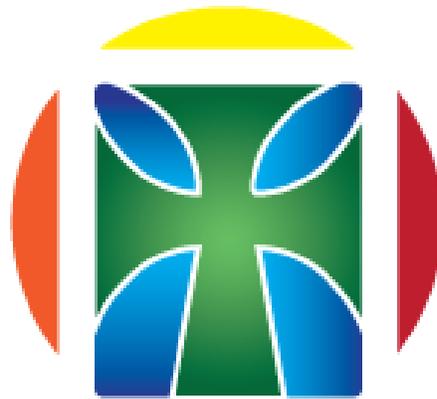


2016 Diocesan Convention



THE EPISCOPAL CHURCH IN VERMONT
Together in Christ...growing locally, serving globally

*November 4 & 5, 2016
The Cathedral of St. Paul
Burlington, Vermont*

2016 Convention Journal

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BISHOP'S OFFICIAL ACTS
The Rt. Rev. Thomas C. Ely
Tenth Bishop of Vermont
July 1, 2015 to June 30, 2016

Date	Event	Town	Congregation
10/16/15	Celebration of New Ministry: Scott Neal	White River	St. Paul's
04/22/16	Celebration of New Ministry: Jennie Anderson	Norwich	St. Barnabas
05/01/16	Celebration of New Ministry: Frederick Moser	Shelburne	Trinity
12/21/15	Clergy Death: Robert Freeman		
02/10/16	Clergy Death: Margaret Coyne		
03/21/16	Clergy Death: Mary Mansfield		
06/17/16	Clergy Death: Elise Braun		
03/17/16	Letters Dimissory: Frederick Moser acceptance from Massachusetts		
04/20/16	Letters Dimissory: Titus Presler acceptance from Texas		
01/19/16	Letters Dimissory: Kenneth Hitch issued to Eastern Michigan		
01/21/16	Letters Dimissory: Jimmie Sue Deppe issued to Rochester		
03/08/16	Letters Dimissory: Robert Cameron Miller issued to Rochester		
03/17/16	Letters Dimissory: Keri Aubert issued to Connecticut		
04/02/16	People in Process: Paul Moberly, Candidate (Priest)	Brattleboro	St. Michael's
04/12/16	People in Process: Kathy Hartman, Candidate (Priest)	Bethel	Christ Church
12/12/15	Ordination: Stephen Reynes (deacon)	South Burlington	All Saints
08/08/15	Visitation	Essex, NY	St. John's
08/23/15	Visitation	Island Pond	Christ Church
08/30/15	Visitation	Bethel	Christ Church
09/13/15	Visitation	Chester	St. Luke's
09/20/15	Visitation	Barre	Church of the Good Shepherd
09/27/15	Visitation	Middlebury	St. Stephen's
10/04/15	Visitation	Manchester	Zion Church
10/11/15	Visitation	Waitsfield	St. Dunstan's

10/18/15	Visitation	Saranac Lake, NY	St. Luke the Physician
10/25/15	Visitation	Burlington	Cathedral Church of St. Paul
11/15/15	Visitation	Fairlee	St. Martin's
11/22/15	Visitation	Killington	Church of Our Saviour
12/06/15	Visitation	Colchester	St. Andrew's
01/10/16	Visitation	Arlington	St. James
01/17/16	Visitation	Bennington	St. Peter's
01/24/16	Visitation	Windsor	St. Paul's
01/31/16	Visitation	Rutland	Trinity
02/28/16	Visitation	Hardwick	St. John the Baptist
03/06/16	Visitation	St. Johnsbury	St. Andrew's
03/20/16	Visitation	Stowe	St. John's in the Mountains
04/03/16	Visitation	Bellows Falls	Immanuel
04/10/16	Visitation	Underhill	Calvary
04/17/16	Visitation	Wilmington	St. Mary's in the Mountains
04/24/16	Visitation	Wells	St. Paul's
05/01/16	Visitation	Essex Jct.	St. James
05/08/16	Visitation	S. Burlington	All Saints
05/15/16	Visitation	St. Albans	St. Luke's
05/22/16	Visitation	Swanton	Holy Trinity
05/29/16	Visitation	Newport	St. Mark's
06/05/16	Visitation	White River Junction	St. Paul's
06/12/16	Visitation	Proctorsville	Gethsemane
06/26/16	Visitation	Enosburg	St. Matthew's

In the twelve-month period (July 1, 2015 - June 30, 2016):

- 4 consents were given to the election of Diocesan Bishops
- 2 consents were given to the election of Diocesan Bishop Coadjutors
- 1 consent was given to the election of a Diocesan Bishop Suffragan
- 2 consents were given to the resignation of Diocesan Bishops

Lay Licenses renewed or newly issued:

- 29 Lay Preachers
- 203 Eucharistic Ministers
- 67 Worship Leaders
- 37 Eucharistic Visitor
- 10 Catechists

2 Baptisms, 35 Confirmations, 18 Receptions, 53 Reaffirmations.

Brookhaven Treatment and Learning Center
(July 1, 2015-June 30, 2016)

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

Our comprehensive treatment program includes therapeutic milieu services, intensive behavior management, individual, group and family therapy, case management services and psychopharmacological intervention. As Brookhaven works closely with families to ensure a successful transition to the family setting, we also offer the Family Retreat. This is a place for our residents and their families to come together on campus for overnights and intensive family focused treatment.

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

This past year the Brookhaven Learning Center had an average of 14 boys in attendance, 3 teachers, 1 behavioral Interventionist and our compliment of amazing direct care and clinical staff. It was a busy year, with lots of growth in academics, programming and cooperative learning. Students had the opportunity to participate in incentive based field, including the Tunbridge Fair, apple picking, and cutting down our own Christmas trees. We also visited Vermont's State Capitol, and Veteran's graves where we participated in Flag Placements for Memorial Day.

Other noteworthy events at the Learning Center included hosting a Veteran's Day and "Law Enforcement Week" ceremony for the public. Students worked hard to get up, read stories, recite poems, and sing for our guests.

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

holiday meal prepared by our cook. Before leaving, everyone gathered around the Christmas tree, and the boys presented each Board member with handmade gifts to take home.

June 5th, 2016 Brookhaven held its annual graduation ceremony for the students of the Brookhaven Learning Center. Brookhaven Learning Center has a growing reputation for providing a small, highly structured learning environment. We have stable professional staff members who stay at Brookhaven because they care deeply about the mission of our program. We attract students who are ready to make a change in the trajectory of their lives. We are proud of the important work we do and appreciate the support we receive from the community at large. At Graduation memories of the school year are reflected in posters on the pavilion walls for the boys, families and staff to enjoy. The ceremony provides a moment of praise for each child as their teacher speaks to the growth and accomplishments they witnessed during the year. This ceremony allows the boys to feel pride in their hard work as they are celebrated by their families, loved ones and Brookhaven staff.

This summer we once again kicked off of our six week “Camp Haven” program. The campers explored hands on activities that were based on this year’s theme of “Summer Olympics”. The boys were given an opportunity to learn more about the history and events of the Olympics, create posters, and participate in various track and field activities. In addition, each week field trips were scheduled. They made memories this year by visiting Sunrise Gymnastics, Fore-U-Golf, Polar Caves, Northern Lights Rope Course, and Boulder Beach.

