesan Council

Diocesan Loan Review Committee

The DLRC was formed in mid-Spring, 2006 with the following people being asked and approved by the Council: Kevin Bisaccio, Bennington; Tom Dyett, Manchester; Bob Torrey, Brattleboro; Ned McElry, Wilmington; Joanna Taylor, Arlington.

The committee has met two times to review loan applications. We review the application and supporting documentation, and make our recommendations and suggestions to the parish applying for the loan. The loan package and the Diocesan Loan Review Committee’s recommendations are forward to Council for their decision and approval. Depending upon the type of loan, or the amount, the loan package may be sent, also, to the Diocesan Trustees for their approval as well. At times, the Bishop makes the finally decision. Thus far, the loan review committee has made recommendations on three loans which did receive final approval for funds from the Bishop Butterfield Revolving Fund/McClure Discipleship-Discovery 2000 Fund. Another loan package is still pending review upon completion of requested documentation.

Respectfully submitted,
Joanna Taylor, Chair

Diocesan Ministry Support Team

Ministry Developers

Within a year of Bishop Ely’s election as Bishop of the Episcopal Diocese of Vermont, the Rev. Thad Bennett, Zeke Hanzl, and the Rev. Jeanette Tweedy were called as Canons for Ministry Development to serve as an extension of the bishop’s ministry. All three positions were half
time. The Rev. Canon Bennett is also diocesan Deployment Minister and quarter time Rector of St. Mary’s in the Mountains, Wilmington.


**Congregational Development**

The work in this area includes: mutual ministry and leadership reviews, conflict resolution, short and long-term planning, and gifts discernment. Additionally, the Ministry Developers facilitate leadership and parish retreats.

**Congregations in Transition of Clergy Leadership**

The work of serving congregations in transition includes developing transition plans, parish discernment, developing parish profiles, representing the Diocese at provincial, regional, and national deployment conferences and gatherings, leading discussions and building relationships through the medium of FreshStart and FreshStart 2.0.

**General Support of Diocesan Mission and Ministry**

Meetings of the Ministry Developers, the Pastoral Enrichment Coordinator, Susan Ohlidal, Canon to the Ordinary, Lynn Bates, and Bishop Ely take place every other week and include: vetting new initiatives, discussions of the cares and concerns of parishes, ways to facilitate and encourage diocesan-wide baptismal living, strategic planning, and deployment issues.

In addition, Ministry Developers have convened, or been strategically involved with, the formation of ministry teams and covenant groups within several parishes and the Gather at the River initiative with the Diocese of New Hampshire. In partnership with the Commission on Ministry, development of a process of congregational strategies for baptismal ministry is ongoing. The Rev. Linda Grenz of LeaderResources is collaborating on this work and facilitated an overnight retreat of all members of the Commission on Ministry, the Ministry Developers, the Pastoral Enrichment Coordinator, the Canon to the Ordinary, and the Bishop.

In 2006, the Ministry Developers wrote requests and were awarded grants from the Lilly Endowment’s Pastoral Excellence Project totaling $55,290. These grants are: Bi-vocational Clergy Network and Training ($14,000); Video/Web Conferencing Technology-Transition Ministry ($16,000); Creating Websites for Small Congregations ($8,000); Celebrating and Supporting Collaborative Leadership ($6,000); Conversation about Baptismal Ministry in Congregations with Rectors ($4,070); and Diocesan Process for Forming Local Ministry Support Teams – a collaborative project with the Commission on Ministry ($7,220).

**Future Vision for the Diocesan Ministry Support Team**

The current configuration of the Diocesan Ministry Support Team, which includes the Ministry Developers, has been in place from the beginning days of Bishop Ely’s episcopacy and is at a point of transforming further to more fully integrate the areas of personal formation, skills
development, and community/congregational transformation with that of the diocesan (systems) sphere. This call to further transform the Team and its ministries has become more apparent recently. There has been turnover in the administrative function of the Team; one position, Executive Assistant, has been added; two Ministry Developers have been on sabbaticals; one Ministry Developer recently retired; the Canon to the Ordinary took a sabbatical; the Bishop is preparing for sabbatical beginning in December 2006; and there have been conversations about reconfiguring the ministry focus of other Team Members.

Along with these internal shifts, there is a call to reshape ministries that will bring to fruition the goals and objectives in the Diocesan Strategic Plan. Among other items, the Plan calls for further development of technology and its use, expanded systems of communication, a broader geographical presence of the Ministry Support Team in regions throughout Vermont, and the implementation of a comprehensive financial stewardship strategy. These, and many other components of the Strategic Plan, have a direct impact on how Team members see their identities and do the work of a variety of ministries in the Diocese.

Further, as baptismal ministry among local congregations further develops, the diocesan systems which support the local transformation have been called to change. For example, and most recently, the Ministry Developers and the Commission on Ministry held a joint retreat to develop new ways of working with parishes seeking to form local pastoral leadership teams. This new focus of our work was prompted by no fewer than four congregations seeking support and guidance from the Diocese on how to bring about the changes in leadership at the congregational level.

The internal changes on the Diocesan Ministry Support Team combined with the ever unfolding needs of the congregations call us now into a period of discernment regarding the Team’s purpose and mission. We can no longer support the personal transformation, skills development, and community transformation of the local congregations without turning our attention to the complex systems in our Diocese that are vital to baptismal ministry. And central to this is the Diocesan Ministry Support Team. To this end and with a grant from the Lilly Endowment, a consultant has been hired to assist the Bishop with the review, evaluation and re-visioning of the Diocesan Ministry Support Team.

Respectfully submitted,
Lynn Bates, Canon to the Ordinary

**Diocesan Study Program**

The overall goal of DSP continues to be the creation of a community of learning and prayer that assists people in their lifelong learning as Christians and contributes to their on-going Christian formation.

DSP has graduated two classes from the two-year program, which has supplanted the former three-year program. A new class of students began the program in the fall of 2005 and will complete the program in 2007. In addition, a group of DSP graduates has continued their study
as “post-graduates,” focusing on a variety of topics in more depth. The class meetings are being held at Christ Church in Montpelier.

The DSP instructors are Anne Clarke Brown, the Rev. Lee Alison Crawford, and the Rev. John Morris.

In the future, the DSP will continue to be responsive to the needs of individual learners in the Diocese and to needs that might arise in terms of the Diocese’s mission and strategy.

In the fall of 2006, DSP will begin offering short-term classes and programs in parishes or Deaneries or regions of the Diocese. A “menu” of these offerings was mailed to all parishes in September and can be accessed by contacting the Rev. John Morris. If a group or parish has a specific topic for study, it is possible for DSP to help design and program and arrange for instruction.

For more information about DSP, contact the Rev. John Morris at morrisvt@tops-tele.com or 802-439-6599 or 37 Thompson Road, East Corinth, VT 05040.

Respectfully submitted,
The Rev. John Morris, Dean

Dismantling Racism Commission

Recap of Commission efforts from July 1, 2005, to June 30, 2006

1. In September of 2005, the commission held a very productive retreat with national church anti-racism trainer Barbara Culmer-Illaw. Barbara helped us structure our commission more effectively as well as hear what we had accomplished, were hoping to accomplish, and hadn’t yet been able to accomplish. She was very encouraging and instrumental in helping the commission keep its focus, energy, and hope.

2. We were able to put together an informative Convention newsletter that was given to everyone at our 2005 Convention. The one-page newsletter highlighted our new commission structure, upcoming events sponsored by the Dismantling Racism Commission, and an invitation to get involved in anti-racism efforts. We also had a convention information table and talked with many, many convention goers about the work of the commission. As always, our table had our “What are Vermont newspapers saying about racism?” display full of newspaper clippings from Vermont.

3. In early December, the Commission sponsored a very successful day with Dr. Horace Boyer, editor of Lift Every Voice and Sing. Despite a snowstorm, close to 60 people attended the all day event at Christ Church, Montpelier. Dr. Boyer was also the guest musician on the following day at Christ Church which was also the Bishop’s Visitation. Our bishop, Tom Ely, remarked on the weekend: “It was an incredible day. He was also at my visitation the next day at Christ Church, and it was rocking. The Spirit was really alive!”
4. Due to unfortunate scheduling conflicts with commission members, we were not able to provide a diocesan-wide anti-racism training at the end of April as previously planned.

5. Several commission members have devoted time and effort into developing a parish level “Introduction to Anti-Racism Awareness” Workshop. In consultation with national church anti-racism trainers, we have developed a daylong workshop using some of the material and exercises from our diocesan training as well as new videos and exercises particularly appropriate at the parish level. Anyone interested in hosting a workshop should contact Connie Quinby (802-862-4174 or quinby@sover.net). We already have two parishes lined up for workshops in October.

6. Other members of our commission continue to meet with representatives from other Vermont faith communities to see in what ways we can work together, join efforts wherever possible and benefit from each other’s particular strengths. If you are interested in learning more about these efforts, feel free to contact Stew Wood (802-295-8912 or stewwood@aol.com).

7. Commission member Blanche Cooper is spearheading our PR. You may have noticed several short pieces in the last few issues of the Mountain Echo. We hope to keep members of the Diocese informed of our activities and offer you ways to get involved in this work. In one article, Blanche put out a call for all Vermont newspaper articles related to racism and race. If you read any in your local newspaper, please clip it out and send it to Blanche at: 1490 Camp Munn Road, Bradford, VT 05033. She can be reached by email at: bcooper@valley.net and by phone at: 802-439-6798.

8. Another commission member, Gabriel Willey, has been working on a cultural event called “Keeping It Reel: A Showcase of Regional Films on Race and Culture.” Planned for Friday and Saturday, September 22nd and 23rd, we may have to reschedule due to conflicts with other diocesan events that weekend.

9. In June, three members of our commission provided anti-racism training for members of the Rock Point Summer Camp staff.

10. Another commission member, Naima Wade, also provided a workshop for the Rock Point School in addition to work she does in schools throughout the state, especially in Brattleboro.

What lies ahead for the rest of 2006 and into 2007

1. As mentioned above, we hope to hold our cultural event in late September. If this is not possible, we will reschedule for a later date.

2. Also mentioned above, we have two parish level workshops scheduled for October at St. Peter’s in Bennington and St. Michael’s in Brattleboro. We hope to have at least 5 parish level workshops in 2007 so be in touch if your parish is interested.

3. In November, we hope to help sponsor a diocesan high school youth event which is inviting members from a Brooklyn parish who developed the “Hip Hop Eucharist” to come to Vermont to offer their liturgy and then help diocesan youth to develop their own culturally appropriate liturgy.
4. The Commission will be spending time this Fall reviewing General Convention resolutions related to anti-racism to see how we can carry out what these resolutions request the church to do. We will also see how some of the points made in a resolution from our own diocesan convention last year (“Support Biblical Literacy . . .”) can be highlighted in 2007, namely:

- Our 230th anniversary of Vermont’s abolition of slavery (first in the nation)
- Our 175th anniversary of the election of Vermont’s first Bishop, John Henry Hopkins, who wrote about the biblical basis for supporting slavery

Events might include inviting Katrina Browne, the filmmaker for “Traces of the Trade: A Story from the Deep North,” to come and speak about her film (and show the film). This could be a springboard for members of Vermont parishes researching how their parish might have benefited from the institution of slavery (one of General Convention’s resolutions).

5. Our diocesan-wide training, required for all those in leadership positions in the Diocese and open to any member of the Diocese, will be on a Saturday at the end of April. Stay tuned.

If you would like to find out more about the Dismantling Racism Commission, please contact me at 802-295-5415 or st.pauls@valley.net.

Respectfully submitted,
The Rev. Nancy A.G. Vogele, Chair

Episcopal Relief and Development

We can be very proud of the outstanding response of our churches and individuals to the disasters in 2005. Our giving reached a record $262,289 in 2005. The number of donors more than doubled and 30 churches participated in ERD giving events.

As co-coordinators for Vermont, Kristin Wood and Margy Zabriskie supported the congregational representatives and clergy, providing news updates on ERD activities, suggesting materials for congregational use, and offering educational presentations. At Convention a display informed many about the work of ERD, Bishops Blend Coffee, and the Gifts for Life Catalog. ERD representatives picked up large quantities of materials for their churches about ERD and the Millennium Development Goals.

Both coordinators attended the ERD Network meeting which equips us to promote ERD and provides updates on programs necessary for writing thank you notes to major donors. Parishes are encouraged to request an annual visit so we can share this information with congregations.

Churches committed to giving 0.7% of their income toward the Millennium Development Goals can give to ERD and designate MDGs. Other than disaster funding for the United States, all other ERD projects meet the MDG standards since the focus is on primary health, including AIDS, TB, and malaria, and food security.
Eliabeth Von Trapp offered to Bishop Ely to give concerts to raise money for victims of Hurricane Katrina and then Rita. Thanks to the leadership of Ann Ely, Molly Comeau, Thad Bennett and Sandy Zabriskie, clergy and lay in the Bellows Falls, Burlington, St. Albans, and Newport areas organized concerts. A substantial amount was raised for ERD’s Hurricane Relief and recovery work through their combined efforts.

A growing number of people have become regular donors to ERD throughout the year. The Gifts for Life Catalog is being distributed in many parishes and more individuals are choosing alternative giving as part of their commitment to the MDGs and ERD.

The generous giving from Vermont in 2005 indicates that when people are moved to give they will find the resources to respond compassionately. Understanding that global hunger, lack of clean water and the most basic medical resources are daily disasters, killing far more people than natural disasters—this is still a challenge for Christians that ERD is trying to address.

Respectfully submitted,
Kristin Wood and Margy Zabriskie, Co-Coordinators

Living Stones

For some time the Diocese of Vermont has been a member of Living Stones, a partnership dedicated to providing mutual support for dioceses engaged in developing baptismal ministry. Each year we send a team to the annual meeting and present a case study about some project in baptismal ministry in Vermont.

In February of 2006 a team went to Winnipeg for the annual meeting, a time of mutual consultation and case study work. Vermont’s case study focused on the baptismal ministry process and materials being prepared by a large team of people in the Diocese, including both sides of the Commission on Ministry, the Ministry Developers, Diocesan Consultants for Ministry Development, the Pastoral Enrichment Coordinator, our Bishop, and Linda Grenz, a consultant helping us with the process. We invited reflection about the materials and language, the collaborative process between various groups involved in ministry development, and making the process as inviting as possible for the congregations interested in developing baptismal ministry and local leadership.

The next meeting will be in February of 2007, and we hope to present a case reflecting on the actual experience of one of our congregations as they begin to move through this development process.