In addition, each week Brookhaven hosted several guest presenters and enrichment activities. Every Monday, students participated in a “Jr. Police Academy”, where students learned about the different aspects of being a police officer. Each Tuesday, the Chelsea Altus/Safe Art program came to do art activities. Campers manipulated clay, painted, and created beautiful projects. Wednesdays we participated in DARE, the anti-drug campaign presented by the Orange County Sheriff’s Department, complete with a DARE graduation certificate for each camper. Other guests included a racecar driver, and the Vermont Fish and Wildlife Game Warden. We also introduced Volunteer Tuesdays, where students went and greened up a local playground, and served lunch to the residents of a local nursing home.

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

Respectfully submitted,

Anthony N. Iazzo, Ph.D.

Executive Director

Brookhaven Treatment and Learning Center

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Commission on Ministry
(July 1, 2015-June 30, 2016)

Members of the COM-COD: The Revs. Stannard Baker, Lee Alison Crawford (chair), David Hamilton, John Miller, Norman MacLeod, Scott Neal; Beverly Barton, James Biernat, Ann Cooper, Lisa Newton, Michael Nawrath.

After a process of interviews with local clergy and a discernment committee, persons discerning a possible call to ordination may be nominated to the bishop by a parish or other faith community for Postulancy to Holy Orders, either for the diaconate or priesthood.

At the bishop's request, the Commission on Ministry-Committee on Discernment (COM-COD) meets to interview those persons so nominated and reports its observations and recommendations to the bishop. Its reports become one source of information for the bishop in deciding whether the person continues in the ordination process through each of the developmental steps of Postulancy, and then Candidacy, leading to ordination. The Committee also discusses and advises the Episcopal Church in Vermont on general issues having to do with ordained ministry.

The COM-COD met four times in the past calendar year at Saint John's, Randolph: 26 September 2015, 21 November 2015, 18 June 2016. At these meetings, it interviewed people in the process and reviewed larger matters of the ordination process in general. The COM-COD also held a retreat with the Standing Committee on 16 January 2016 at Christ Church, Montpelier. This retreat enables those persons in the process, the members of the two committees and the bishop to gather in an informal setting to get to know one another better.

The subgroup on revising the handbooks for the discerning a call to ordination to the diaconate and the respective handbook on the discernment of local ministry support teams met on 11 November 2015. The handbooks describe the process for discernment of these respective calls, but need revisions to reflect the changes of personnel in the diocesan office. This sub-group of the COM-COD continues to explore how to define specific means by which to achieve competencies in the academic and canonical areas, and other intellectual, emotional, and spiritual areas of formation. This is a significant challenge and a challenge in many dioceses throughout the Church.

The actions of the COM-COD during this year were:

26 September 2015	Recommended Kathleen Hartman for Candidacy to the Priesthood
21 November 2015	Recommended Steve Reynes for Ordination to the Diaconate
2 April 2016	Recommended Kathleen Moore for Postulancy to the Priesthood

18 June 2016

Recommended Paul Moberly for Candidacy to the Priesthood
Recommended Christine Moseley for Candidacy to the Priesthood
Recommended Robert Wilson for Candidacy to the Priesthood

The chair wishes to thank the members of this commission for their dedication, careful preparation for meetings and willingness to enter deeply into the dreams and vocational discernment of those who come before it. Members' own experiences and vocational callings provide a rich basis for mutual discernment. The chair particularly wishes to thank the Rev. David Hamilton for his guidance and help in the transition of his being chair to the current officer.

Respectfully submitted,

The Rev. Canon Dr. Lee Alison Crawford, Chair

Communications **(July 1, 2015-June 30, 2016)**

This year, we continued our work forging a sense of community through our work in diocesan communications. Working with people throughout the diocese was, as always, a great pleasure as we continued our journey of becoming more missional. This year, we also began to focus on the Rock Point Partnership Campaign, in communicating and discussing what Rock Point means to us as the Episcopal Church in Vermont, and what it means to the wider community in Burlington and throughout Vermont.

Most importantly, we completed the work of hiring our wonderful new communications minister, Maurice Harris. His work is already evident in so many ways. We are so lucky to have Maurice; he has certainly made this transition a relief for the outgoing communications minister!

WEBSITE, SOCIAL MEDIA, EMAIL AND VIDEO

We continued to develop and post to the website this year. A re-launch of a more user-friendly website is forthcoming, thanks to the work of current communications minister Maurice Harris.

In the period 7/1/2015 – 6/30/2016, the Facebook page continued to see growth in “likes.” Bishop Ely continued to Tweet under the handle @BishopVT10. Boasting over 1,500 followers, Bishop Ely's updates are key to the authentic voice of the Episcopal Church in Vermont's communications. The @EpiscopalVT Twitter account was launched in May of 2014, and has nearly 500 followers. The account is listed as an “official” Diocesan account on the Episcopal Church website. 27

parishes have up-and running Facebook pages, as well as Immanuel Retreat Center, Rock Point School, Rock Point Summer Camp, and Holy Hikes.

The Mountain E-News has been consistently published twice monthly this year. It continues to be re-worked for easier readability and to include the kind of stories readers engage with. This year, it was redesigned for easier readability on mobile devices, as the number of those opening the newsletter on phones or tablets continues to increase. Each edition includes a link to a “printable” Mountain E-News in PDF format.

Video remained a primary communications platform for the diocese this year. All video can be found on the diocesan YouTube page:

https://www.youtube.com/channel/UCZpRMye8J8j45M9wN_JZzvw

PARISH COMMUNICATIONS

As requests came in, the communications minister worked to assist parishes with communications challenges as they came up. This work included help with websites and Facebook, speaking to vestries and assisting with project like St. Paul’s, White River Junction’s “Online Compline” project.

PUBLICITY HIGHLIGHTS 7/1/15 – 6/30/16

WCAX Building on History: St. John’s Episcopal Church – 6/19/2016

<http://www.wcax.com/story/32255421/building-on-history-st-johns-episcopal-church?autoStart=true&topVideoCatNo=default&clipId=12537094>

Caledonian Record Making a difference: Susan Ohlidal Serves Her Community in Many Ways -

6/14/2016 <http://diovermont.org/news-and-events/news-of-the-diocese/968-caledonian-record-making-a-difference-susan-ohlidal-serves-her-community-in-many-ways>

Burlington Free Press Home Tour: Hiding spots in historic bishop’s house – 6/2/2016

http://www.burlingtonfreepress.com/story/life/2016/06/02/home-tour-hiding-spots-bishop-house/84447160/?utm_source=dlvr.it&utm_medium=twitter

VT Digger Local Faith Communities Spearhead Campaign to End Homelessness by 2020 –

4/25/2-16(COGS Barre and the Rev. Earl Kooperkamp featured)

<https://vtdigger.org/2016/04/25/local-faith-communities-spearhead-campaign-end-homelessness-washington-county-2020/>

The Eagle Times Students Develop Website for St. Luke’s in Chester – 2/16/2016

http://www.eagletimes.com/news/2016-02-16/Education/Students_develop_website_for_St_Lukes_in_Chester.html