Respectfully submitted,
Diane Root, Living Stones Coordinator for Vermont
McClure Discipleship Discovery 2000

Total pledges received since inception $1,464,545

Butterfield Loans approved (July 1, 2005–June 30, 2006) $249,260

Grants awarded (July 1, 2005–June 30, 2006)
   Initiative II—Talent and Resource Network $23,496
   Initiative III—Congregational Renewal and Emergency Assistance $17,590
   Initiative IV—Diocesan Outreach Fund $17,180

Outreach & Social Justice Committee

The Outreach & Social Justice Committee has proposed to Council that the Committee priorities be shifted to a newly forming world mission committee. This proposal is consistent with a recent General Convention Resolution asking Diocese to create a Global Reconciliation Commission dedicated to mobilizing Episcopalians toward the achievement of the Millennium Development Goals

Other factors that support this action include:

1. A current Outreach & Social Justice focus on a variety of world mission activities
2. World mission is the primary interest of several committee members
3. World mission was the primary focus of our last State convention
4. World mission is the focus of the Bishop’s forthcoming sabbatical
5. Support for our 2005 Diocesan Resolution that commits us to 0.7% funding of the Millennium Development Goals (MDGs)
6. MDGs emerged as the highest priority for the national Episcopal Church

Finally, if new leadership for Outreach & Social Justice is not found, committee activity will continue to dwindle as it has in the 18 months that it has been seeking a new chair person. The current chair has served for 9 years.

In the interim, OR& SJ will continue to process McClure IV grant requests thanks to Stewart Pierson and administer the Committee budget.

Vermont Interfaith continues to enroll additional parishes and new interfaith initiatives are being developed in central Vermont and the Upper Valley of Vermont and New Hampshire with a number of Episcopal parishes leading or supporting the activity.

Respectfully submitted,
Peter D Galbraith, Chair
Oversight and Audit Committee

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

During the past year the committee met three times, conducting more of its business by email than in past years. It reviewed parish audits for the year 2004, accepted the 2004 audits of the Diocese and Unit Fund, and approved the new property/liability insurance plan. The committee also received and acted on requests from parishes for a reduction in their diocesan assessment and passed its recommendations on to Council.

The percentage of parishes submitting audits to the diocesan office has increased to 92% and steps are being taken to continue the improvement of these results. An agreement for performing the 2005 Diocesan Audits has been reached.

Committee members participated in the diocesan workshops for treasurers that were held in Rutland and Montpelier in March. These workshops and the email network established for communication between the committee and parish treasurers have proved to be quite beneficial.

Respectfully submitted,
James Harder, Chair

Pastoral Enrichment Coordinator

My ministry of Pastoral Enrichment continued this program year to be related to and shaped by the collaborative work with the Diocesan Ministry Developers. As a member of the Diocesan Ministry Support Team, and with this position funded by the Lilly Endowment, Inc., I work most closely with the Bishop, the Canon to the Ordinary, and the Canons for Ministry Development. Our work often centers around administrative matters, sometimes around diocesan projects, and at other times around needs within individual congregations.

In this half-time position of Pastoral Enrichment Coordinator, I travel throughout the Diocese from my home office in St. Johnsbury. This year, a large part of my time was spent collaborating in the creation and oversight of several projects funded by the Lilly Endowment’s Pastoral Excellence Project (see a list of these projects in the Report of the Ministry Developers). My colleagues and I used our imagination and creativity to craft projects that not only spoke to meeting particular needs within the Diocese but also projects that would bring us to newer and more sophisticated means of using our resources. And we are excited about the results!

My roles shift from oversight to support, from behind-the-scenes to public, from task-oriented to people-oriented: whatever is needed to provide opportunities, enrichment, and support to the vast array of ministries in our Diocese. I continue to coordinate the monthly gathering of the clergy, in partnership with the Bishop, as well as the annual Clergy and Spouse/Partner Conference. I also represented our Diocese on the Chaplaincy Board of the Northeast Vermont Regional
Hospital, located in St. Johnsbury. But some of my responsibilities take me further afield: to the Diocese of Northern Michigan, for example, where I serve as the Vermont partner in the LifeCycles Collaborative. This Collaborative is fully engaged in creating and exploring ways to further baptismal ministry in churches and dioceses through the LifeCycles formation program.

In this 05-06 program year also challenged me to work more directly with parishes who themselves are fully engaged (maybe I should write “immersed”?) in baptismal ministry and living. This work has been done in the context of the creation of the new diocesan process for parishes wanting to form local ministry support teams, a process developed by members of the Commission on Ministry and the Ministry Developers, Bishop, and Canon to the Ordinary. I consider it a holy privilege to sit with parish leaders and hear their concerns and questions, to sort through confusion with parishioners, and to work with colleagues as we all try to listen for and enact what God is calling us to be. My thanks to all who have shared these experiences with me.

Respectfully submitted,
Susan Ohlidal, Pastoral Enrichment Coordinator

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**Provincial Synod**

The Provincial Synod met twice this past year, in November 2005 and April 2006. Deputies Laura Chase, Lee Alison Crawford and Bishop Thomas Ely attended both meetings.

Provincial Synod first met on Friday, 18 November 2005, at the Wyndham Westboro (MA) Hotel for its annual fall meeting prior to Provincial Convocation. All dioceses of the province were represented.

After opening prayers and welcome by the President of the Province, the Rt. Rev. Chilton Knudsen, Bishop of Maine, the synod heard a special report by the Rev. Dr. Ian Douglas of the Episcopal Divinity School, Cambridge, MA. Douglas spoke for an hour and took questions on “The Anglican Communion Update: Windsor Report, Anglican Consultative Council and Beyond.”

The Provincial Synod then moved into its regular business, accepting minutes from the 13 May 2005 Synod meeting.

Provincial president Chilton Knudsen reported that the Province now has a communications officer, Anne Clarke Brown, from Vermont. Brown is in charge of producing “Connections” and maintaining the provincial web site. Vice-President Marjorie Burke has been instrumental in bringing the Province One communicators together through regular conference calls. The communicators met in June at Episcopal Divinity School with members of the national communications staff. Bishop Knudsen spoke about how powerful the House of Bishops’ meeting in Puerto Rico, September 2005, was, both for seeing the vitality of the Diocese of Puerto Rico and for hearing from bishops from the Gulf Coast.
Del Glover, lay member of the national Executive Council from Western MA, resigned and Thomas Little (Chancellor, Vermont) was appointed to serve out Glover’s term.

Vice President Marjorie Burke (NH) reported that she attended the mid-year meeting of the Provincial Leadership Conference in Portland, OR. The meetings are informative and helpful in providing the Executive Council with up-to-date resources. She praised the provincial communicators: “We, in Province I, should be very proud of these dedicated, professional communicators whose ministry it is to communicate the news to us. Many of them are award-winning journalists.”

The Rev. Ran Chase, Interim Executive Secretary, said that serving in this position has “been a fascinating journey.” As part of Province One’s Visioning Process, started in November 2004, Chase visited all seven dioceses. He learned in his visits that many networks are inactive and need to be reorganized; the role of the Executive Director and mutual accountability with the networks is an important issue for the future of the province; finances are now centralized in the office of the treasurer; and the creation of a Finance Committee is still a work in process.

Carol LaPlante, Treasurer, provided reports that indicate that the province is quite healthy financially. The province has a substantial balance in reserve accounts and cash; there was discussion about using some of the money toward, for example, scholarships for the Stewardship and Evangelism Conference. In discussions about the 2006 budget, the treasurer recommended and synod agreed that diocesan contributions would remain the same as in 2005.

The Province One Education Network presented fliers and information about the 2006 Convocation, “Our Story, God’s Story,” which will feature Masankho Kamsisi Banda. Banda is a “multi-disciplinary performing artist, educator, spiritual healer, and peace builder, who weaves the fine arts of story-telling and dance from his Malawian culture to enhance our understanding of sharing our story as part of God’s story.” The convocation, 17-18 November 2006, at the Doubletree Westborough Hotel, will be multi-generational.

The synod was presented with a proposal for the creation of a “Task Force on the Counseling of Same-Gender Couples.” Synod passed a resolution that requested that the Executive Committee presents a resolution about the creation of such a task force to be circulated one month before the April 2006 synod meeting. The resolution would include budget implications and how membership of the task force would be appointed.

Thelma Hutton, Provincial Coordinator of the United Thank Offering challenged Province One bishops to think about what they would love to have in their diocese and write a grant application.

Provincial Synod met again in Westboro, MA, on 21 April 2006.

After opening prayers (Bishop Knudson, President) and acceptance of minutes from the November 2005 meeting, Synod heard reports from Executive Committee members. Vice President Marjorie Burke reported on the recent meeting of the Provincial Leadership Conference in the Dominican Republic. Synod received the Treasurer’s report and asked that the Treasurer and Interim Director prepare a fuller report for the incoming Provincial Executive Director. Expenses are on track and there is an ample cash reserve.
The Rev. Canon Thad Bennett, consultant to the search committee for the new provincial director, described the search process that led to the call of Ms. Susan Ohlidal, who began her new ministry on 15 June 2006.

Out-going Executive Council member, the Rev. Ann Coburn of Rhode Island, reported that The Episcopal Church office in New York City was getting ready for a series of transitions, notably a new Presiding Bishop, President of the House of Deputies and eight new Executive Council members. Executive Council has struggled with many issues but has always asked, “How will we, the church, move forward?”

Synod then held elections for Executive Council. The Rev. Dr. Lee Alison Crawford of Vermont, was elected to a six-year term in the clergy order and Mr. Dennis Stark, of Rhode Island, was elected to a three-year term in the lay order. Their terms began at the conclusion of the June 2006 General Convention.

The Province’s Safer Church Network requested that $1000 of funds designated for the network in the provincial budget be allocated to a video introducing safer church training. Synod agreed to this request.

Synod members also approved a resolution establishing a “Task Force on the Counseling of Same-Gender Couples,” and set aside $1000 for the group’s work. The Task Force is charged with investigating the unique counseling needs in preparing same-gender couples for their life-long commitments, identifying and developing resources, and providing resources for the ongoing pastoral support of such couples.

The next Provincial Synod meeting will be held on in Westboro, MA, on Friday, 17 November 2006, prior to the Provincial Convocation meeting.

Respectfully submitted,
The Rev. Dr. Lee Alison Crawford, Clergy Deputy to Provincial Synod
Laura Chase, Lay Deputy to Provincial Synod

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**Rock Point Board of Directors**

The Rock Point Board continues to provide oversight of the Diocesan property as outlined in the 2005 report.

In summary, we have continued and strengthened the Security committee by combining the resources of Burlington Parks and Recreation, the Summer Camp Director, the Bishop Booth Conference Center Director and the Property Manager of Rock Point to provide smooth communication between all effected parties.

A Document Retention Committee has been reinstated to define a policy and methodology to determine which documents should be retained, what media should be used and where the documents should be secured.
A committee is being formed to create a policy manual to make all policies readily available in one place for easy reference as required.

In addition to normal property maintenance we have purchased a new truck and plow this period using a loan from the Wisell Loan Fund and will shortly begin construction of a handicap accessible entrance to the Diocesan office.

Construction is planned to start in the fourth quarter to connect the farmhouse to the City sewer system with provisions for adding this capability to the summer camp area and with the capacity to contain future demands.

The Long Range Plan is complete and will be distributed to the Diocesan Council for consideration at the September meeting. It defines the opportunities and challenges posed by the property to the Diocese, and places the property within the context of the Diocesan Strategic Plan.

The Mission and Program Committee has worked with the Bishop Booth Conference Center to establish an internship on Environmental Education. This fits with the Rock Point Strategic Development Plan and the Rock Point Mission related to fostering education as an outdoor laboratory for understanding the natural environment.

On behalf of the Board I would like to express my thanks to all who have contributed this year and in the past in any way and we look forward to your visiting and participating in the many activities available: meditating in the outdoor chapel, walking the many trails, viewing the spectacular vistas overlooking Lake Champlain and joining the many activities at the Bishop Booth Conference Center and the Summer Camp.

Respectfully submitted,
Leman F. Bronson, President

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**Rock Point School**

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

The nine people who earned diplomas are:

- David Endliss, Menlo Park, CA, Culinary School
- John Farnsworth, Brandon, VT, Unity College, ME
- Emily Goodman, Acton, MA, Springfield College, MA
- Lindsie Hantman, West Conshohocken, PA, University of New Hampshire
- Alice Harty, Salem, MA, Antioch College
We are very proud of the efforts and achievements of our young women and men and the support of the school community that helped channel their efforts to higher education. The graduation ceremony was very emotional and satisfying for all who attended. We look for continued success from these graduates as they work to fulfill the promise we witnessed at graduation.

Operating expenses for the year were approximately $1,508,537. Private tuition and Endowment and Gifts provided the great majority of our funding. The school community was the grateful recipient of $243,983 in individual donations and grants, of which $4,311 was given by thirteen Vermont Parishes. This was our third year for the Senior Initiative. This year’s juniors and seniors raised over $34,000 which they will use to renovate the Hayden Lounge area. They will raise the ceilings in the Hayden Lounge, the computer lab and the two offices off the Hayden Lounge to their original (and highly satisfactory height, replace the carpeting and repaint the area. One wall will be moved to make the Hayden Lounge area larger, to provide more room for furniture.

The school continues its work on the school building and grounds. This year we replaced the asphalt shingles on the roof of the main building with a raised metal seam roof. The project also involved uncovering some of the shingles that had been hidden by aluminum siding, so the next time you drive by the school, take a look at the new dark roof and the contrasting yellow shingles.

The school continues to provide scholarship help to as many students as possible. This year the school awarded $141,782 to seven students. Scholarship aid continues to be a priority for all of us: we greatly desire to provide a place for young people without regard to their financial situation. The school welcomes inquiries regarding participating in a Rock Point School Bequest Society. We hope this society will provide a way for people to provide long-term support for the scholarship funding.

One very gratifying event regarding scholarship aid was the completion of the challenge of the $125,000 matching gift from the Skoler family. I am very grateful to everyone who took this project from a good idea to a happy conclusion of a fund worth $250,000.

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

*to provide a small supportive educational community for teen-age girls and boys, where they can become successful students and learn skills for living in a community with peers and adults. The school is committed to providing the religious, educational, cultural, and recreational opportunities necessary to accomplish these goals.*
We find strength and inspiration in playing our part in the larger mission of the Diocese and we welcome your prayers, your work and your gifts, all of which support the growth and success of the students in our care.

Respectfully submitted,
John Rouleau, Headmaster

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**Rock Point Summer Conferences Committee**

Scott Neal directed the 2006 conferences on the theme of Peace Talks. Campers learned words for peace from around the world: Aloha, Shalom, Be Still, Heiwa, Agape, and Ubuntu. Campers made many peace creations: paintings, clay figures, prayer flags and origami, which were displayed throughout the conference center. Nancy Daigle and Kim Woodbury shared the program coordinator responsibilities. Elizabeth Wilcox prepared program, a script and performing activities, for the Performing Arts conference. Resident nurse was Marge Brennan. The counseling staff was Jonathan Blauvelt, Katie Combs, Alexandra (Ali) Gitzes, Sarah Woodbury, Jonah Patten, and Andrew Murphey.

The committee thanks the many priests who traveled to camp to provide Eucharist throughout the conferences. Bishop Ely also led an activity and provided Eucharist once during each conference.

Scott and Kim led a volunteer training at the diocesan offices on June 10. Volunteers for the various weeks met, selected activities from the Peace Talks curriculum, and learned the theme song. Volunteers who planned, and then attended various conferences, were Stephanie Keitel, Junior High, Jennifer Ogelby, 3-4, Katy Marshall, 5-6, Alexandra Scarlett, All-Ages Conferences, and Nancy Wuttke 3-4 and All-Ages Conferences. Thanks to these and other volunteers who donated their time and talents to Rock Point campers.

The five conferences for 2006 were **Senior High Conference**, June 25-July 1; **Junior High Conference**, July 2—8; **5th and 6th Grade Conference**, July 9-15; **3rd and 4th Grade Conference**, July 16-22; **All-Ages Conference**, July 30- Aug 5. The Performing Arts Conference scheduled for July 23-29 was cancelled.

The Bishop’s Appeal has not been made yet, so totals are not available. Scholarship donations from individual parishes currently total $925.00 with monies still coming in. Thanks to those parishes who make camp attendance possible for their youth and families. Thanks to Holy Trinity in Swanton who provided a grant for the nurse’s salary. The Conferences are running a deficit of approximately $11,000. One way of addressing this is by increasing the numbers of campers at each conference. The committee is committed to improving promotion of Rock Point Conferences throughout our Diocese. Campers from each conference were mailed a CD of photos from that week of camp. We encourage them to share these photos with their parishes. Any parish group who would like to see a presentation of pictures and testimonials from campers should contact a committee member who will help arrange a date.
The Rock Point Summer Conference Committee consists of the following members: The Reverend Steve Fuller, Sr., Deb Guerra, Kathy Hall, Jean Hancock, The Reverend Rick Neu, Carrie Wells, and Nancy Wuttke. Ex officio: Connie Saeger-Proctor, Canon for Youth Ministry.

Respectfully submitted,
Nancy Wuttke, Chair

United Thank Offering

We are pleased to report that The Cathedral Church of St. Paul was awarded a United Thank Offering grant this year to provide for a sound system for the Cathedral.

Many of the churches in the Diocese continue to contribute to the United Thank Offering. We offer our heartfelt thanks for this ongoing support of this ministry.

We are resigning our position as Diocesan UTO Coordinators. We have very much enjoyed serving the Diocese during the past several years. It is our sincere hope that someone will come forward to serve as UTO Coordinator.

Respectfully submitted,
Sharon Bartram and Carol Murphy, UTO Diocesan Coordinators

Vermont Ecumenical Council and Bible Society

The COVENANT and CODICIL presented here are the new basis for the mission and work of the VEC&BS. The Board of Trustees and Standing Committees (Prayer & Worship, Faith & Order, Peace, Justice & Integrity of Creation), representing nine Member Denominations (American Baptist, ELCA, Episcopal, Greek Orthodox, Friends, Presbyterian USA, U.C.C., U. Methodist, Roman Catholic), completed the lengthy and in-depth study and visioning process, previously reported, with these agreed statements as the way forward (action on The Lund Principle by Lambeth 1968 and General Convention 1976 is reported in the Vermont Convention Journal 2005, Report of the Associate Ecumenical Officer).

The COVENANT and CODICIL are introduced as a first step in the process of “reception,” which should engage every level of church life in each of the VEC&BS Member Denominations. The process of reception invites careful consideration and response.

As VEC&BS Trustee and Associate Ecumenical Officer of the Diocese, I respectfully request Diocesan Council give serious attention to these landmark documents.
A COVENANT to Adopt and Implement “The Lund Principle”

The members of the Vermont Ecumenical Council and Bible Society (churches, denominations, and ecclesial communities) have put to themselves the question that has come to be known as “The Lund Principle” [The Third World Conference on Faith and Order, Lund, Sweden, 1952]:

“We have now reached a crucial point in our ecumenical discussions. As we have come to know one another better, our eyes have been opened to the depth and pain of our separations and also to our fundamental unity. The measure of unity which has been given to the Churches to experience together must now find clearer manifestation. A faith in the one Church of Christ which is not implemented by acts of obedience is dead. There are truths about the nature of God and His Church which will remain forever closed to us unless we act together in obedience to the unity which is already ours. We would, therefore, earnestly request our Churches to consider whether they are doing all they ought to do to manifest the oneness of the people of God. Should not our Churches ask themselves whether they are showing sufficient eagerness to enter into conversation with other Churches, and whether they should not act together in all matters except those in which deep differences of conviction compel them to act separately?”

We members of the Vermont Ecumenical Council and Bible Society now consider that we are ready to answer this question in the affirmative. Now each and all, we covenant with one another to pursue, with God's help, the Father, Son and Holy Spirit, full visible unity (Cf. our Bylaws Article II) by acting together in all matters except those in which deep differences of conviction compel us to act separately. Here and now we pledge our persons and resources to act toward fuller unity and urge the authorities and members of our churches, denominations, and ecclesial bodies to do the same.

This Covenant is adopted with a Codicil that is inseparable from the Covenant and which will be understood as integral to the Covenant as an elucidation of the purpose of the Covenant as contained in the purpose of the Vermont Ecumenical Council and Bible Society and as one of the essential means to achieve the Council's purpose.

The Covenant is proposed to the member churches, denominations, and ecclesial communities for their reception and is subject to further and future development, as may be adopted by the Vermont Ecumenical Council and Bible Society.

Vermont Ecumenical Council & Bible Society Trustees
March 29, 2006

CODICIL to the Covenant

This Covenant is adopted to further express and implement the basic purposes of the VEC & BS (Cf. Bylaws, Article II) by subscribing to the “Lund Principle” [Third World Conference of Faith and Order, Lund, Sweden, 1952, the World Council of Churches]:
“Should not our Churches ask themselves whether they should not act together in all matters except those in which deep differences of conviction compel them to act separately.”

1. **GOAL:** We continue to recognize that the VEC & BS is a representative body of Christian churches, denominations and ecclesial communities which seeks to respond to God's love for us, confess Jesus Christ as Lord and Savior, and rely upon the power of the Holy Spirit to give us being and inspire our actions.

   Further, we acknowledge and celebrate God's gift to us, the unity already present among those who accept Jesus Christ as Lord and Savior, and what is revealed to us in Sacred Scripture. Furthermore, we seek the fullness of unity which the Apostle Paul affirmed, "there is one body and one Spirit, as there is one hope held out in God's call to you; one Lord, one faith, one baptism, one God and Father of us all. Who is over all and through all and in all" (Ephesians 4:4-6). This will be a visible unity, Christ's body, which is one, but encompasses a diversity of Christian traditions.

   We regret our sins against this unity and understand our present imperfect unity as contrary to the Gospel. It is a source of sorrow for all who proclaim themselves as Christians. We pray that our relationships in the movement toward full unity may deepen and expand toward the day when all Christians will be united as God wills it, visibly loving one another and all God's children even as Christ has loved us.

2. **MEANS:** We now express the means to attain this goal.

   a. **Internal Renewal:** Each church, denomination, ecclesial body is summoned by the Holy Spirit to its own internal renewal and change of heart. Wounded by sin that causes our divisions and separation, there is continual need for personal and social reform and purification. We must "repent and believe in the Good News" (Mark 1:15). We must not only know well the faith-principles of our own church or denomination, we must live out our faith and celebrate the gifts God has given us. Furthermore, we must know our weaknesses and deepen our concern for full Christian unity.

   b. **Prayer:** We will increase our private and public prayer for unity. We will pray for one another. Our love for one another and for unity finds its most complete expression in common prayer. Christ is present with us when we unite to pray (Matthew 18:20). The closer we come to Christ in our own communities, the closer we will come to one another.

   c. **Dialogue:** We will engage in dialogue with one another. Ecumenical dialogue is indispensable. It is the communication of one's Christian experience in Christ, both speaking and listening to one another in love. It is not merely an exchange of ideas. It is a process by which together we seek to transcend our divisions by clarification of the elements of our faith, the removal of past misunderstandings, the discovery of new language or categories by which we express our unity in faith. Through dialogue we discern the faith, the context, the life and worship of partners. It presupposes prayer and
healing of memories through repentance and mutual forgiveness. It requires patience and humility. It is an essential part of the preparation for action together (Lund Principle).

d. **Collaboration:** We will engage in practical cooperation with one another. Practical cooperation among all Christians vividly expresses the bond which already unites them, and it sets in clearer relief the features of Christ the servant. Unity in faith, though imperfect, leads to unity of action, and unity of action leads to the full unity of faith. Through this cooperation, all believers in Christ are able to learn how to understand and respect each other better. In the eyes of the world, cooperation among Christians becomes a form of Christian witness and a means of evangelization which benefits all involved.

3. **CONCLUSION:** The “Lund Principle” which endorses this practical cooperation is essential for our ecumenical life. Yet it does not stand alone in ecumenism. It is the outward sign and effect of renewal, prayer and dialogue. It is the sign and test of our love for all God's children, Christian and non-Christian.

Implementing the “Lund Principle” may not be easy. We beg God's help to give us the wisdom and conviction to do it. We firmly disagree that “action unites and doctrine divides.” We must take great care not to abandon our Christian faith in favor of action. Truly effective social action must have a religious center. It must be rooted in the affirmation of God, centered on the Gospel and radiate from a deep life of prayer. It must be rooted in a spirituality that not only sustains the worker, but also is grounded in true social concern. Guided always by Christian principles, we pledge ourselves to plan and initiate Christian service whenever and wherever our members can, and to reach out our hand in cooperation to all those of good will for the common good.

This is our covenant. God bless our work together.

Respectfully submitted,
Peg Hamlin, Trustee
On a recent retreat, my spiritual director invited me to do an exercise. I was to look back over this most recent chapter of my life since becoming a bishop. He suggested I make a couple of lists, one responding to the statement, “this has seemed good, or welcomed,” and the other responding to the statement, “this has seemed hard, or un-welcomed.” It was a good exercise.

Some of the things I wrote down on each list were very personal, like the birth of a grandchild and the death of my mom, but the overwhelming majority – both welcomed and un-welcomed – gave emphasis to personal relationships within our diocese and beyond. For those who know me well this comes as no great surprise, but what was dramatically brought home for me in that spiritual exercise is how really important personal relationships are in the life of any community.

Community: It is a word I would like us to think about while we are gathered in this Convention. The New Testament word for community is koinonia, most often translated as fellowship; the meaning of which Fred Buechner worries has “become so stale and overused by churches that it summons up little more than drinking coffee in paper cups with each other after the eleven o’clock service.”

Buechner invites us to speak of friendship instead. Preaching on a text from the First Letter of John in a sermon entitled The Word of Life, Buechner makes the point that we are being urged by the author of 1st John to live ‘the word of life’ – the ‘logos of life’ – this ‘Christ-life’ – “so that at long last we may not be just coffee-hour friends, social friends, but true friends. And not just true friends of each other but true friends of God, true friends of Christ.”

I believe that one of the reasons we in Vermont have not experienced the turmoil currently embroiling the Episcopal Church and the Anglican Communion, to the degree that some other dioceses have, is that this spirit of koinonia, community, fellowship, friendship has been cultivated within the life of this diocese for a long time. I say that not to dismiss the differences among us, for surely they exist, but to acknowledge the gift of the “Word of Life,” the “Christ-life” among us.

What I learned in that spiritual exercise of reflecting on the welcomed and not so welcomed things of the past five and a half years is that the friendship Fred Buechner speaks about was present more often than not – and not just in the welcomed events, but in the less welcomed events as well. And so it is that I stand among you after these years of ministry together and give thanks for our koinonia, our community, our friendship, and our connections.

This year our Diocesan Convention celebrates our Cathedral around the theme “Connecting Communities.” We especially welcome among us the Very Reverend David duPlantier, Dean of Christ Church Cathedral, New Orleans, where God knows they know something about community and about connecting communities. When the call went out to

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2 ibid
connect to those in need following the hurricanes of 2005, Vermont responded with incredible generosity. David, we look forward to hearing from you tonight at our dinner banquet and tomorrow as our preacher during the Eucharist. Our offering tomorrow is designated for continuing assistance to the dioceses of Louisiana and Mississippi through the church-wide fund raising campaign: *Darkness Into Day*. I encourage all of you to continue your connection to our sisters and brothers in these dioceses by your generosity.

In this diocese, the connection with our own Cathedral is an important symbol of our *koinonia*, our “Christ-life” friendship – bishop and people of a diocese gathered and sent to pray the prayer of Christ, to learn the mind of Christ and to do the deeds of Christ. The Cathedral Church of Saint Paul is a lively and vital center for spiritual formation, pastoral care, and the promotion of social justice in the life of our diocese. We celebrate our Cathedral not because it is a better church than any other church in our diocese, but because we have asked this Cathedral - its staff and people – to be for us a sign and symbol of our *koinonia*, our common fellowship, our true friendship, and to call each of us in our several congregations more deeply into that same “Christ-life” friendship with one another. Please join me in expressing thanksgiving and appreciation to the staff of our Cathedral, the members of the Cathedral Chapter and the congregation of Saint Paul’s.

On April 29, 2001, when I was welcomed and seated in this Cathedral, Dean Poppe said to me, “Thomas, Bishop in the Church of God, and our Bishop, we welcome you to your Cathedral Church, the symbol and center of your pastoral, liturgical, and teaching ministry in this Diocese.”3 I responded, “Thank you for your welcome. I promise, God helping me, to be a faithful shepherd and servant among you. I pray that the ministry which we will share may be pleasing to God, and that it may strengthen the life of this diocese, and the whole Church of God.”4

For five and a half years, I have tried to live out that pastoral, liturgical and teaching ministry in a collaborative, collegial fashion, believing with all my being that it is not my ministry but our ministry together - which is ultimately a sharing in Christ’s ministry. With each renewal of the Baptismal Covenant we affirm that the apostolic ministry into which you have called me does not belong to me alone, but to all of us. “Will you continue in the apostles’ teaching and fellowship (*koinonia*), in the breaking of the bread, and in the prayers?”5

The pastoral, liturgical and teaching ministry belongs to the whole people of God. The bishop is the animator of that ministry, a ministry which we hold in common. In the course of these past five and a half years, I have sought to make baptismal ministry the organizing principle of our *koinonia* as we seek to live out our mission statement to “pray the prayer of Christ, learn the mind of Christ and do the deeds of Christ.”

Simply put, what I mean by baptismal ministry is that in baptism each Christian is commissioned by God to a life of full participation in the church, the Body of Christ, as a minister. To express it another way, the Body of Christ is called to be a ministering community – a “Christ-life” community of true friendship and service.

Along with the term “baptismal ministry,” I have also come to appreciate the term “baptismal living.” Baptismal living reminds us that discipleship is primarily about living out the promises of baptism in our daily life. It is about the Word being made flesh, or, as the old saying goes, “where the rubber meets the road”.