Seven Days Episcopal Diocese Makes Plans to Preserve Burlington's Rock Point – 2/17/ 2016
<http://www.sevendaysvt.com/vermont/episcopal-diocese-makes-plans-to-preserve-burlingtons-rock-point/Content?oid=3180362>

OnlyinYourState.com (Trinity, Shelburne featured) These 21 Pieces of Architectural Brilliance in Vermont Could Wow Anyone - 1/20/2016 <http://www.onlyinyourstate.com/vermont/vt-architecture/>

WCAX Montpelier Church Set to Reopen After Crane Collapse - 12/2/2015
<http://www.wcax.com/story/30652627/montpelier-church-set-to-reopen-after-crane-collapse-damage>

WPTZ Residents fight back after KKK fliers left at Burlington Homes – 11/6/2015 (Bishop Ely and the Rev. Stannard Baker appear in video) <http://www.mynbc5.com/article/residents-fight-back-after-kkk-fliers-left-at-burlington-homes/3325422>

Seven Days WTF: How Did Rock Point School Get Its Stained-Glass Windows? 11/4/2015
<http://www.sevendaysvt.com/vermont/wtf-how-did-rock-point-school-get-its-stained-glass-windows/Content?oid=2989623>

Rutland Herald Bittersweet celebration amid tragedy – 9/7/15
<http://diovermont.org/PDFs/news/RutlandHeraldBittersweetcelebrationamidtragedy.pdf>

The Daily Beast Why Has Pakistan Become So Intolerant (by the Rev. Canon Dr. Titus Presler) – 8/30/15 <http://www.thedailybeast.com/articles/2015/08/30/why-has-pakistan-become-so-intolerant.html>

Caledonian Record Mission Possible: Much Needed Renovations Underway at Tiny Elm St. Chapel – 7/10/15 <http://diovermont.org/PDFs/news/LyndonvilleMissionPossible.pdf>

Vermont Edition (VPR) Bishop Ely interviewed following General Convention – 7/7/2015
<http://digital.vpr.net/post/planning-end-life#stream/0>

STATEMENTS FROM BISHOP ELY (Highlights) 7/1/15 – 6/30/16

“Why I’m Wearing Orange on June 2” 5/17/2016 <http://diovermont.org/a-word-from-our-bishop/958-from-bishop-ely-why-i-m-wearing-orange-on-june-2nd>

“Building a Sustainable Future Together” 4/12/2016 <http://diovermont.org/a-word-from-our-bishop/943-from-bishop-ely-building-a-sustainable-future-together>

“A Response to the January 14, 2016 statement from the Primates of the Anglican Communion meeting in Canterbury, England” 1/15/2016 <http://diovermont.org/a-word-from-our-bishop/907-a-response-to-the-january-14-2016-statement-from-the-primates-of-the-anglican-communion-meeting-in-canterbury-england>

“A Moral Call: People of faith confronting the tragedy of gun violence” 12/13/2015 <http://diovermont.org/a-word-from-our-bishop/896-a-moral-call-people-of-fiath-confronting-the-tragedy-of-gun-violence-bishop-ely-s-statement>

“Community Response to Ku Klux Klan Poster November 5” 11/2/2016 <http://diovermont.org/a-word-from-our-bishop/877-community-response-to-ku-klux-klan-poster-thursday-november-5>

Respectfully Submitted,
Kathleen Moore

CONGREGATIONAL SUPPORT AND RESOURCES COMMITTEE
(July 1, 2015-June 30, 2016)

The committee met quarterly throughout the year and made the following awards:

Discovery 2000/McClure Discipleship Initiative II funds	\$19,881
Discovery 2000/McClure Discipleship Initiative III funds	\$21,995
Walter P. Irish Bequest funds	\$51,913
Total Grants Funds Distributed:	\$93,789

The parishes receiving grants during this reporting period:

St. Michael’s Episcopal Church, Brattleboro
Cathedral Church of St. Paul’s, Burlington
St. James Episcopal Church, Essex Junction
St. Stephen’s Episcopal Church, Middlebury
Gethsemane Episcopal Church, Proctorsville
Trinity Episcopal Church, Rutland
Trinity Episcopal Church, Shelburne
All Saints Episcopal Church, South Burlington
St. Mark’s Episcopal Church, Springfield
St. John’s in The Mountains Episcopal Church, Stowe
Calvary Episcopal Church, Underhill
St. Mary’s in The Mountains Episcopal Church, Wilmington

These awards were granted for uses such as Diocesan Choir Day, Choir School Primary Class, EFM Scholarship Program, building repairs, stained glass window replacement, air conditioner replacement, youth annual service trip, puppet players project, trip to El Salvador, front door replacement, exterior building maintenance, Rector's continuing education, office equipment, altar window project, and asbestos removal.

The committee members are Laurie Chipfield, Don Crofut, John Hartman, Barbara Hoar, Rev. Emphy Schneider, Steve Smith, Linda Wirts, and Kathryn Wright. Canon Lynn Bates is the Diocesan Representative,

Respectfully submitted,
Don Crofut, Chair

Cathedral Chapter

The Cathedral Chapter is currently composed of the Rt. Rev. Thomas Ely, Bishop of Vermont; the Very Rev. Jeanne Finan, Dean and Rector, Cathedral Church of St. Paul; Lynn Bates, Canon to the Ordinary, Diocese of Vermont; Dr. Mark Howe, Canon Precentor and Director of Music, Cathedral Church of St. Paul; Bert Cicchetti, Senior Warden, Cathedral Church of St. Paul; Greg Merhar, Junior Warden, Cathedral Church of St. Paul; Betsy Emerson, Communicant, Cathedral Church of St. Paul, Paul Leduc, Communicant, Holy Trinity, Swanton; Rick Taylor, Communicant, St. Andrew's, Colchester.

This year (July 2015--October 2016) these events were offered to the Diocese through the Cathedral:

- The Cathedral was one of the designated sites for live--streaming of the Trinity Institute (January 2016), *Listening for a Change: Sacred Conversations for Racial Justice*, and hosted a live panel discussion about racism in Vermont
- St. Paul's Meditation Center led a well--attended Lenten Retreat with the theme *Walking the Pilgrim Way of Lent* with readings, meditations and liturgy (February 2015)
- The Cathedral continued its *Digital Evangelism* project (summer 2016) with two interns focusing on media projects. Intern Beckie Bull (freshman at Bryn Mawr) completely re--designed the Cathedral website (using Weebly as the platform) and a video was produced by intern Ian Campbell (junior at Northeastern) as a pilot project for recording people's

stories about the Cathedral.