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3 Book of Occasional Services, p. 255
4 ibid. p. 256
5 Book of Common Prayer, p. 304
I am very proud of the many expressions of baptismal ministry and baptismal living evidenced in the congregations of our diocese. I am grateful for the ways in which the clergy and laity of our diocese have been engaged in learning, teaching and leading the way. I am particularly pleased that members of the Commission on Ministry have been working with members of the Ministry Support Team and Linda Grenz from LeaderResources to offer appropriate resources for working with congregations exploring innovative models of baptismal ministry. I believe this effort will enhance our experience of koinonia, and so I will continue to make this developmental work a priority for me and the members of the Ministry Support Team.

It won’t surprise you to learn that the Ministry Support Team of our diocese is one of those special communities of koinonia for me. My goal in calling the Ministry Support Team together five years ago was to try and live as deeply as possible into that collaborative, collegial expression of the bishop’s pastoral, liturgical and teaching ministry that I spoke about earlier. I think we have done that well and yet there is still much room for growth. My commitment to this way of working together remains strong, as I know it does among the members of the Team. The gifted and talented members of our diocesan Ministry Support Team serve me and our diocese with great competence and devotion. Please join me in thanking them as a group for their faithful service.

As you know from your pre-Convention material, we are in the process of hiring a new member of the Team - a Minister of Stewardship Development, whom we hope to have in place by next summer. This position description, along with the comprehensive stewardship strategy called for in the Diocesan Strategic Plan for Growth and Ministry, will be on the agenda of Diocesan Council in November for final approval.

I am very grateful to Bob Uerz, the consultant working with us on this project, and to all those throughout the diocese who were part of the conversations with Bob this past year. I appreciate the hard work of the Executive Committee of Council on this project, and I applaud the efforts of Steve Smith, our diocesan treasurer and the Trustees of the Diocese who have helped secure the funding needed to put this ministry in place. I believe this initiative will provide a great resource and support to the congregations of our diocese as you continue your financial stewardship efforts in the areas of annual giving, capital fund drives, and planned giving programs. This ministry will also assist us as we plan for and carry out a diocesan capital fund campaign in the not too distant future.

The combination of the several transitions we’ve experienced on the Ministry Support Team, the reality of some operating budget limitations, and the fact that we have lived with this current configuration of the Ministry Support Team for five years now created a superb opportunity for me to review and re-envision the roles and responsibilities of the Team. Thanks to a grant from the Pastoral Excellence Project, I was able to hire an organizational development consultant, Merryn Rutledge from ReVisions, Incorporated, to assist me in this review. All members of the team were interviewed and the team met together with Merryn for a full morning session. Merryn, Canon Lynn Bates and I have held several conversations leading up to and following the recommendations in the consultant’s report made available to me.

That work is not yet complete, but it will be before I leave for sabbatical on December 3rd. What I have said to the Team, and what I want the Convention to hear, is that the primary ministry of the Ministry Support Team is to partner with the bishop in supporting the ministry of our congregations, as well as the institutions, councils, commissions, committees, and boards of this diocese. That invigorates our ministry to the larger church and to the world. Whatever the
configuration of the team for this next chapter, I promise you it will be in service to that commitment.

One area of our koinonia, our common life as a diocese, where I am proposing a change in organization is the Rock Point Summer Conferences. For generations, the Rock Point Summer Conferences have been a significant part of our life in the Diocese of Vermont, and I want to insure that we continue to provide a safe and fun summer ministry of Christian community for our children, young people and families.

To demonstrate just how significant this component of our “Christ-life” friendship really is, I need your help. Would all those who have even attended the Rock Point Summer Conferences please stand and remain standing? Now, would those of you who have served on the Rock Point Summer Conferences Committee, please stand and remain standing? Would all those who have worked as paid or volunteer staff for the summer conferences please stand and remain standing? Now, would those of you whose children or grandchildren have attended the summer conferences please stand and remain standing? And finally, would those of you who are clergy or lay leaders in a congregation that has sent children to the summer conferences please stand and remain standing? Thank you. I think I’ve made my point.

Five years ago, members of the Rock Point Summer Conferences Committee and I determined that oversight of the Rock Point Summer Conferences should be included among the responsibilities of the Canon for Youth Ministry and that the Committee would be a committee of Diocesan Council. At the same time, we began a strategic planning process for the future of the Bishop Booth Conference Center.

Today the mission and program of the Bishop Booth Conference Center is secure and growing. At the same time, emergent industry regulations for camps and conference centers, safety and security issues at Rock Point, and our commitment to safer-church practices have helped us identify significant overlap, duplication and in some cases confusion between the Rock Point Summer Conferences and the Bishop Booth Conference Center.

The proposal I am bringing to Diocesan Council in November will place the responsibility for oversight and management of the Rock Point Summer Conferences under the Director of the Bishop Booth Conference Center and the Rock Point Board. The Bishop Booth Conference Center is poised to hire a new Program Director, who would also serve as the Director of the Summer Conferences, providing us with the continuity in that position that we have not been able to realize in recent years.

Connie Saeger Proctor, Canon for Youth Ministry, and Debi Patterson, Director of the Bishop Booth Conference Center, deserve credit for developing the details of this proposal. It has the support of the Rock Point Board, Nancy Wuttke, chair of the Rock Point Summer Conferences Committee, and the Executive Committee of Diocesan Council. With full Council approval in November, I feel confident that we can continue, without interruption, the ministry of the Rock Point Summer Conferences. I hope this decision will receive the full support of our diocesan community. It certainly has mine.

Let me spotlight three more things about our koinonia, our “Christ-life” community, our fellowship, our true friendship as a diocese, before bringing this convention address to a close. The first is Mission. At Convention last year we passed a resolution, similar to one passed in many dioceses, affirming our commitment to the United Nations Millennium Development Goals. It called us to share in the worldwide effort to reduce global poverty by fifty percent by the year 2015. I have been tremendously impressed by the way this resolution has sparked
increased attention to global mission in our diocese. Maybe it just uncovered the commitment that was already there, or maybe it just awakened a “sleeping giant.”

It is my conviction that the Episcopal Church and the Anglican Communion need to reclaim participation in God’s reconciling mission as a defining mark of our koinonia - our communion and community. Narrowly defining what it means to be Anglican on the basis of one or two wedge issues is not the work of koinonia. A communion-wide Covenant for Mission, like that proposed by the Inter-Anglican Standing Commission on Mission and Evangelism, would serve our koinonia and God’s reconciling mission far better. Let mission be the agenda of the church. Let mission be the agenda for General Convention. Let mission be the agenda for the Primates. Let mission be the agenda for Lambeth 2008. Let mission be our agenda.

A proposal for a new Global Reconciliation Committee is making its way to Diocesan Council. If endorsed, this will make us one of the first dioceses in the Episcopal Church to respond to the resolution passed at General Convention calling for the creation of such committees in each diocese. The proposal will not diminish our commitment to local outreach and social justice, but instead expand it to include those global partnerships that are a growing part of our common life in congregations throughout our diocese.

This growing commitment to global mission by congregations throughout our diocese is wonderfully in sync with my sabbatical plans for exploring the global mission vocation of the bishop. For five years, I have wrestled to more fully understand the vocational call, to serve as a bishop, not just for this diocese, but as a bishop in the Church of God. Thankfully, I am beginning to get it, and with your help and your commitment to global mission we will continue to “get it” as a diocese.

In my most recent Mountain Echo column I share more fully my sabbatical plans, my gratefulness for this Sabbath opportunity, and what I think it means for me and for us as a diocese. Thanks to a great sabbatical planning team, I head off for this sabbatical confident that we have done all we could to prepare well for it and that things are in good hands. During the Eucharist tomorrow we will acknowledge this time of Sabbath and how it provides an opportunity for me and for us as a diocese to grow in our mutual ministry and to strengthen our koinonia. For tonight, let it be enough for me to say thank you for the sabbatical opportunity to explore my deepening sense of vocation and to be renewed for the ministry to which, by God’s grace, you have called me.

Moving from sabbatical to another matter of importance in our life as a diocese, let me turn to the resolution we will consider tomorrow regarding a new approach to the calculation of each congregation’s share in support of our common ministry – also known as the diocesan assessment. I have said it before, and it bears repeating here: there is no Diocese of Vermont apart from the community of our congregations joined together for mission and ministry. There is no “us” and “them,” no “we” and “they.” There is only “us.” There is only “we.” We are the Episcopal Diocese of Vermont, both together and in each and every local expression of our common life. Each congregation’s support of our common budget for mission and ministry is support for the common mission and ministry of all our congregations.

Both the Task Force that worked on the development of this proposal and the Diocesan Council that endorsed it are made up of members from the congregations of our diocese. They know the financial realities of life in congregations, and they know the value of our common life and mission as a diocese. They have worked very hard to balance the needs of both. They asked for and listened to your input. They have sought to keep the mission and ministry of our diocese moving forward, while at the same time upholding the value of the significant ministries carried
out in local communities of faith throughout this diocese. They bring before you their best effort. I hope you will receive it with gratitude and support it with your endorsement.

And finally, I want to look ahead to the continuing celebration of our *koinonia*. On June 2\textsuperscript{nd}, 2007 we begin an eighteen month celebration of the 175\textsuperscript{th} anniversary of the Episcopal Diocese of Vermont. Prior to 1832 we were part of the larger Eastern Diocese, comprising all the New England States except for Connecticut. At the Convention held on May 30-31, 1832 the Diocese of Vermont became a separate diocese and elected John Henry Hopkins as its first bishop. One hundred seventy five-plus years of ministry! There is much to celebrate, and celebrate we will.

The 175\textsuperscript{th} anniversary celebration committee is already at work planning for this time of renewal and re-commitment to the mission and ministry of this great diocese. I am especially grateful that Mrs. Carolyn Kerr, widow of Bishop Robert Kerr, seventh Bishop of the Episcopal Diocese of Vermont, has agreed to serve as honorary chair. Many others from around the diocese are also serving and there is room for more, so please let me know if you would like to join this planning committee.

The celebration will run from June 2, 2007 through Diocesan Convention 2008, when we will gather in Rutland, Vermont, the site of Bishop Hopkins’ first Convention as Bishop. Along the way, we will welcome the Right Reverend Katharine Jefferts Schori, our new Presiding Bishop, who will join us for Convention here in Burlington next year. All in all, it promises to be a grand celebration.

In the sermon by Fred Buechner that I quoted at the beginning of this address, he points out that the author of 1\textsuperscript{st} John writes as a pastor appealing to his flock so that their joy may be compete. Buechner writes, “Of all the things he (the author) might say, the thing he says is joy. This life that he has seen and touched and heard is not another religious obligation. It is not a matter of believing certain things and doing certain things in order to be saved. Joy is his word. To be called to this life is not like being called to order or to account or called to church. It is like being called to a great jamboree where everybody, including the host, is our oldest and dearest friend. . . That is what the word of life is.”

I think Buechner has it right! And I pray that we in the Diocese of Vermont will embrace that “Word of Life,” that “Christ-life” of friendship – that *koinonia* – that community, and the joy that dwells within that life as well as the joy that springs forth from it when it is lived.

May it be so!

*+Thomas*

The Right Reverend Thomas C. Ely, Bishop
Convention Minutes

The 215th Convention of the Episcopal Church in Vermont, being the 174th Annual Convention of the Diocese of Vermont, was called to order at 10:35 a.m. on Saturday, October 28, 2006 by the Rt. Rev. Thomas C. Ely, Bishop of Vermont, at the Cathedral Church of St. Paul in Burlington. Bishop Ely opened the Convention with prayer and greetings.

Report of the Credentials Committee

The Rev. Lisette Baxter, Member of the Credentials Committee, reported that at 10:00 a.m. 58 of the 100 canonically resident clergy were registered and lay delegates representing 46 of the 50 congregations were registered. A quorum was declared present for the Convention. The list of canonically resident clergy present and entitled to vote is part of this record.

Granting of Courtesy Seats

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

Election of the Recording Clerk for Convention

Iris R. Darling was introduced as the recording clerk for Convention. A motion was made to elect Iris R. Darling as the recording clerk for Convention. The motion was seconded and passed.

Introduction of the Head Table

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

Introduction of New and Transferred Clergy

The Bishop then introduced new clergy: Keri Aubert, transitional deacon who will be ordained to the priesthood on December 2, 2006; Terence Gleeson, who transferred to Vermont from New York and is now Rector of St. Stephens in Middlebury; Sherry Osborn, who transferred to Vermont from Massachusetts and is now Rector at St. Marks in Springfield; and Joel Hill, who transferred to Vermont from Maryland and is now a Deacon at St. Michaels in Brattleboro.

First time lay delegates stood and were welcomed.

Members of the Diocesan Ministry Support Team were introduced.

Dean’s Welcome

The Very Reverend Ken Poppe, Dean of the Cathedral Church of St. Paul, welcomed all clergy, delegates and visitors to the Cathedral. St. Paul’s is attempting to be a Cathedral without walls.
where members are putting their faith into action in the Burlington community and beyond. He referred everyone to the strategic plan in the packets for more detailed information.

The following resolution was offered by Nanci Gordon of the Resolutions Committee:

RESOLVED, that this 174th Convention of the Diocese of Vermont express our gratitude to the Cathedral Church of St. Paul and the Very Rev. Ken Poppe, as both symbol of and representative of the gracious—in the full meaning of that word—hospitality to all of us and as a symbol of an outward activist community of faith by its involvement in Vermont Interfaith Action, Three Cathedral Square Corporation and various social justice ministries. We are also mindful of Christ’s words that we have been sent into the world to be helpers in continuing God’s creation and making it holy.

The resolution was adopted with applause.

**Housekeeping Announcements**

Jim Larkin made various housekeeping announcements, referring delegates to the printed announcements in their packets.

**Presentation of Agenda**

Jim Larkin presented the revised agenda contained in the Convention packets. There was a motion to accept the agenda as presented. The motion was seconded and passed. The order of business will be Nominations, Assessment Task Force, Resolution on Assessment, Insurance Task Force, Trustees of the Diocese, Strategic Plan Update, 2007 Budget, Rock Point School, Brookhaven Annual Meeting, Remaining Resolutions and other business of interest to the Convention.

The Bishop thanked Anne Brown for her help in coordinating the pictures for his Convention address. He also thanked exhibitors, worship leaders and the presenters of the workshops. The Bishop thanked all the people who knit items for the Seaman’s Church Institute. The Bishop also announced that the amount of the offering taken for the Diocese of El Salvador will be reported in the next Mountain Echo.

**Presentation of the Rules of Order**

Jim Larkin presented the Rules of Order for this Convention as found in the packets. There was a motion to accept the Rules of Order for this Convention as presented. The motion was seconded. The Convention was reminded that the change adopted four years ago (that convention decides whether or not to consider a resolution presented during the Convention) remains a part of the Rules of Order for this Convention. The motion passed.