- Another intern Jake Van Buren initiated the re--start of the visual arts series which resulted in an opening exhibition of paintings by Janet McKenzie and Emma Barnaby (a recent graduate of the University of Toronto) working with the Cathedral choristers who would be attending the RSCM conference in Newport in the summer.
- Hosting a workshop on mission with Jonathan Wilson--Hartgrove, community organizer and author (October 2016) and as a guest preacher at the Cathedral

Some of the on--going resources offered by the Cathedral to the Diocesan community include:

- Hospitality for Diocesan Convention and meetings of Diocesan Committees
- Cathedral Arts, an ongoing series of instrumentalists and singers from a wide range of settings
- Integrity Chapter offering support and celebration through social events, the Interfaith Pride Worship service and the Pride Parade.
- Jubilee Ministry, with the Cathedral the only recognized Jubilee Center in the Diocese, working to assist other churches in being recognized as Jubilee Centers. A large and vital music ministry for all ages, with a variety of choral expression including an active youth choir program, Choral Evensong, Taize services and a regular round of Sunday choral liturgy, as well as special seasonal music such as the O Antiphons.
- Education for Ministry (EFM) study open to the wider community.
- Guest preachers, teachers and lecturers
- Retreat days offered to the wider community
- Cathedral staff and their role as resources to the wider Diocese and beyond

The Cathedral Chapter continues to discern how we might better serve the Episcopal Church in Vermont. We welcome your suggestions and your prayers.

The Very Rev. Jeanne Finan
Dean and Rector
Cathedral Church of St. Paul, Burlington, Vermont

The Cathedral Church of St. Paul

We are delighted to once again be the host for this year's Diocesan Convention. Our parishioners and our staff hope you will feel welcome, comfortable and aware of God's presence in this holy space.

Here are a few highlights of the past year at the Cathedral:

The Feasibility Study concerning the potential expansion of the Cathedral and its neighbor 3 Cathedral Square was completed and presented to the Vestry in March 2016. Our hope was that there would be sufficient revenue possibilities to expand affordable housing opportunities for seniors and to provide the Cathedral with additional program and office space. However, the total cost estimate for the project, including site preparation, totaled over \$ 24,000,000. A close review of the financial picture by the Advisory Committee surmised that, even with new revenue sources, the Cathedral would run a net loss of \$ 500,000 annually. Therefore, it was determined the project in its current configuration is not feasible.

The Vestry concluded that the Feasibility Study would act as a springboard for the Cathedral moving forward, rather than a definitive plan of action. The Cathedral will begin a year--long discussion and exploration in 2017 to ponder the question: *What does it mean to be an urban cathedral in downtown Burlington, Vermont in this century?* Parishioners Paul Van de Graaf and Lisa Schnell have been appointed the chairs of this Urban Cathedral Exploration.

Thanks to an ALLELUIA Grant we continued the *Digital Evangelism* project this year with the hiring of four summer interns. Through their work the Cathedral's website was completely redesigned (using the very user--friendly platform Weebly); a video was made as a pilot project for recording the stories of Cathedral members; the visual arts exhibit program was re--started with a show of paintings by Vermont artist Janet McKenzie using extensive social media publicity for the exhibit; and podcasts of all the sermons continue to be posted with an increasing listening audience. Our summer interns also refreshed all our print publications.

We have been blessed by some excellent guest preachers, including the Rev. Jonathan Wilson--Hartgrove, who also offered a workshop on mission that was attended by people from throughout Vermont.

Our Director of Music and Canon Precentor Mark Howe was on sabbatical this year from March until early August. We certainly missed Mark's presence and gifts and we celebrated his time for renewal, rest and refreshment; we enjoyed Susan Summerfield (faculty member at St. Michael's College) as our organist and Cynthia DeDakis (who recently retired from Washington National Cathedral) as leader of our choirs. At the end of the summer we experimented with some different music from the Taize and Iona communities, with leader Liz Thompson and pianist Leslie Ely.

SPY (St. Paul's Youth) group traveled to South Dakota for a service-- learning program with Re--Member and the Lakota Indians. This year they are planning a trip to El Salvador working with

Cristosal in April 2016. Our Middle School SPY group will do a service learning trip to the Heifer Farm in November and are now meeting regularly.

We bid goodbye in early June to our Cathedral Administrator Alyssa Newsmith who accepted a new position in the corporate world and were very grateful for Rose Bacon's availability to serve as our interim administrator for the summer. Jennifer Sumner began in late August as our Cathedral Administrative Assistant and we are delighted to have her here in the office (Tuesday--Friday, 8:30--12:30). Barbara Comeau continues as our part--time Financial Administrator.

It was heart--wrenching but fiscally necessary to say goodbye to Anthony Galas who served as the Cathedral Sexton for over twenty years. We are especially grateful for the kind hospitality he showed to our members and to the many visitors to the Cathedral.

Hopkins Bookshop will close in mid--November as Dinny Adams, the owner and bookseller extraordinaire, goes on to the next part of her journey. The Bookshop has been a vital part of the Cathedral's ministry for many years and we are happy we were able to provide subsidized rent. As sad as we are to see Hopkins close, we are delighted that Dinny will be able to explore her own new possibilities.

Utilizing extensive research by the City of Burlington, the Cathedral negotiated an agreement with Unified Parking Partners to change our lot into a pay lot (except for Sundays when all parking is free). Our lot was the last free lot in downtown Burlington and was often full—but not with Cathedral patrons. The paid parking is providing needed revenue for the Cathedral's operations and ministries.

The Rev. Deacon Stan Baker continues to facilitate the Jubilee Justice ministries as well as serve on Sundays.

Three worship services—8 a.m., 9 a.m. and 11 a.m. are offered during most of the year. During Lent and during the summer, we worship together as one congregation at 9:30 a.m. Adult forum presentations and church school for all ages happens throughout the program year. Our choristers sing at the 9 a.m. service and our adult choir sings at the 11 a.m. service. When we worship together during the program year the choirs combine.

At the current time the Cathedral offers one meditation group on Wednesday mornings at 10:30 a.m. A noon service of Holy Eucharist and healing prayers also on Wednesdays. Morning Prayer is prayed in the Chapel Tuesday--Friday mornings at 8:30 a.m.

Parishioner Alice Van Buren continues to organize, catalog and care for the archives of the Cathedral as well as researching requests for information in our archives.

We continue our relationship with Christ Church Presbyterian making worship space available for their congregation on Sunday afternoons. This year we have worked together on several projects, including a community film showing about climate change and book study groups.

The Cathedral remains an active partner with JUMP (Joint Urban Ministry Project), VIA (Vermont Interfaith Action) and Integrity.

This has been a year of transitions and necessary changes. But with these changes and challenges is coming new growth and possibilities for the future as we move towards committed sustainability and living into our mission as the Cathedral Church in Vermont and most importantly, as followers of Jesus.

The Very Reverend Jeanne Finan
Dean and Rector

Diocesan Council
(July 1, 2015-June 30, 2016)

Diocesan Council met ten times during the reporting period; four of the meetings were by video-conference; other meetings were held at Trinity Episcopal Church, Rutland; St. Paul's Episcopal Church, White River Junction; St. John's Episcopal Church, Randolph; and the Bishop Booth Conference Center, Burlington. All meetings started and ended with prayer; Bishop Ely presided. Fern Fryer of Trinity Episcopal Church, Rutland recorded minutes of the meetings. The Canon to the Ordinary, Lynn Bates, and the Diocesan Treasurer, Dr. Wallace Good, attended meetings as *ex officio* members with seat and voice but no vote.