**Presentation of Special Rule of Order**

The Special Rule of Order for the 2006 Convention deals with the election of lay persons to the Diocesan Standing Committee. There are three lay people standing for election for two terms of office. One is the full term of four years. The other is an unexpired term for three years. This
special rules allows delegates to vote for one person with the result being that the person with the most votes would take the four year term and the person with the next highest numbers of votes would take the three year term. The nominees were asked if this was acceptable to them and they agreed that it was. A motion was made and seconded to accept the Special Rule of Order. The motion passed.

Appointment of Tellers

Neal Robinson, Head Teller, presented the names of the tellers: Neal Robinson (Head Teller), Susan Ainsworth-Daniels, Mary Carlson, Peter Galbraith, Bob Laidman, Heather Ogelby, Ian Ogelby, Tom Schroeder, and Linda Ballard. They were then appointed by the Bishop to serve this Convention.

Legislative Process

Thomas Little, Chancellor and Parliamentarian, presented guidelines for the legislative process and debate for the Convention.

Additional Nominations from the Floor

The Bishop asked if there were any additional nominations from the floor. There were none.

There was a motion to close nominations. It was seconded and passed.

Additional Resolutions from the Floor

The Bishop asked if there were any additional resolutions from the floor. A. Richard Hunter of St. Mark’s in Springfield presented a resolution to urge the communities of the Abrahamic religious traditions to work for the establishment of a just and lasting peace in the Middle East. The resolution was originally suggested by Boris von York also of St. Mark’s. The Bishop called for a motion to add the resolution to the agenda. The motion was moved and seconded and passed. The resolution will be #6 in the order of resolutions for consideration.

Report of the Nominating Committee

Polly Larkin, chair of the Nominations Committee, introduced the nominees for the Offices of Convention.

Brookhaven Trustees: Dr. Brewster Martin, James Kennedy, Sharon Ross (all to 2009)


Oversight and Audit: The Rev. Gary Eley, James Harder (all to 2009), Peter McLean (2008)

Rock Point Board: Iris Darling, John King, Alice Daley (all to 2009)

Rock Point School Trustees: The Rev. Lisette Baxter, Franci Farnsworth, Chari Goodman, Lisa Simon (all to 2009)

Trustees of the Diocese: Michael Huffman (2013)

Trustee, Vermont Ecumenical Council & Bible Society: Peg Hamlin (2009)

There was a motion to have the secretary cast one ballot for all the persons nominated in uncontested elections. The motion was seconded and passed. The secretary then cast one ballot for the election of all nominees in uncontested elections. Neal Robinson, Head Teller, explained how the voting for the contested Standing Committee election would proceed. The person with the highest number of votes will be elected to the four year term; the person with the next highest number of votes will be elected to the three year term. The results of that election were: Genie Rayner (66 votes), Duncan Tingle (62 votes) and Marianne Marshall (32 votes). Genie will serve with The Rev. Anita Schell-Lambert until 2010 and Duncan will serve until 2009. The Bishop thanked the candidates for their willingness to serve.

The Bishop thanked the Nominating Committee for their work.

Other Reports/Announcements

The Bishop announced that the new co-coordinators of the United Thank Offering would be Donna Abramov, Trinity, Rutland and Dorothy Wootton, St. Luke’s/Alburgh. He thanked the retiring coordinators, Sharon Bartram and Carol Murphy, St. Mary’s, Northfield for their hard work. The 175th Anniversary Committee Honorary Chair will be Mrs. Carolyn Kerr.

The Rev. Nancy Vogele of the Dismantling Racism Committee announced that the first anti-racism workshop requested by a parish was held at St. Peter’s in Bennington. The committee would be happy to give a workshop in other parishes in the diocese. In November, there will be a Hip-Hop Mass celebrated at St. Paul’s – White River Junction.

The Rev. Carole Wageman of the Commission on Ministry for Christian Formation reported that the committee is organizing its resource materials in preparation for disseminating them for congregational use.

Assessment Task Force Report

The Bishop called upon The Rev. Dennis Hayward to present the report on behalf of Diocesan Council. He gave an overview of the work of the task force including the various assessment scenarios that were considered and the impact of the proposed formula on parish assessments in 2007.

The Bishop thanked the members of the task force for their work.

Resolution On The Diocesan Assessment

At this point, the Bishop asked Laura Chase, Chair of the Resolutions Committee, to present the resolution:
RESOLVED, That the 174th Convention of the Diocese of Vermont adopt the following recommendations from the Diocesan Assessment Task Force effective January 1, 2007:

1. That Parish Support for Diocesan Ministry is assessed at a rate of 15% of net operating income with a 10% cap on annual increase for any congregation.
2. That assistance to congregations from the diocese for their operating budgets is excluded from the calculation, so that the assessment is based on line A of the Parochial Report.
3. That congregations may take up to 5 years to complete the transition to this new formula.

Proposed by: Diocesan Council

EXPLANATION

In 2005, with the endorsement of the Diocesan Council, the Bishop appointed a Diocesan Assessment Task Force to consider all facets of and options for a fair diocesan assessment formula. The current formula was established by Diocesan Convention twenty years ago. The brackets (4) have not been changed since 1987 and the rates have not been changed since 1992. The appointment of the Task Force was announced at Diocesan Convention and the Task Force began meeting in January 2006.

Several guiding principles emerged for the formula including: that it is simple and fair, avoids “bracket creep,” avoids large year-over-year increases, maintains diocesan missions and programs, is based on available and audited data, and provides for an adequate transition for congregations.

The approach taken by the Task Force involved reaching out to congregations for their input, reaching out to other dioceses for their formulas and building mathematical models to study the impact of various formulas on local and diocesan budgets.

The recommendation from the Task Force is that we move from a “bracket” approach formula with variable rates and no “cap” on yearly increases, to a “flat rate” approach that includes a year to year “cap” on the amount of financial support a congregation is expected to contribute to the Diocesan Budget.

In order to provide an adequate transition for those congregations whose assessment would increase under this formula, the Task Force recommends a five year period be provided during which congregations may continue to pay their assessment based on the “old” formula. As with the previous formula, the calculation of assessment in the new formula is based on operating income, however the Task Force recommends that parish operating income received from diocesan sources, such as grants, not be included when calculating “net operating income.” This means that line “A” of the Parochial Report and not line “B” would be the figure used when calculating the assessment.

A motion was made and seconded to adopt the resolution. Following discussion and questions, the motion was passed.
Insurance Task Force Report

Franklin Sanders, chair of the Insurance Task Force, announced that all parish property appraisals are complete and that the committee is working with Church Insurance Company to establish rates for property and workers compensation insurance. A courtesy resolution to thank Bill Rayner for his many years of service as chair of the Diocesan Insurance Task Force was presented.

Trustees Report

Carolyn Fouts and Neal Robinson announced that Hickok & Boardman, Advisors and Financial Planners have been chosen as new managers of the diocesan Unit Fund. There will now be a single unit fund with 60% of the assets invested in equities and 40% invested in bonds. The trustees expect an increase in income over time.

Strategic Plan Update

Lynn Bates and members of the oversight team presented a colorful and entertaining update on progress made in meeting the goals of the Strategic Plan for Growth and Ministry 2005-2010. They reported on progress in the areas of youth, Rock Point, parish life, education for ministry, social justice, communication, organizational, structural and financial stability, and parish to parish and diocese to diocese interactions.

Budget

Diocesan treasurer, Steve Smith, presented the 2007 budget. He was pleased to report that it is a balanced budget. In 2007, the diocesan support to the National Church will increase by 1% to 15% with a determined goal of increasing our support annually until we reach the full assessment of 21%. Two new positions are included in the budget: a campus minister and a stewardship development minister. Both of these positions are funded for the second half of 2007 and are expected to be multi-year commitments. The stewardship minister position will be funded by grants, endowment funds and operating revenues. The campus ministry position will be funded by grants and it is not certain if there will be enough grant money to fund the position at all in 2007.

Following discussion, the budget was approved by the delegates.

Rock Point School Report

John Rouleau, Headmaster of Rock Point School, reported that the scholarship campaign has been completed with the goal of raising $125,000 reached and doubled to $250,000 due to a challenge grant. There is a great deal of positive energy among the students and staff. The students are interested in social justice and in working with the needy. John invited everyone to stop by for lunch at the school to experience the unique environment. Bishop Ely thanked John for his work and commented on all the positive things happening at the school.
Annual Meeting of the Incorporators of Brookhaven Home

At 2:05 PM, a motion was made to recess Diocesan Convention and reconvene as the Annual meeting of the Incorporators of Brookhaven Home. The motion was seconded and passed.

The Rev. Diana Collins, President of the Board of Trustees for the Brookhaven Home, reported to the incorporators. There are currently 24 boys at Brookhaven. It is a constant challenge to stay within a budget as state funding decreases each year. A family care therapist was hired in 2006 and a gift of $100,000 given in memory of a resident was received. The money was used on renovations throughout the property. A goal for 2007 is to engage the families more. The board is reassessing the bylaws.

The nominees for Trustees to Brookhaven Home were presented. There was a motion to close nominations which was seconded and passed. There was a motion to ask the secretary to cast one ballot for the entire slate. The motion was seconded and passed. Dr. Brewster Martin, James Kennedy and Sharon Ross were elected to serve three year terms as Trustees to Brookhaven Home.

At 2:16 PM, a motion was made and seconded to adjourn the Brookhaven Annual Meeting. The motion passed.

The 215th Convention of the Episcopal Church in Vermont, being the 174th Annual Convention of the Diocese of Vermont was subsequently called back to order.

Resolutions

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

Slavery and Racial Reconciliation

RESOLVED, That the 174th Convention of the Diocese of Vermont concur with Resolution A123 of the 75th General Convention of The Episcopal Church in its declaration that the institution of slavery in the United States and anywhere else in the world, based as it is on ownership of some persons by other persons, was and is a sin and a fundamental betrayal of the humanity and dignity of all persons who were involved, a sin that continues to plague our common life in the Church and our culture; and be it further

RESOLVED, That the Diocese of Vermont commit to initiate a comprehensive program of collecting and documenting the extent to which (a) the Diocese of Vermont may have been complicit in the institution of slavery and in the subsequent history of segregation and discrimination, (b) Scripture may have been used by members of the Episcopal Church in Vermont to support the institution of slavery, and (c) the Episcopal Church and its parishes in Vermont derived economic benefits from the institution of slavery; and be it further

RESOLVED, That this Convention direct the Dismantling Racism Commission to take the lead in this effort, and direct the Diocesan Council to monitor the program and report to the 175th Diocesan Convention about the progress of this collection and documentation; and be it further
RESOLVED, That this Convention commit our Diocese to mark the commencement of this program with a Service of Repentance on or near a Day of Repentance to be designated by the Presiding Bishop.

EXPLANATION

(1) In Resolution A123 passed at the 2006 General Convention of The Episcopal Church, the House of Deputies and the House of Bishops concurred in expressing regret that (a) The Episcopal Church lent the institution of slavery its support and justification based on Scripture, and (b) after slavery was formally abolished, The Episcopal Church continued for at least a century to support de jure and de facto segregation and discrimination. The resolution also states that The Episcopal Church apologizes for its complicity in and the injury done by the institution of slavery and its aftermath; we repent of this sin and ask God’s grace and forgiveness. An obvious way for our diocese to respond to this General Convention resolution is to learn and acknowledge how the Diocese of Vermont was complicit in this sin and to join with the presiding bishop and other people in The Episcopal Church in formal acts of confession and repentance.

(2) In 2007, our diocese will begin celebrating the 175th anniversary of the formation of the Diocese of Vermont and the election of The Rev. John Henry Hopkins as the first bishop of the diocese. As we remember the contribution that Bishop Hopkins made to the diocese and the wider Church, it is appropriate that we gain a clear understanding of his position regarding slavery and the role he had in The Episcopal Church’s response to the institution of slavery.

(3) On March 25, 1807, the British Parliament passed the act to abolish the slave trade. In the coming year, the bicentenary of that act will be celebrated in many parts of the Anglican Communion. This is an appropriate time for Episcopalians in Vermont to study the history of the slave trade and how we benefited from it. As the United Kingdom’s “Set All Free” working group on the Bicentenary states, “The Church was part of the problem centuries ago, and needs to be part of the solution today.” History shows that Christian scriptures were used to justify the enslavement of millions of Africans, and individual Christians and Churches benefited financially from the slave trade….The bicentenary offers the Church a wonderful opportunity to finish off the good work started by William Wilberforce and others who, in their efforts to end slavery, failed to dismantle the structures and systems that oppressed Africans. As a result we live in a world that is blighted by racism, fear, and ignorance.”

(4) There are many resources available for parishes and individuals to use in doing the kind of historical research and spiritual reflection that is called for at this particular time in our history.


A motion to adopt the resolution as presented was made and seconded. Following discussion and questions, the resolution was adopted.
A Resolution for the Protection of Groundwater as a Public Trust Resource and Part of Earth’s Cycle Necessary for All Life

RESOLVED, The 174th Convention of the Diocese of Vermont express support to appropriate legislative committee chairs and to the Governor of Vermont for efforts to create maps of Vermont's groundwater resources; and be it further

RESOLVED, That this Convention express support to appropriate legislative committee chairs and to the Governor of Vermont for the concept of groundwater as a public trust resource; and be it further

RESOLVED, That this Convention encourage parishes and members to understand where their water comes from to the extent possible and to understand factors that influence its quality and quantity.

Proposed by: The Earth Care Circle of the Cathedral Church of St. Paul

EXPLANATION

Groundwater is an aspect of God’s Creation under threats of contamination and depletion. Clean, healthy water is essential for human health and for ecological health as well. Water should be considered a part of the commons, accessible to all for the common good, rather than a product sold for profit. Mining or extraction of groundwater for profit is already occurring in Vermont, depleting the water resource for others whose wells and springs are going dry, and degrading a trout stream nearby. Lack of knowledge of groundwater availability can lead to its depletion when too many people draw upon the same aquifer or source of groundwater.

H. 294 (passed Spring of 2006 in Vermont Legislature) establishes a 5-year moratorium on commercial and industrial groundwater withdrawals over 50,000 gallons a day, creates a task force charged with making recommendations on whether groundwater should be declared a public trust resource, and urges the State to obtain funding for groundwater mapping from the US Geological Survey and EPA. Both House representatives from Randolph supported this legislation. Passing this resolution would help move the process forward by showing that our Diocese supports the concept of groundwater as a public trust resource.

A motion to adopt the resolution as presented was made and seconded. Following discussion and questions, the resolution was adopted.

A Resolution to Establish a Process for Determining Minimum Clergy Compensation

RESOLVED, That the 174th Convention of the Diocese of Vermont recommend to the congregations of the diocese the adoption, within the next five years, of the following norms for determining minimum clergy compensation:

• that cash compensation be based upon credited years of service in church ministry as established by the Church Pension Fund employing the Schedule of Mandatory Minimum Cash Salaries (see below),
• that the Mandatory Minimum Cash Salaries be adjusted annually to reflect the Cost of Living Adjustment (COLA) based on an average of Consumer Price Index (CPI) of Northeast Urban Index and the United States All Cities Index as published by the U.S. Department of Labor.