Council Members from July 1 through December 31, 2015 were:

- Mission District #1: Paul Leduc, Richard Taylor, and The Rev. David Veale
- Mission District #2: The Rev. Earl Kooperkamp, Robert Meyers, and Penny Thomas
- Mission District #3: John Hartman, The Rev. Donna Reidt, and The Rev. Susan Taylor
- Mission District #4: The Rev. Margo Fletcher, Richard Jones, and Lisa Newton
- Mission District #5: The Rev. Justin Lanier, The Rev. John Mitchell, and Kathryn Wright

Council Members from January 1 through July 30, 2016 were:

- Mission District #1: Paul Leduc, The Very Rev. Jeanne Finan, and Richard Taylor
- Mission District #2: The Rev. Earl Kooperkamp, Jean Wilson, and Elizabeth Parker

Mission District #3: John Hartman, The Rev. Donna Reidt, and The Rev. Susan Taylor

Mission District #4: The Rev. Liam Muller, Richard Jones, and Lisa Newton

Mission District #5: The Rev. Louis P. Gratz, and Deb Moser

The work set in motion by Bishop Ely's Mission Consultation and the June 2015 Convocation were foundational to the work of Council this year. Bishop Ely created the "Funding Our Mission Task Force" to carry the information gathered and priorities established forward with an eye on the big picture. The work of the Task Force was divided into four distinct areas: Parish contributions, Local mission approaches, Clergy compensation, and Appeals, grants, loans. The work of the Task Force and its sub-groups continued throughout the year. Recommendations were made to Council which were considered and implemented later in 2016.

The Rock Point Property Initiative was an on-going agenda item with many aspects of Rock Point being addressed and reported to Council throughout the year, including:

- canonical change regarding the Rock Point Board and governance of the property in Burlington was passed at the November
- a forestry plan established and being matched to a property use plan
- updates on summer camp activities and development of the programs
- the Rock Point Intentional Community became active
- land conservation of the property being considered
- opportunities for purchase of the solar orchard being considered
- fund-raising plan for Rock Point

Bishop Ely shared his thoughts that Rock Point is part of our ministry as the Episcopal Church in Vermont; a focal point for our life together and is a symbol of what we have in common and a proposal he had solicited from Christine Graham, fundraising consultant, to develop a Rock Point campaign on a short timeline. Council members enthusiastically endorsed the proposal to move forward with a targeted fundraising campaign.

To close a gap in the proposed 2016 Rock Point Summer Camp budget, Council approved the use of available unrestricted reserves to match up to \$10,000 of other fund-raising efforts, stating the summer camp program is in keeping with the Council priority of becoming more missional.

Council members supported Communications Minister, Kathleen Moore, to ensure Vermont became a participant in the Episcopal Asset Map Project. The project was launched with an email to all parish leaders and information about the project was provided at Convention.

The 2015 Alleluia Fund income was monitored and distributions were approved by Council. Council set the 2016 Alleluia Fund goal at \$50,000. To be allocated as follows:

Cathedral Chapter	\$ 5,000.00
Rock Point Summer Camp	\$16,730.00
Rock Point Board/Property	\$11,000.00
Global Reconciliation-MDG	\$ 7,260.00
Domestic Outreach/Social Justice	\$ 7,260.00
Earth Stewards	\$ 2,750.00

Council approved several resolutions for consideration at the 2015 Diocesan Convention:

2016 Clergy Compensation Resolution

2016 Diocesan Budget Resolution

Economic Justice Resolution

Resolution Supporting Local Approaches to Mission in Vermont

The Reverend Shingi Kaseke, Rector of the Anglican Church of the Ascension in Bulawayo, Zimbabwe, was a guest at the September meeting. Mr. Kaseke spoke about his ministry and the challenges the Church in Zimbabwe is facing. In a country of 13 million, 84% profess to be Christians, but Rev. Kaseke identified two key areas where the Church is struggling:

- 1) Leadership crisis: The Church leaders are quiet in the face of economic and social crisis. They should be the moral consciousness of the country, but instead they often identify with political parties, and this compromises the role of the Church.
- 2) New independent churches are not focused on the Bible. There is resulting disunity and lack of coordination.

He asked Council members to pray for them as they struggle to confront political leaders and find the financial stability they need to move forward and impact public policy issues.

Diocesan Treasurer, Dr. Wallace Good, provided written and verbal reports to Council throughout the year, including year-to-date financial reports. In September, he presented a resolution to adopt an Internal Control Plan and Policy which was unanimously approved. The plan detailed the structure and practice of the treasury and was a group of 5 interrelated documents that will be added as addenda to the Budget & Finance Guidelines.

Bishop Butterfield loan recommendations from the Loan Review Committee were accepted by Council, including:

- Bishop Booth Conference Center loan for fire suppression system was amended from \$20,000 to “up to \$35,000”.
- St. Luke’s, Chester - \$40,200.

At its January 2016 orientation and planning meeting, Council identified its 2016 priorities as follows:

- Alleluia Fund
- Funding Our Mission Task Force
- Local Mission Approaches
- Asset Mapping
- Communications
- All Ages Formation
- Dismantling Racism effort
- Discipleship & Evangelism
- Rock Point Future
- Identify Treasurer

Ellen Lovell, Rock Point Legacy Minister, hired by the Rock Point Board oriented Council members to the work of the Rock Point Campaign to raise \$1.7 million. The purpose of the Campaign being to build a sustainable future for Rock Point ministries.

Rick Taylor (St. Andrew's Episcopal Church, Colchester), one of Vermont's elected Provincial Deputies provided updates on Provincial activities throughout the year.

Throughout the year, Council members were also engaged in All Ages Formation efforts, Dismantling Racism training, responding to the 2015 General Convention Resolution regarding the use of alcohol and substance abuse, addiction and recovery

NOTE: Full minutes of all Council meetings are available upon request through the Diocesan Office.

Financial Oversight and Audit Committee **(July 1, 2015-June 30, 2016)**

The Financial Oversight and Audit Committee, in compliance with sections of Canon 10, works to assure that adequate procedures are in place, and adhered to, regarding diocesan and parish financial audits, financial reporting, and funds management. To this end, the committee makes itself available to provide advice, guidance, and education to parish treasurers and audit committees.

Diocesan audits: The committee continues to review progress toward bringing the audits of diocesan activity up to date. An engagement letter was signed July 3, 2015 with CPA Grippin Donlan Pinkham, CPA to complete both 2013 and 2014. As of our committee's January 2016 meeting, the 2013 audit work had been completed and David Grippin got with representatives of the committee

– a required step in the audit process – as a last step in wrapping up the 2013 audit. The Diocesan Finance/Property Administrator work on the 2014 audit started during the period covered by this report. (as of Sept 2016, the CPA firm has that work and is using it to do their part.)

Assistant treasurer's reviews: A monthly review of diocesan bank statements and source documents by a volunteer Assistant Treasurer started in January 2015. Attention needs to be made to having this done on a timelier basis and this will be addressed by the committee.

Discussion of questions from parishes: For some questions from parishes, committee discussion is desirable before responding. One question discussed this year was how to account for prepaid pledges.

Parish Assessment reviews

This committee reviews a congregation's appeal of its Diocesan Assessment and forwards a recommendation on the appeal to Diocesan Council for its review and action. Two parishes have made requests. In both cases the bookkeeping and the financial reporting needed to be brought up to date as a step toward evaluating the request. Assistance with that updating work is being offered from the committee and both situations are pending.

Parish audit package: The questions on The Internal Controls Checklist (ICC) for parish audits were split into two sections. This reduced the number of questions that were thought to be essential for the audit from 77 to 60 and put other questions in an optional category of "Supplemental Internal Control Questions".

Education of parish treasurers and auditors: Diocesan Finance/Property Administrator, Julie Giguere, has made a treasurer's manual and an auditor guide available on the diocesan website by clicking on "for congregations" within "Resources". No pro-active outreach was done in the form of scheduled workshops this year, however, we are always available on request to discuss bookkeeping or auditing topics applicable to an individual parish.

Respectfully submitted,

The Rev. Deacon David Ganter - Chair, Financial Oversight & Audit Committee

Members: The Bishop and the Diocesan Treasurer, each ex officio, Others serving for some or all of the reporting period are Suzanne Bacon, Beth Davis, The Rev. Janet Brown, Channing Smith, The Rev. Dr. Susan McGarry, Jim Jarvis and The Rev. Deacon Dave Ganter.

HISTORIOGRAPHER AND REGISTRAR

2016

While the daily routine continues with a majority of time being devoted to researching and confirming SPG lease obligation for holders of a parcel with this obligation seeking a release of the lease obligation, there is a variety because each request is unique.

During the year almost all of the items from closed congregations listed in last year's report have found new homes and regular use in several congregations. Because of the increasing limitation of our storage area, any further requests for storage of unused items must be made in advance and accompanied by an inventory.

The continuing one day a week assistance of Alice Van Buren has been of immeasurable help in all areas but especially in sorting, filing documents and records.

A new and interesting contact has been made with the Historiographer of the Diocese of Burlington who also receives requests for information about marriage records. On several occasions when she could not identify the officiating clergy as a Roman Catholic Priest, she called here. On two occasions, I was able to help both her and the person making the request with, at least, a partial identification of the officiating clergy person's denomination.

A large part of the last three months was spent helping the Rector and people of Grace Church, Sheldon planning for their 200th anniversary celebration in August. The celebratory service scheduled for an August date as close as possible to the signing of the original Articles of Association was to be Evening Prayer from the 1789 Book of Common Prayer. For many, including some special visitors, the thrill of the service was the organ accompaniment of the hymns on the 1839 organ, the same organ used by The Rev. John Henry Hopkins, Jr. to compose the words and music to "We Three Kings". My role was to prepare a souvenir booklet containing the service, clergy and bishop list, an annotated time line, and the biographical sketches of three important personages in their history. They were: The Rev. Albert Hopkins Bailey their longest serving rector who was the first historiographer of the Diocese; Katherine (Miss Kate) Whittemore, the last direct descendent of Elisha Sheldon, who was extremely active in the many aspects of the congregation's life during the late 19th and early 20th centuries; and The Rev. Reuel Keith, member of one of the founding families of the town and church who was active in the church's education of clergy as a co-founder of The Virginia Theological Seminary.

The most disappointing activity of the year was reading the very garbled, grossly inaccurate, misunderstood, and misinterpreted accounts of many formative and important events in the history of the Church in Vermont found in the first three paragraphs of the history of one of our

congregations which is being distributed currently. Perhaps the most disappointing part was the confusion of several activities of Bishop Hopkins, his son, and grandson. To undertake all of the activities attributed to him, the Bishop would have had to return from the grave. In addition, there were many errors in the dates cited.

As they approach significant anniversaries, congregations should be aware that many of their records and documents are available from our Archival holdings at the Diocesan Center.

Respectfully submitted,

Elizabeth E. Allison, Historiographer and Registrar

Outreach and Social Justice Committee

Grants from Discovery 2000/McClure Discipleship Initiative IV funds:

- 1) St. Paul's White River: \$1,000 monthly movie series featuring social justice issues
- 2) St Thomas and Grace Brandon: \$250 assisting those in need of washing and drying in a nearby laundromat
- 3) Trinity Shelburne: \$1,000 Kids for Peace: summer camp experience for Palestinians and Israeli and Americans
- 4) Christ Church Montpelier: \$2,000 for Camp Agape

These grants were matches for parish funds.

Respectfully

Stewart Pierson (the Rev) Convener

COMMITTEE MEMBERS

Nancy Bower

Lee Crawford (the Rev)

Margy Zabriskie

Laura Chase

Peter Galbraith

Catherine Cooke

Bob Halverson

Ron Corkins

Nancy Huddle

Rock Point Board

October 2015 –September 2016

Fall 2014 Rock Point Vision: *to be a welcoming sanctuary of spirituality, creativity, community, education, training and environmental stewardship*

Summary: This past year has been a very full year of planning and action as we implement our vision. We have helped launch the Partnership Campaign for Rock Point, adopted a new governance structure, begun to implement our land use plan, celebrated growth the Bishop Booth Conference Center and The Rock Point Summer Camp (full reports elsewhere in this convention journal), sent the first three issues of the Rock Point Partners and Friends Newsletter, begun to solicit contributions for individual and group day passes and annual passes, hosted our first annual Partners and Friends Gathering, engaged conversations with environmental and civic leaders, arranged for the purchase of our solar orchard, taken steps through our Energy Coop for more conservation, nearly finished creating a 20 acre conservation easement with the Lake Champlain Land Trust and Burlington and are just starting to investigate a larger conservation easement possibility.

New Governance Structure:

Our new governance structure is in its first year of operation. Much of the executive function of the Rock Point Board is placed in the hands of the operational managers, a group called the Rock Point Management Committee (RPMC). This group represents the various organizations that are part of Rock Point and focuses on issues pertaining to the property that are common to all groups. Its purpose is to make recommendations for actions to the Rock Point Board. Included in the group are: Chuck Courcy, the Rock Point Property Manager; Lynn Bates, the Canon to Bishop Ely; CJ Spirito, The Rock Point School Head of School; Sherry Osborn, the Rock Point Summer Camp Director; Tony Drapelick, the Bishop Booth Conference Center Manager, David McKay, the Treasurer of the Rock Point Board; Craig Smith, the Rock Point Operations Minister, and Bishop Ely, serving as the Rock Point Board President during this transition time.

The RPMC currently is working on a Rock Point Policies and Procedures Manual to address a wide range of topics from decision-making to property use to partnerships to hospitality guidelines. This group helps create common expectations for sharing the oversight and caring for the property, a key in building a shared Rock Point community.

The Rock Point Board retains its authority to manage the property on behalf of the Trustees of the Diocese, who hold the deed. Like the RPMC it has had a hand in all the actions described elsewhere in this report. Creating a Commons budget that brings together the Bishop Booth Conference Center, Rock Point Summer Camp, and Property budget is one major accomplishment

for this past year. Adding a new dimension to the budget, funding our land use plan, is another. The RPMC and Board both face the challenges of staffing during a major transition period.