• that in addition to the cash salary, an annual housing equity allowance of at least seven percent (7%) of the Year 1/Level 1 from the Schedule of Mandatory Minimum Cash Salaries be provided for those clergy living in church furnished housing; and be it further

RESOLVED, That comparative information on compensation and benefit levels and practices among the parishes be available and be provided annually to the Bishop and the Diocesan Council. The Diocesan Council shall report to Convention on the compliance with existing standards, and may initiate conversations with any parish vestry in the Diocese when, in the Bishop's discretion, this is deemed advisable.

Proposer: Diocesan Council

EXPLANATION

Canon 6.7 of the Episcopal Diocese of Vermont requires that Diocesan Council shall review the minimum stipend and travel allowance of the Clergy* of the Diocese and shall recommend the same to Convention with regard to proper support of the [ordained] ministry.

This resolution seeks to provide for justice and equity for ordained priests in a system within which one does not normally work to get an increase in pay.

This resolution would replace the current compensation minimums based on Church Types with a schedule based on a combination of years of ordained service and the annual budget of the parish divided into two Levels. We believe that this is a more equitable way to compensate clergy since there is no provision in the current system to guarantee increases in clergy salaries that recognizes additional years of experience or that rewards merit.

Clergy living in a rectory do not acquire equity in the property over time. An annual equity allowance of 7% of the minimum for Year 1/Level 1 would yield a sum that would offset, either partially or totally, the cost of a down payment for a house. The housing equity allowance amount for 2007 would be $2,403. The method for disposal of this allowance would be left to the discretion of the cleric so that it may be used in the way most beneficial to the cleric.

Regarding the publication of compensation information, to successfully implement a diocesan-wide standard of clergy compensation it is necessary that compensation information be available to the Diocesan Council so that it can address any instances of non-compliance. This information can also be useful to parish vestries as they work toward bringing their compensation package into compliance, or as they enter into a discernment process to call a new priest.

The Diocesan Council recognizes that meeting these standards will present significant challenges to some parishes. Yet it is our hope that each parish will examine not only their ability to pay their clergy, but also consider the financial welfare of their clergy.
* References to "clergy" in this resolution and in the Canons refer primarily to ordained priests in paid church positions, since in the Diocese of Vermont deacons do not generally receive stipends.

### Schedule of Mandatory Minimum Cash Salaries for 2007#

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<th>Years of Ordination</th>
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# The annual increase in minimum cash salaries represents an increase of 1.6%.

* Level 1 represents parishes with annual budgets below $143,000.

** Level 2 represents parishes with annual budgets of $143,000 and above.

These two Levels were established based on the four parish Types approved by the 2004 Convention.

Annual Cost of Living Adjustments for 2004-2007 have been applied to the old Type II and Type III to come up with the parish budget figures for the new Level 1 and Level 2, respectively.

*An amendment was proposed and seconded that the third bullet point in the resolution be deleted. After discussion, a vote was taken and the amendment failed.*

*An amendment to add the following wording to the second bullet point in the resolution was proposed and seconded: “... or as determined by Diocesan Council pursuant to Diocesan Canon 6.7.” Following discussion, a vote was taken and the amendment passed.*
An amendment to add the following wording to the third bullet point in the resolution was proposed and seconded: ...“and that the intent of such an equity allowance is for the cleric’s future financial security and should be held in a retirement or other investment vehicle of the cleric’s choosing.” After discussion, a vote was taken and the amendment failed.

The resolution was adopted as amended.

A Resolution Establishing Minimum Clergy Compensation

RESOLVED, That the 174th Convention of the Diocese of Vermont approve the recommendation of the Diocesan Council that the minimum full time stipend for clergy in the Diocese of Vermont be increased by 3.5% for the year of 2007 to $34,332, and that travel allowance be reimbursed at the current IRS standard.

Proposer: Diocesan Council

EXPLANATION

Canon 6.7 of the Episcopal Diocese of Vermont requires that Diocesan Council review the minimum stipend for full-time equivalent clergy and the travel allowance, and make recommendations to the Convention. Such a minimum shall be binding on all parishes and missions upon ratification of the Convention. A 3.5% increase reflects the average of the current Cost of Living Adjustment (COLA) of the Northeast Urban Index and the United States All Cities index.

According to the Church Pension Fund (“The 2004 Church Compensation Report” reflecting 2004 data) the national average median compensation for full-time Episcopal clergy was $60,000, up from $58,818 in 2003. This figure includes cash stipend, fair-rental value of housing, utilities and payment of one-half of the Social Security/Medicare (SECA) tax.

Approval of this resolution will change the Beginning Level, Type II minimum cash stipend from $33,171 to $34,332, thus raising the minimum full-time compensation package to approximately $48,046 [$34,332 cash stipend plus housing and utilities of $10,300* (at 30% of cash), plus SECA of $3,414 (at 15.3%/2 of cash, housing and utilities.).]

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

A motion to adopt the resolution as presented was made and seconded. Following discussion and questions, the resolution was adopted.

A Resolution to urge the communities of the Abrahamic religious traditions to work for the establishment of a just and lasting peace in the Middle East

Be it RESOLVED that the 174th Annual Convention of the Episcopal Diocese of Vermont urge that:
The religious communities whose members are involved in the wars in this troubled region come together to express, in action, compassion for the victims of these conflicts, and to work together that there may be established a lasting peace among the peoples of the Middle East.

Be it further RESOLVED: that we petition governments, other parties that are organized to wage these wars, and the United Nations, to call for an international conference, whose goal will be to develop and provide for the enactment of a plan for a just, comprehensive peace in the Middle East.

And be it finally RESOLVED: that we request Christians, Jews and Muslims to pray without ceasing, and to work in practice to bring about such a conference, and to envision other actions that can tend to bring about a just and lasting peace in the Middle East.

EXPLANATION

The Middle East is the area of the world where these three religions, which share a common (Abrahamic) heritage, originated. In spirit at least, this Resolution also applies to all other areas, distant from the Middle East, where these three traditions interact in conflict.

Christians understand that to remain silent when a wrong is being done is to share in the doing of that wrong. Further, the wars in the Middle East create many innocent victims. For our passive support of these wars and our refusal of active resistance to them we stand under the judgment of God. Further it is Christian teaching that love casts out fear. Finally, Christ calls upon his people to be peacemakers.

Proposed by: Boris von York and A. Richard Hunter, St. Marks, Springfield

A motion to adopt the resolution as presented was made and seconded. Following discussion and questions, the resolution was adopted.

Reports

There was a motion to accept the reports as filed and reported in the Pre-Convention Journal. The motion was seconded. Jim Larkin, Secretary of Convention, announced that there is a correction on page 18 of the Journal: $45,000 should be $4,500 so the sentence regarding the Diocesan Risk Management Team should read: “The acceptance of a proposal to use $4,500 to pay three people to inspect the facilities of the Diocese was moved by Victor Horvath and seconded by Mary Ann Christian.” The motion, with corrections duly noted, passed.

The Bishop’s Appointments

The Bishop referred the assembly to the list of appointments in the Convention packet. A motion was made and seconded to ratify these appointments. The Bishop thanked all those who have agreed to serve.
A Resolution Honoring Bill Rayner and The Rev. Gordon Bardos

RESOLVED, that this Convention of the Diocese of Vermont express our thanks to Bill Rayner for his faithful service as chair of the Diocesan Insurance Task Force, ex-officio member of the Oversight and Audit Committee for eight years, as a member of the Congregational Support and Resources Committee, and as Vermont representative to the Province One Insurance Task Force, and wish him a well-deserved, restful retirement in the company of his loved ones.

RESOLVED, that this 174th Convention of the Diocese of Vermont express our heartfelt gratitude to Gordon Bardos, who has served God as a priest in this diocese for 24 1/2 years, the last twenty of which have been as rector of St. Thomas, Brandon and Grace Church, Forest Dale. During that time, he “seems to have served on every committee in the Diocese,” according to our Bishop—in fact, including the Dispatch of Business Committee, the Liturgy Committee, the Commission on Ministry, and the Bishop Booth Conference Center Board; he has served many years as chaplain for the Third and Fourth Grade Rock Point Summer Conference “because you tell them to do something and they listen!,” he has taught Liturgics to Diocesan Study Program students and cultivated their appreciation of just how much of a sacred art good liturgy is; he evaluated pages upon pages of General Ordination Exams for would-be clergy; he represented our diocese at General Convention in 2000, 2003 and 2006; all the while faithfully serving his own congregations: maintaining impeccable liturgical form; leading insightful study forums; inspiring diverse music and singing; providing support for parishioners collectively and individually even during the most stressful times in his own life; and modeling a servant ministry in his humble yet critical work as “parish secretary”—creating, typing, photocopying and folding service leaflets for over 1,500 liturgies; acting as procurement and purchasing agent for everything from toilet paper to the largest items conceivable at Costco and on the Internet; thoughtfully choosing and presenting gifts to parishioners and visitors, including the recent presentation to our Bishop of a study guide to world golf courses; and in general providing a wondrously unique example of both deep reverence and utter irreverence as the situation warranted;

therefore, be it further resolved that we wish Gordon and Tammy joy in their new life in the warmth of Sun City, AZ, divested of rooms of furniture as well as freed of winter driving hazards; for while they will be absent from our midst, their legacy to this diocese will keep them ever in our hearts and prayers.

A Resolution Honoring The Most Reverend Frank T. Griswold

RESOLVED, That this 174th Convention of the Diocese of Vermont express our greetings, prayers, and best wishes for his coming retirement to The Most Reverend Frank T. Griswold III, and especially express our gratitude for his courageous and steadfast leadership as our Presiding Bishop during difficult times for both the Church and the world.

A Resolution Honoring The Rt. Reverend Katherine Jefferts Schori

RESOLVED, That this 174th Convention of the Diocese of Vermont (the FIRST Diocese to elect a woman as their Diocesan Bishop) send our enthusiastic greetings to the about-to-be Most
Reverend Katharine Jefferts Schori, applaud her experience with and respect for small church communities, remind her that Vermont is but a short flight from the New York area, and invite her to visit us early and often.

A Resolution Honoring Bonnie Anderson

RESOLVED, That this 174th Convention of the Diocese of Vermont send greetings to Ms. Bonnie Anderson, President of General Convention’s House of Deputies, the, senior house, expressing our hope that she will have an opportunity to visit our Diocese, and indicating as well our gratitude for her long lay ministry in the Church, especially as Chair of the Program, Budget, and Planning Committee and as a leading champion of the official youth presence at General Convention.

A Resolution Honoring Retiring Clergy and Those Clergy Who Have Moved

RESOLVED, That this 174th Convention of the Diocese of Vermont gratefully acknowledge, honor, and thank all those clergy who in this church year have retired from their regular ministries, or have transferred their talents to other Dioceses: Bradford Clark, who has moved from St. James’, Arlington to Ipswich, Massachusetts; Robert Macauley, who has left St. Paul’s, Vergennes, for a position at the University of Vermont; George Moyser, who has retired from Calvary, Underhill, and continues to teach at the University; and Ben and Bobbie Chase who have left retirement to courageously return to ministry in the Middle East.

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

RESOLVED, that this 174th Convention of the Diocese of Vermont express our congratulations, best wishes, and prayers to all involved in the newly inaugurated Borders Regional Ministry for mutual encouragement and support between congregations in the Northwest Deanery of our diocese and those of the Archdeaconry of Bedford in the Diocese of Montreal, recognizing especially the leadership of Dorothy Wootton, former senior warden of St. Luke’s, Alburgh—who helped begin the conversations exploring this cross-border venture—and St. Luke’s Vicar, the Rev. Thora Chadwick.

A Resolution for the Dioceses of Louisiana and Mississippi

RESOLVED, that this 174th Convention of the Diocese of Vermont commend the Darkness Into Day national campaign that is providing ongoing support and assistance to the Dioceses of Louisiana and Mississippi; and we extend our prayers, support and greetings to God’s people in the Dioceses of Louisiana and Mississippi.

RESOLVED, that this 174th Convention of the Diocese of Vermont affirm our heartfelt solidarity with the people and mission of Christ Church Cathedral in New Orleans as it makes Christ known in their city and other areas ravaged by Hurricane Katrina;

Also be it resolved that this convention extend its gratitude and warmest welcome to return to this diocese to the Very Rev. David duPlantier, Dean of Christ Church Cathedral, for sharing his
experience of Resurrection in the face of the abyss as he spoke so eloquently and faithfully at this convention’s dinner and then preached so powerfully at our Eucharistic celebration.

A Resolution of Appreciation to Bishop Ely

RESOLVED, that this 174th Convention of the Diocese of Vermont express our appreciation to our Bishop, the Rt. Rev. Thomas C. Ely, for reminding us in his Convention address of what we have seen so consistently demonstrated in his own life among us—the vital importance of koinonia / community / grace-filled friendship as we seek to pray the prayer of Christ, learn the mind of Christ, and do the deeds of Christ within our own borders and around the world; and that we offer our prayers and best wishes for a sabbatical that provides both learning and relaxation (and even the occasional round of golf) before his return to lead us in joyous celebration of the 175th anniversary of our life as the Diocese of Vermont.

2006 Minutes

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

Following final announcements, there was a motion to adjourn the 215th Convention of the Episcopal Church in Vermont, being the 174th Annual Convention of the Diocese of Vermont, with the reciting of a Litany for Mission. The motion was seconded and passed.

Dismissal and Blessing

Respectfully submitted,
Iris R. Darling, Recording Clerk
Bishop’s Appointments 2006

The following appointments are made by the Bishop for terms beginning with the adjournment of the 2006 Diocesan Convention.