Rock Point Land Use and Forestry Management Plans

For decades the Episcopal Church in Vermont has been committed to conserving the Rock Point property and protecting its unique ecosystems, rare plant communities and natural beauty. Over the last two years we have formalized this commitment by creating and starting to implement a specific plan for conservation purposes. The Rock Point Land Use Plan (LUP) is a three-year plan (2016-2018) comprising four key result areas: Beauty of the Natural Environment; Hands on Environmental Stewardship; Education and Creativity; and Funding and Staffing. At present six teams are working on programs that include such diverse things as: removing invasive plants, creating a year round program of environmental education, growing and sharing food with the food shelf, creating new retreats, expanding use of the outdoor chapel, restoring trails, adding interpretive signage, and partnering with many groups who use Rock Point to make these things happen.

The Forestry Management Plan (FMP), which covers a 10-year period, recommends stewardship actions and names priorities. The Land Use Task Force of the Board breaks that down into a yearly plan for the six stands of our forest and coordinates this with the Land Use Plan goals.

Both LUP and FMP need paid and volunteer staffing to succeed. We welcome those wishing to join in this work.

A United Thank Offering Grant of \$19,060 awarded in June has allowed the Board to hire a Garden and Volunteer Coordinator to help us get underway with our hands-on stewardship work.

Conservation Easement Explorations and Agreement

The Board acting with authority of the Trustees of the Diocese of Vermont (who hold the deed) are completing a conservation easement agreement that involves Lake Champlain Land Trust and The City of Burlington for a twenty-acre parcel of our property located across from our Diocesan Offices. Our parcel connects with the Arms Grant property, one of the city's parklands. Trails interconnect the two. The city will become responsible for the upkeep of the trails on this parcel and some other conservation measures. The money generated from this sale of this easement will be devoted to conservation work.

Also, we are in the early stages of exploring a larger conservation easement with Lake Champlain Land Trust and The Nature Conservancy of Vermont. Currently we are identifying exclusion zones we would hold for future development to serve ministries and programs at Rock Point. As with the smaller conservation easement, funds generated would help us with land stewardship.

The Partnership Campaign for Rock Point: Now and the Future

The Rock Point Board, working with the wider community of the Episcopal Church in Vermont and other partners, has developed a vision and a plan for Rock Point. The campaign pamphlet, “Rock Point: Building a Sustainable Future Together”, describes our \$1.7-million-dollar campaign: *We embrace the goal of wise environmental stewardship of land and buildings, including renewable solar energy, enlightened land management, and the balance between conservation and public access. The campaign focuses on the natural assets and maintenance needs of Rock Point, with awareness of its importance to participants attending retreats and conferences, the Summer Camp, the Rock Point School, and a wide variety of other visitors who come for education, recreation, and spiritual refreshment.*

Our Partnership Campaign is described in detail elsewhere. Board members and other Rock Point and Diocesan leaders were first in making multi-year pledges and gifts to the campaign. Simultaneously we aim to raise \$2 million in endowment fund over the next three years to help us become a model for environmental care and to maintain our buildings.

Partnership Development

We have started by building a more formal partnership amongst all of the entities on Rock Point, as described above under governance. All will soon be contributing to the Commons budget that funds the care of our common property. At the same time, other groups who use the property to host their programs both large and small are asked to make a contribution. Presently, we are in the midst of naming different levels of partnership, so we can be clearer about the rights and responsibilities of partners. This work in progress of building a wider base of support is vital to our ability to sustain the Rock Point Board’s charge to maintain the property. We have one major partnership with a nature education program that works with children. Also, our Rock Point Intentional Community provides a means for members of our diocese and others to become involved with Rock Point. We are looking to expand to include other schools and non-profits who share missions compatible with our vision.

We have established some good momentum by engaging our vision this year.

The Rev. Craig Smith, Rock Point Operations Minister (for the Board).

The Partnership Campaign for Rock Point: Building Our Future Together

After many years of study and discussion, Bishop Ely and the Rock Point Board launched the Partnership Campaign for Rock Point this year to enhance and conserve the beautiful and unique resources of Rock Point -- the 130 acres on Lake Champlain owned by the Episcopal Church in

Vermont. Many of you know the beauty and the offerings of Rock Point through the Summer Camp, Bishop Booth Conference Center, Rock Point School, Bishop's House, and Diocesan Offices. You may appreciate Rock Point for its 2.8 miles of glorious trails through rare habitats and along the cliffs overlooking the Lake, or through the Community Gardens, Crow's Path Field School, Partners' Pantry, or the Rock Point Intentional Community. When you enter Rock Point, you will notice the large solar orchard, now providing all power and more that Rock Point needs through alternative energy.

Right now, Rock Point welcomes at least 10,000 people a year. If you have not visited, you are warmly invited and encouraged to come visit.

The goals of the Partnership Campaign are: to conserve this precious land, prepare for increased public use, maintain the trails, purchase the solar orchard, and upgrade the camp and conference facilities to make them function better and become more self-sufficient. The historic 1895 Bishop's House and the 1840s Farmhouse on the property also need attention and are part of the 160-year history of the Church's presence on Rock Point and its ongoing stewardship. For all these purposes, we will need \$1.7 million, plus an additional \$2 million in endowment over time to sustain the improvements.

This campaign is at heart about the stewardship of a resource that belongs to all Episcopalians and about sharing it with others for education, recreation, and both physical and spiritual renewal. These purposes take on more urgency as Burlington rapidly grows and develops; Rock Point is its last "urban wilds."

At this point in the Partnership Campaign, we are asking individuals who care about Rock Point and about green space in Vermont's largest city, to consider significant gifts. Bishop Ely will be announcing our progress in his Convention Address. The next stage in the Partnership Campaign will be to invite the participation of all congregations in this effort.

I look forward to keeping you informed about the progress of the Partnership Campaign for Rock Point and your participation in its success.

Ellen McCulloch-Lovell
Rock Point Legacy Minister

Rock Point Summer Camp 2016

Submitted by The Rev. Sherry Osborn,
Camp Director 14. Oct.16

VISION FOR ROCK POINT PROPERTY

To be a welcoming sanctuary of spirituality, creativity, community, education, training, and environmental stewardship

THE MISSION¹

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

THE GOALS AND OBJECTIVES²

We will immerse campers of all ages in:

Care of Creation

We will explore one's connection with God through nature as we strive to safeguard the integrity of creation and mend the life of the earth.

Care for Neighbor

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

Care for Self

We will encourage a level of self-respect and self-esteem through healthy choices.

Have Fun

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

2016 PRIORITIES

cabin improvements - diversify/increase camper population - continue recruitment of older staff

¹ **The Mission** statement is a working statement only. The Rock Point Ministry Team is currently praying our way through the process of updating said statement.

² For a more in-depth explanation of our **Goals and Objectives**, please contact Sherry Osborn, camp director

CAMP STORIES...

Two camp mothers took their girls (Intermediate campers) to Burton Island for a walk. Lacy was less than enthusiastic about walking the trail out to the beach though her good friend Chrystal was ready for the adventure. So, there they were, walking ahead of their moms, Chrystal coaxing Lacy. The mothers were not sure how far they'd actually get... but the next thing they heard was two happy campers bellowing, "This Little Light of Mine" and "Wind, wind blow on Me" and dancing along the trail through campsites.