175th Anniversary Committee

Caroline Kerr, Honorary Chair, Ernest Gibson, Alban Richey, Elizabeth Allison, Mary Lou Ashton, Laurel Broughton, James Cassarino, Laura Chase, Tim Eberhardt, Carolyn Fouts, Debby Galbraith, Alan Gibson, Terry Gleson, Dennis Hayward, Joel Hill, Barbara Hoar, Mark Howe, Judith McManis, Judy Castonguay, Lew Watters, Linda Maloney, Michael Nawrath, Peter Walker, Randy Krum, John Rouleau, Sandi Kenyon, Dave Shuffleburg, Suzanne Snider

Canons Committee

The Chancellor of the Diocese (ex officio) and at least five other persons to one-year terms:

Steve Marshall, Charity Downs, Lindsey Huddle, Don Morris, Howard Van Dine
Tom Little, Chancellor, ex officio

Commission on Ministry: Committee on Discernment

Tanya Wallace to three-year clerical term
Beth Stanway, Michael Hechner, Jon Sweeney to three-year lay terms
Alan Gibson to fill a clerical vacancy to 2008
One lay vacancy to 2007 to be filled

Commission on Ministry: Committee on Christian Formation

Jud Pealer to three-year clerical term
Bill Bridges, Jenny Ogelby, Steve Young for their second three-year lay terms
One lay vacancy to 2007 to be filled

Credentials Committee

The Secretary of Convention and at least two other persons to one-year terms:

Jim Larkin, Secretary of Convention
John Rouleau, Lisette Baxter

Dispatch of Business

The Secretary and Assistant Secretary of Convention, a member of the Credentials Committee, and at least three other persons to one-year terms:

Jim Larkin, Secretary of Convention
Lynn Bates, Assistant Secretary of Convention
Laura Chase, Sarah Gallagher, John Rouleau, Keri Aubert
Nominating Committee

Eight members to one-year terms:

   Polly Larkin, Donna Abramov, Timothy Eberhardt, Barbara Hoar, Victor Horvath, John Mitchell, Stewart Pierson, George Spear

Resolutions Committee

Six members to one-year terms:

   Mike Austin, Laura Chase, Janet Garrett, Nancy Gordon, Jud Pealer, Gunnar Urang

Rock Point Board

One member to a 3-year term:

   Jean Hancock to a three-year term

United Thank Offering Co-Coordinators

Donna Abramov, Dorothy Wootton
Rules of Order for the 2006 Diocesan Convention

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

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

2. Elections.

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

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

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

3. Resolutions.

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

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

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

5. Constitution and Canons To Prevail. In the event of a conflict between the Rules of Order (including Robert’s Rules of Order) and the Constitution or Canons of the Diocese, the Constitution or Canons, as the case may be, shall prevail.
Special Rule of Order for the 2006 Diocesan Convention:
Election of Lay Persons to the Diocesan Standing Committee

The election of one lay person to Standing Committee for a full term (to 2010), and one lay person to fill an unexpired term (to 2009), shall be by plurality vote of Convention on a single ballot. The candidate receiving the most votes shall be elected to the full term and the candidate receiving the next highest total shall be elected to the unexpired term.

Registered Delegates

Alburg, St Luke’s (Mission)  The Rev. Thora Chadwick, Kevin Morris, Ruth Toner, Dorothy Wootton

Arlington, St. James’  Jill Roosma, Yvonne Sutton

Barre, Good Shepherd  The Rev. David Larcombe, Russell Belding, Mary Durling, Alan Rogers


Bethel, Christ Church  Kathleen Hassey, Mike Ryan, Nancy Wuttke

Brandon, St. Thomas (Mission)  The Rev. Gordon Bardos, Franci Farnsworth, Stan Sherwood, Gert Sherwood


Canaan, St. Paul’s  The Rev. Robert Lee

Castleton/Fair Haven, Mark’s/St. Luke’s (Mission)  Mike Austin, Melanie Combs

Chester, St. Luke’s  The Rev. Paul Brannock-Wanter, Lynda Farmer, Pat Fromberger, Joyce Tiemann

Colchester, St. Andrew’s  The Rev. Lisette Baxter, Alice Daley, John King, Inge Schaefer
Enosburg Falls, St. Matthew’s  The Rev. Linda Maloney, Edith Hawksworth, Denise Stepanek
Essex Junction, St. James  Brian Garland, Frances Huessy, Jennifer Ogelby
Fairlee, St. Martin’s  The Rev. John Morris, Peter Mallary, Sue Miller Foster, Jaqueline Wren
Forest Dale, Grace Church (Mission)  Ken Brown, Barbara Brown
Hardwick, St. John the Baptist  The Rev. Susan Tobias, The Rev. Zarina O’Hagin, Mary Jane Dexter
Island Pond, Christ (Mission)  The Rev. Jean MacDonald, Judy Castonguay, Auburn Watersong-Harter
Killington, Our Saviour (Mission)  The Rev. Canon Diane Root, Anne Brown, William Rayner
Lyndonville, St. Peter’s (Mission)  Sandra Densmore, Elise Roessler, Janet Smith
Manchester Center, Zion  The Rev. John Mitchell, Chris Murdock, Michael Nawrath, Rebecca Nawrath
Middlebury, St. Stephen’s  The Rev. Terence Gleeson, Charles Sabukewicz, Paul Urband, Vesta Urband
Montpelier, Christ Church  The Rev. David Hall, Stephanie Keitel, Laurie Labarthe, Beth Maier
Newport, St. Mark’s  The Rev. Dr. John Keenan, Mary Ann Christian, Sara Doncaster, Christine Moseley
Northfield, St. Mary’s  The Rev. Dr. Lee Alison Crawford, The Rev. Gunnar Urang, Jon Anderson, Millie Trepanier, Patsy White
Norwich, St. Barnabas  The Rev. Beth Hilgartner, Leslie Bryant, Blanche Cooper, Jean Kinney
Proctorsville, Gethsemane  Barbara Dickey
Randolph, St. John’s  The Rev. Tim Eberhardt, Ellen Baker, Jacquelin Wilder, Nancy Wright
Richford, St Ann’s (Mission)
Rutland, Trinity  The Rev. Alan Gibson, Donna Abramov, Dwight MacPherson, Susan Patrick

Shelburne, Trinity  The Rev. Craig Smith, The Rev. Carole Wageman, Laurie Broughton, Roberta Igler, Gil Mathys

Sheldon, Grace (Mission)  The Rev. David Walters, Andrew Crane, Elisabeth Crane, Sue Palin

So. Burlington, All Saints’  The Rev. Stewart Pierson, Ellie Bushweller, Don Crofut

Springfield, St. Mark’s  The Rev. Sherry Osborn, Janet Hunter, Rick Hunter, David Shuffleburg


St. Johnsbury, St. Andrew’s  Robin Bergman, Armand Henault

Stowe, St. John’s in the Mountains  The Rev. Mary Mansfield, Susan Eissler, Jane Lowe, George Spear

Swanton, Holy Trinity  The Rev. Reid Farrell, Natalie Good, Doreen LaFlam, Normand Lavallee

Underhill, Calvary  The Rev. George Moyser, Terry Hook, Barbie Koier, John Koier

Vergennes, St. Paul’s  The Rev. Lucy Pellegrini, Mary Gordon, Carol Knauss, Jeanne Wisner

Waitsfield, St. Dunstan’s (Mission)  The Rev. Lisa Ransom, Kelly Collar, Elizabeth Juzaitis, Beth Phillips

Wells, St. Paul’s (Mission)  David Hamman, Bill McMillen, Chris Sears

White River Junction, St. Paul’s  The Rev. Hayward Crewe, The Rev. Nancy Vogeley, Gary Barton, Kate Conner, Dee Roberts

Wilmington, St. Mary’s in the Mountains  Carol Ann Johnson, Fran Nevins

Windsor, St. Paul’s  The Rev. Judson Pealer, Leni-Lyne Johnson, Leona LeCouffe
Woodstock, St. James

The Rev. Christina Brannock-Wanter, Isabelle Bradley, Kent Williams

Non-Parochial Clergy Delegates

The Rev. Dr. Reed Brown
The Rev. Diana Collins
The Rev. Dr. Gary Eley
The Rev. Russ Ellis
The Rt. Rev. Thomas C. Ely
The Rev. Robert Freeman

The Rev. Canon Stanley Irving
The Rev. Donald Morris
The Rev. Sister Laurian Seeber
The Rev. Canon Jeanette Tweedy
The Rev. C. Leland Udell

Registered Licensed Clergy

The Rev. Paul Evans
The Rev. Pamela Porter

The Rt. Rev. Stewart Wood
The Episcopal Diocese of Vermont

2007 Narrative Budget
THE EPISCOPAL DIOCESE OF VERMONT

Mission Statement

Pray the prayer of Christ,
Learn the mind of Christ,
And do the deeds of Christ.

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

To implement this, Council will:

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

Stewardship Statement adopted by Diocesan Council
June 12, 2004

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

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

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

The budget of our diocese is a reflection of our commitment to mission and ministry together and to the priorities of our Diocesan Strategic Plan for Growth and Ministry. It comes to you in this form for consideration at Diocesan Convention thanks to the work of many people. First and foremost, it is the shared financial support of this budget from the congregations of our diocese that make any of these ministries possible. When you add to that the work of the various committees, commissions and boards that have helped shaped the budget, the work of the Diocesan Council and its Executive Committee, who serve as the Budget Committee, and the tireless effort of Diocesan Treasurer Steve Smith and Financial Administrator Julie Giguere, we begin to get a sense of the cooperative effort needed to fashion this expression of our common life in Christ. This is the third and final draft of the budget sent to convention delegates and the responses to earlier drafts are much appreciated. Now, this budget is back in the hands of Convention through its clergy and lay delegates. I hope you will take time to read through this material and attend the Ministry Fairs where there is an opportunity to engage in continuing conversation about the budget and other Convention matters.

Work in three significant areas of our diocesan life has had a direct relationship to this year’s Diocesan Budget. Let me name them briefly.

1. The work of the Diocesan Assessment Task Force. This Task Force has made its recommendations to Diocesan Council, and Council has prepared a resolution for consideration at Diocesan Convention. The resolution asks us to change the way we calculate the fair share of each congregation to the support of diocesan mission and ministry. The change from a bracket approach with variable percentages to a flat rate assessment of 15% with a year to year cap of 10% will result in an initial reduction in total parish support for the Diocesan Budget and will slow the amount of annual growth in parish giving to the Diocesan Budget. Both of these realities are reflected in this year’s budget. If we were to keep the current formula in place there would be an additional $45,000 available for the Diocesan Budget. The resolution from Diocesan Council provides for a five year transition to this new assessment formula.

2. Two new initiatives that involve additional personnel are anticipated in this budget – a Stewardship Development Minister and a Campus/Young Adult Ministry. Both initiatives have been fully discussed and supported by Diocesan Council. Both require us to find funding from outside the current funding streams of the Diocesan Budget in order to move forward with the start-up of these initiatives. I am confident that we can do so and that the contributions both will bring to our diocesan life and ministry will be substantial.

3. A review and re-envisioning of the shape, structure and responsibilities of the Diocesan Ministry Support Team is now underway. Thanks to a grant from the Pastoral Excellence Project, I was able to hire Merryn Rutledge, a respected consultant in the area of organizational development and a member of the Cathedral, to assist me in this review. I hope to complete the review in advance of Diocesan Convention. The Diocesan Ministry Support Team is a great asset to our diocese and I offer my thanks and praise for their deep and abiding commitment to serve and support the congregations, institutions, committees,
commissions and boards of our diocese. The budget before Convention reflects the reality of this review, in that there is no breakdown of the personnel costs for the Diocesan Ministry Support Team. There is only a bottom line total for both salaries and benefits. Once the review is complete and any adjustment to roles and responsibilities is made, I will provide Council with a breakdown of those numbers. In the meantime, it is important for Convention Delegates to understand that the 2007 budget for this area of our ministry is a reduction from the previous year’s budget of $18,000 and is $40,000 less than the first asking budget. I am committed to achieving the cost reductions in these expense lines and believe we can continue to the quality level of support to the diocese that the current Ministry Support Team brings.

So, please study this budget and pray about what it represents in terms of our common life and ministry as a diocese. Members of Council and the Diocesan Ministry Support Team are available to help answer questions and I look forward to conversation with you at the Ministry Fair Days. Thank you for your many expressions of faithful ministry in your congregations and throughout the diocese. We are blessed with an abundance of gifts for ministry in service of Christ’s reconciling mission.

Faithfully,

The Right Reverend Thomas C. Ely
Treasurer’s Note to Delegates:

1. The proposed budget for 2007 is balanced: anticipated revenues equal anticipated expenses.
2. We’ve tried to move “off budget” revenues and expenses that aren’t for operations (i.e. to make the diocesan budget more like a properly constructed parish budget) but we’ve only been partially successful.
3. In the Treasurer’s opinion, highlights of the proposed budget, and therefore areas especially deserving your attention and wisdom in the proposed 2007 budget are these:
   a. A new assessment formula
   b. A new diocesan position: Minister for Stewardship Development
   c. A new campus ministry
   d. A commitment to reorganize the current diocesan staff that will produce lower salary and benefit expense in 2007 than 2006

I hope to see you at the Ministry Fair at St. Mark’s in Springfield on October 7 or at Trinity in Shelburne on October 21.

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

The process begins in the spring of each year, with final budget approval by Council in September. The Executive Committee of Council (whose members are chosen by their peers) serves as the Program and Budget Committee. They solicit, consider, and evaluate budget requests from Diocesan committees and groups. After all the initial amounts were plugged into the first draft of the 2007 budget early this spring, the Committee began its work with a deficit of approximately $245,000. Difficult decisions were made in prayerful, thoughtful discussions of the Committee and Council, resulting in the balanced budget presented here for consideration by the 2006 Diocesan Convention.

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

**REVENUES**

Parish Support (Line 13). Episcopal congregations in Vermont provide over 2/3 of the total revenues needed to support the mission, obligations, special programs, and general administration of our Diocese. The budget for this line is flat from 2006. The assessment formula that determines parish support has been the same since 1992. At last year’s convention, Bishop Ely announced formation of a task force to review and recommend changes to that formula. At Convention this year, you will be asked to consider a new assessment formula for 2007 and subsequent years that is being recommended by that task force. If you continue the present formula, then Parish Support will be about $45,000 higher than if you approve the new one. The revenue budget anticipates the lower figure and is flat from 2006. The term “flat” refers to the total of Parish Support. Individual congregations may experience change, up or down, in their parish assessments if you approve the Task Force recommendations. Appendix B shows detail for individual congregations.

Trust Revenues – Unrestricted (Lines 14 and 15). The Unit Fund is a diocesan investment fund under the direction of the Trustees of the Diocese. Most Diocesan and Parish trust and endowment funds are invested in the Unit Fund. Approximately 18 percent of the 2007 budget depends on the performance of these investments. Under the Trustees’ present policy, annual Unit Fund dividend income in 2007 will be based on 5 percent of the average unit market value for the preceding 12 quarters. Trust Revenues are shown in the proposed budget as restricted and unrestricted.

Trust Revenues – Unrestricted (Line 14) includes income from the Diocesan Endowment Fund and other investments held in trust by the Board of Trustees of the Diocese.

Trust Revenues – Restricted (Line 15) helps to supplement items noted in the budget as “Supported by Line #15” or “SBL #15.” The revenues shown in line #15 for 2007 are not...
comparable with those for 2006. Revenue from the McClure and Irish Funds is no longer shown in the Budget because it is not used to fund diocesan operations and is not available to Council for other uses. This change was made at the request of the Treasurer and does not affect in any way the size or structure of either program. The Irish Bequest is restricted to assisting small parishes in financial need. The Congregational Support and Resources Committee considers applications for these funds. McClure Discovery 2000 is restricted for the benefit of Vermont’s congregations through three initiatives: the Talent and Resource Network and Congregational Renewal and Emergency assistance (with applications considered by the Congregational Support and Resources Committee), and Diocesan Outreach (applications for which are considered by the Outreach and Social Justice Committee).

Restricted funds still shown in Line 15 are these:

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

Other Income – Grants and Support for Stewardship Development Position (Line 18). Council is recommending creation of a new Stewardship Development Ministry to be staffed by a full-time professional. The cost for this position, inclusive of compensation, benefits and support is budgeted at $60,000 in 2007. This figure assumes a June 1 starting date. (The cost for the first full year of this position is estimated at $100,000.) Bishop Ely has procured a grant from the Hunt Fund for $30,000 to help the Diocese establish this new ministry. The remaining $30,000 will come from the Patterson bequest or from a withdrawal of the Diocese’s principal currently invested in the Diocesan Unit Trust. The Hunt Fund has indicated that it will provide another $70,000 to support this ministry in 2008-2009.

Other Income – Grants and Support for Young Adult/Campus Ministry Position (Line 19). Council is recommending a new young adult/campus ministry initiative if sufficient grants and donations can be found to cover its costs. The cost of diocesan support for the program is estimated at $62,000 for the first full year of operation (out of a total program cost of $74,000). The $31,000 budget on Line 19 contemplates a July 1 start-up. Council’s commitment to this initiative is with the understanding that there will be some funding for this in future diocesan budgets.
EXPENSES

I. SUPPORT OF THE WIDER CHURCH

Episcopal Church Covenant (Line 25). The Episcopal Church budget, adopted at General Convention every three years, is funded primarily through the support of the approximately 110 dioceses that make up the Episcopal Church. The Episcopal Church budget is based on an assessment of 21 percent of diocesan income. In 2007, the Diocese of Vermont will contribute 15 percent of our operating income to the ministry of the Episcopal Church. This is up from 12% in 2005 and 14% in 2006 but still below the asking. Council is committed to working toward contributing 21 percent in support of the larger church. The amount of increase in our actual giving over last year is $17,818.

Episcopal Ecumenical Assessment (Line 26). This national assessment is requested annually from each diocese. The Episcopal Diocesan Ecumenical Officers (EDEO) work with the Standing Commission on Ecumenical Relations of General Convention and the National Office of Ecumenical Relations and Interfaith Affairs. EDEO is a channel for expressing the ecumenical priorities of the Episcopal Church and engaging members in study, exploration, and planning. There is increasing attention to interfaith relations. Work continues with the Episcopal Church’s dialogue partners and implementation of “Called to Common Mission” continues.

Living Stones Partnership (Line 27). The Living Stones Diocesan Partnership is dedicated to providing mutual support for dioceses engaged in developing baptismal ministry. The Living Stones dioceses gather annually to share ideas, support, critique, and learn from one another.

Province I (the Province of New England) (Line 28) is comprised of the Dioceses of Maine, New Hampshire, Massachusetts, Western Massachusetts, Rhode Island, Connecticut, and Vermont. The Provincial decision-making body is its Synod, made up of elected representatives from each Diocese. In addition to the Annual Convocation held in November each year, the Province also facilitates networking among a variety of ministries and leaders in the seven dioceses. There are gatherings of people engaged in dismantling racism, environmental issues, deployment, safe church education, youth and social ministries, as well as diocesan administrators and finance personnel. Our own Susan Ohlidal was called to a new part-time ministry as the Executive Director of the Episcopal Province of New England. She will continue in her part-time position with the Diocese of Vermont as Pastoral Enrichment Coordinator.

Campus Ministry (Line 30) includes a new program and a continuing one. The new one is an Episcopal young adult/campus ministry to start mid-year if off-budget donations and grants can be found. (Refer to Line 19). The continuing program is the Cooperating Christian Ministry (CCM) at the University of Vermont funding for which is provided by restricted funds in Line 15. The Cooperative Christian Ministry at the University of Vermont (UVM) is a welcoming and inclusive Christian presence servicing all Protestants, as well as seekers and inquirers. The ministry seeks to build spiritual community, create safe and engaging environments for reflection, discussion, and action, and nurtures connections between faith and daily life. Its ministry is highly ecumenical and is sponsored by six mainline Protestant denominations:
American Baptist, Episcopal, Lutheran, Presbyterian, United Church of Christ, United Methodist. CCM is dedicated to serving as a stimulus for the spiritual journey of UVM’s students, staff, administration, and faculty and as a voice of conscience within the university community. CCM does this regardless of gender, ethnicity, race, sexual orientation, age, religion, and able-bodiedness.

The Vermont Ecumenical Council & Bible Society’s (VEC&BS) (Line 34) mission is one of service. In a spirit of cooperation and fellowship, nine member denominations affirm their support for the ecumenical movement: for Christian unity and its visible expression in common life, witness, and vision. The Trustees continue dialogue on issues of faith and order, and life and work. The VEC&BS provides the only regular meeting in Vermont of denominational executives and representatives of the nine member denominations and observers (UCC, United Methodist, Roman Catholic, Lutheran, Friends, Greek Orthodox, American Baptist, Presbyterian, and Episcopal; observers—Church Women United, Church of Christ Scientist, Ohavi Zedek Synagogue). Our Diocesan Representatives are Bishop Thomas Ely and elected Trustee Peg Hamlin (St. James, Essex Junction).

II. COMMITTEES OF CONVENTION AND DIOCESAN OFFICERS

Commission on Ministry (Line 39 and Appendix C, Lines 14–19) is to fund the work of the Commission that, as a result of the changes to Canon 27 approved at the 2003 Convention, is two committees within the overall Commission—the Committee on Discernment and the Committee on Christian Formation. The members of the Committee on Discernment work with and support individuals in the process of discerning vocation to ordained ministry, including working with Parish discernment committees. Several Bishop’s Advisory Commission on Ministry (BACOM) meetings are held each year. At these meetings, individuals and covenant groups discerning ordination to Holy Orders or other forms of ministry meet with the Commission, are interviewed, and are advised what the next step in their discernment process might be. The Commission also holds a retreat in conjunction with the Standing Committee and all Postulants and Candidates. The Committee on Christian Formation assists congregations with resources and curriculum development for lay ministries, promotes continuing education, helps to discern and equip baptismal vocations, identifies areas of opportunity for lay ministries and provides training.

Diocesan Ecumenical Officers (Line 42). This line item reflects support for an Ecumenical Officer in addition to an Associate Ecumenical Officer and their involvement in activities on the provincial and national levels.

The Diocesan Historiographer (Line 43) does research for various Diocesan Officers and is organizing, preserving, and restoring diocesan history. Many volumes have been restored and de-acidified to date. This budget line is for supplies and the costs of restoration. The time Elizabeth Allison, Diocesan Registrar and Historiographer, spends on these projects is truly a gift to our Diocese.
Institutions (Line 46 and Appendix C, Lines 27-32). Support is provided for Bishop Booth Conference Center, Brookhaven Home for Boys, and Rock Point. New this year is $3,000 for the Cathedral Chapter. The Chapter strives to serve as a model for innovation in liturgy and Christian formation and as a catalyst for new initiatives. This budget also continues the annual provision of $3,500, first made in last year’s budget, to help fund sewer lines that will connect Rock Point properties to City of Burlington sewer lines, replacing failed or failing septic systems. The provision is likely to recur in future annual budgets for several years.

Oversight & Audit (Line 47). Annual audit of diocesan finances is required by national canon. The Oversight & Audit Committee selects and contracts with the independent auditor, and it receives and reviews the audit report. The amount budgeted for 2006 is in line with an organization the size of our Diocese.

III. COMMITTEES OF COUNCIL

The Accessibility Committee (Line 54) continues to work on ways to make our parishes and missions more welcoming to all people. This diocesan resource is a place where new ideas, insights, and practical solutions can be studied and offered to all of our parishes.

The Communications Committee (Line 55) covers the cost of publishing eleven issues of the Mountain Echo. The basic cost for printing and mailing is approximately $5.00 per household. The budget includes $8,000 income expected in response to a direct-appeal letter.

The Congregational Support and Resources Committee (Line 56) is responsible for administration of the McClure Discipleship/Discovery 2000 (Initiative II and III) fund and Irish funds and making grants that will build up the body of Christ in this diocese, and extend the mission of Christ in this place. Some of the uses of these grants have been: continuing education of congregations and leaders; making buildings more accessible; covering emergency costs; consultants; and seed money for new ministry initiatives. Since 1997, almost all our congregations have received one or more grants through the funds. The expense in this line is not comparable to the prior year. Please refer to the note for Line 15.

Dismantling Racism Commission (Line 58). The Commission’s work includes identifying or creating and administering programs to foster an inclusive, diverse, anti-racist diocese.

The Outreach and Social Justice Committee (Line 60 and Appendix C, Lines 44-57), in collaboration with subcommittees and local parishes, works to enhance the voice for social
justice in the Bishop’s office and throughout our Diocese. The Committee continues to support Vermont Interfaith Action (VIA) in developing a statewide interfaith coalition that began at the Cathedral Church of St. Paul. Other efforts include continuing a global AIDS initiative and beginning a new program to help fund a Human Rights Office for the Anglican Church of El Salvador. Support also continues for affordable elderly housing, children’s advocacy and fuel assistance, and to the Sudanese Education Fund and the Vermont Low Income Advocacy Council. Included in this budget item are grants by the Diocese in support of the Millennium Development Goals endorsed by last year’s Diocesan Convention.

Rock Point Summer Conferences (Line 62) are subsidized and supported by the operating budget.

Stewardship Committee (Line 64) provides support and resources to congregations, including basic stewardship manuals and various commitment programs. This line includes diocesan membership in The Episcopal Network for Stewardship (TENS).

The Youth Ministry (Line 65) budget includes youth events for Junior/Middle School and High School and also renews the license for Journey to Adulthood, used by many congregations as well as at camp and youth diocesan events.

IV. DIOCESAN MINISTRY SUPPORT TEAM (DMST)

The personnel costs associated with the DMST comprise the largest portion of the Diocesan Budget (See Appendix A). Council continues to make funding of the DMST a priority.

The budgeted full time members of the DMST are: the Bishop, Canon to the Ordinary, Financial Administrator, Executive Assistant, Canon for Youth Ministry, and the Rock Point Property Manager. Half time members of the DMST are the Ministry Developers, the Communications Minister, and the Office Receptionists. The Diocesan Registrar and Historiographer serves as a volunteer member of the DMST. The Director of the Bishop Booth Conference Center is a member of the DMST, but is paid from the BBCC budget. The Pastoral Enrichment Coordinator serves as a member of the DMST, but is paid through a Lilly Grant administered by the Episcopal Divinity School.

Eight members of the DMST have their primary office at Rock Point, while six members of the DMST work from their home office. The full team meets once every six weeks. The Bishop, the Canon to the Ordinary, the Ministry Developers and the Pastoral Enrichment Coordinator generally meet every other week in different locations around the diocese for the purpose of coordinating their ministry to and with congregations and to support one another in various ministries. All members of the DMST have direct contact with congregations, committees, commissions and institutions of the diocese. All members of the DMST serve to support and encourage the mission and ministry of the diocese at the local level and beyond. The broad range
of expertise and experience represented in this team is a key asset for our diocese. The team is here to support the ministry of the diocese as that ministry is carried out on the local, diocesan, deanery and national levels.

**Personnel-Salaries (Line 71).** The proposed 2007 budget for diocesan salaries for current staff (before addition of a Development Minister position) is about $18,000 lower than for 2006. This contemplates a reorganization of the Diocesan Ministry Support Team, a study in preparation for which is currently underway.

**Personnel-Benefits (Line 72)** is decreased by about $13,000, also in contemplation of the reorganization and in spite of anticipated increases in healthcare premium rates.

**Development/Stewardship Minister (Line 73)** contains salary and benefit expenses for the new position of Stewardship Development Minister recommended by Council to assist parishes and the diocese with fostering and enhancing stewardship through their annual pledging, capital campaigns, and planned giving programs. The $50,000 figure anticipates a June 1 starting date. Another $10,000 is budgeted on Line 91 to fund equipment, travel, and other supporting activities for this position. Refer also to Line 18.

The budget normally includes detail of salary and benefits expense by individual position, presented in Appendix A. This year such detail is not yet available because the reorganization study is not complete. Council appreciates the commitment of Bishop Ely and the DMST to achieve cost reduction in these expense lines.
V. GENERAL AND ADMINISTRATIVE EXPENSES

General and administrative expenses are overhead costs associated with the Diocesan office at Rock Point, the offices of the Diocesan Ministry Support Team members who work from their home offices and the utility costs associated with the Bishop’s House and the Rock Point Property Manager’s residence. It also includes diocesan costs associated with providing certain retired clergy and clergy widows with medigap insurance and pension supplements.

**Diocesan Workers Comp (Line 88).** Premiums for workers compensation insurance are set by the Workers Compensation Board of the State of Vermont, which seeks to spread the cost of actual losses incurred by employers throughout the state by means of a complicated algorithm. The increase in premium cost in our budget reflects the impact through this algorithm of a large loss incurred which the Insurance Committee is seeking to reverse. If the Insurance Committee is successful, cost in this line should be lower than budgeted.

**Management Information System (MIS) (Line 90).** The geographic dispersion of the Diocesan Ministry Support Team makes it vital for team members to have electronic access to diocesan information and to one another. This line makes partial provision for an evaluation of the current diocesan MIS configuration.

**Additional Expenses Associated with Stewardship Development Minister Position (Line 91).** $10,000 is budgeted on Line 91 to fund equipment, travel, and other supporting activities for this new ministry. Refer also to Line 73 and Line 18.

**Postage (Line 94).** The amount proposed is based on actual recent costs, reflecting a decrease in the amount of postage used, most likely a result on the increased use of email.

VI. APPROPRIATIONS

These funds are reserve funds set aside from year to year for expenses that do not occur on an annual basis. This approach allows us the opportunity to spread these costs out over several budget years.

**Reserve – Triennial General Convention + ECW (Line 122).** We spent less than anticipated for our participation in the 2006 General Convention, therefore ending the year with a surplus of $12,500. Applying this surplus toward the reserve for participation in the 2009 General Convention means that we do not need a further set-aside in 2007.
NOTES RE: BELOW THE LINE

Prior Year Surplus Added to Current Budget (Line 127). Recent budgets, including for 2005 and 2006, have been balanced in part by counting on surplus from the prior year. This involves a bit of a wish and a prayer since we never actually know at time of Convention whether we’ll finish the year with a surplus. The 2007 budget does not count on a surplus from 2006, though we certainly hope we have one.

Support from Funds Available to the Bishop and Support from Virginia Hunt Trust Fund (Lines 128 and 129). The Bishop is again making some funds for use at his discretion available to support the budget. Each year, the Bishop writes a grant to the Virginia Hunt Trust Fund. Funds granted from this Trust are available for use at the Bishop’s discretion. The amount of the grant varies from year to year.
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### PAROCHIAL REPORTS AS COMPILED BY THE OFFICE OF GENERAL CONVENTION 2005 FINANCIAL STATISTICS

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<th>Operating Revenue</th>
<th>Total Revenue</th>
<th>Operating Expense</th>
<th>To the Diocese &amp; Dev.</th>
<th>Outreach &amp; Total Expense</th>
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Attachments unavailable on Online version of the 2006 Convention Journal:

2007 Proposed Budget