As reported by a camp mom: Scott, a senior high camper, went to cross country camp with his teammates at the end of August. He told his mother that he would not bring his cell phone. When mom asked why, Scott answered that it was because he wanted to "disconnect" and "really interact and connect with his teammates". Scott's mother said that she directly attributes this to a week of being "unplugged" at RPSC. She was thrilled!

*A first year staffer reflection: I'm not from a religious family but camp spirituality made sense to me. I've been so inspired by our daily silence at our sit spots. I've never really **seen** the natural world until this summer. Care for creation, neighbor, self and have fun has changed me. It feels like I need to find all new friends when I go home...friends who care about the things I now care about...I'm definitely going to have a sit spot at home.*

Summer 2016 HIGHLIGHTS

- 114 campers attend day and residential camps - Almost DOUBLED our enrollment!
- Successfully hosted United Church of Christ residential camp during RPSC Day Camp
- Almost \$11,000 given by faith communities in support of campers
- 59 campers affiliated to faith communities, 13 unspecified community, 42 spiritual but not religious
- \$13,495 raised to meet operational deficient - Still need to raise an additional \$3500
- 49% of our campers request scholarship support
- Fabulous Volunteers - returning and new - THANK YOU!!!!!!

2017 PRIORITIES

- Find volunteer team to develop Alumni Association - Strengthen Staff & Camper/Parent Handbooks - Deepen spiritual/environmental morning curriculum

Despite being short staffed early in the season, due to family emergencies and illness, we had happy campers and parents at the end of each camp week. This could not have happened without the generous grace of God and many helping hands: from above and beyond the call of duty support from Chuck & Tony, Michelle and the Diocesan office staff, Evelyn Carroll, the

RPSC Ministry Team to donations of cameras/time/\$\$/archery equipment, Bishop Tom's weekly visits to Canon Lynn's guidance & support, inspired and inspiring camp staff... the list goes on and on. Thank you one and all.

Standing Committee

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

Property Matters

12 January 2016, Acted on Quit Claim for Property as recorded in Colchester, Book 754, p. 246.

15 March 2016, Consented to easement for Saint Thomas, Brandon and Rte 7

15 March 2016, acted on a resolution, drafted in consultation with the Chancellor and Trustees of the Diocese to enable the President and Secretary to act on future Quit Claims without needing to have the entire Standing Committee vote

1 June 2016, Acted on easement for Brookhaven School, Chelsea

People in the Ordination Process

Concurred with the Diocesan Commission on Ministry on 12 April to admit Kathleen Hartman to Candidacy to the Priesthood

Concurred with the Diocesan Commission on Ministry on 17 May to admit Paul Moberly to Candidacy to the Priesthood

Concurred with the Diocesan Commission on Ministry on 16 July to admit Christine Moseley to Candidacy to the Priesthood

Concurred with the Diocesan Commission on Ministry on 16 July to admit Robert Wilson to Candidacy to the Priesthood

Consents to Episcopal Elections

15 March, consented to the election of the Rev. Patrick W. Bell as the Bishop Diocesan of the Diocese of Eastern Oregon

15 March, consented for the election of a Bishop Coadjutor in the Diocese of Los Angeles

12 April, consented to the Rev. Douglas Sparks as the Bishop Diocesan of Northern Indiana

12 April, consent to the election of a Bishop Suffragan for the Diocese of West Texas.

17 May, consented to the election of the Rev. Canon Daniel Gutierrez, Bishop Diocesan of the Diocese of Pennsylvania

20 September, consented to the election of the Rev. Dr. Dede Duncan-Probe Bishop Diocesan of Central New York

Other Actions

The Standing Committee co-hosted a one-day gathering with the Diocesan Commission on Ministry and Postulants and Candidates. This was held at Christ Church, Montpelier in January 2016.

Standing Committee members for 2015-2016 were the Reverends Mary Lindquist, Thaddeus Bennett, Lisette Baxter and Lee Alison Crawford. Lay members were Brett Murphy, Maxine Neal, Harry Kendrick and Elizabeth Van Dyk. The President gives thanks for their dedication, thoughtful preparation and insights.

The Standing Committee wishes to give thanks for Lisette Baxter's service and special thanks to Elizabeth Van Dyk, who, as Secretary, provided expert minutes and interpretations of legalese (in terms of property matters).

Respectfully submitted,
(the Rev. Canon Dr.) Lee Alison Crawford, President

TRUSTEES OF THE DIOCESE

The Board of Trustees of the Diocese of Vermont operates according to Canon 11 of the Constitutions and Canons of the Diocese of Vermont. The Trustees meet quarterly. In 2015-16, those meetings were held on August 13, 2015, November 19, 2015 (Annual and Regular Meeting), February 25, 2016, and May 19, 2016.

Report of the Real Estate Committee: According to Canon 10.1(b), title to real property of the Diocese shall be held by the Trustees, except otherwise directed by the Bishop and Standing Committee. The Real Estate Committee oversees all matters related to such property that is to come before the Trustees. In the past year, Quitclaim deeds for SPG lands were approved by the Trustees for properties in Sunderland and Middlebury. In addition, the Trustees approved the sale of Grace Church, Forestdale and accepted terms of a VTrans-requested property easement at Brookhaven School. Repairs were completed to the St. Ann's mission property in Richford and negotiations with the Richford Historical Society regarding the long-term use of the property continued through the year.

The Trustees acknowledge with gratitude the ongoing volunteer work of Elizabeth Allison, Historiographer of the Diocese, for her significant contributions to maintain the consequential history of and records for real property held by the Trustees.

Report of the Investment Committee: According to Canon 10.2(b), all funds other than operating funds unless otherwise directed shall be invested in the Diocesan Unit Fund (DUT). The Investment Committee of the Trustees oversees the management of the Unit Fund, which includes accounts of the Diocese and many of its congregations, and amounted to \$23,972,231 as of June 30, 2016.

In July 2015, members of the Investment Committee undertook an in-depth process to assess the Investment Policy of the Diocesan Unit Fund and determined that it was an appropriate time both to consider revising the Policy and to invite a competitive bidding process for fund management of the DUT. Several model investment policies were reviewed, especially The Episcopal Church's Domestic and Foreign Missionary Society policy. A revised Diocesan Investment Policy Statement (IPS) was presented to the Trustees at its November meeting and was approved at that meeting. Among the changes to the IPS two are noteworthy:

- A "Gospel imperative" is articulated at the beginning of the IPS, which in turn states explicitly that, in addition to being good stewards of the resources entrusted to us, we believe the Diocese of Vermont should adopt socially responsible investment policies. To that end, we have aligned the social aspects of our policy with those of the Episcopal Church Domestic and Foreign Missionary Society (DFMS). The standards by which the DFMS screens investments as "socially responsible" will now also be ours in the Diocese of Vermont.
- The new IPS more clearly articulates the standards by which investment managers will be hired, reviewed, and replaced as needed, bringing our approach in these matters more into line with DFMS standards. In particular, the Statement now sets a specific return target for the managers, creating a transparent criterion by which their performance will be assessed.

A request for proposal (RFP) was developed and four fund managers were invited to make application. All presented proposals which were fully vetted by members of the Investment Committee and each was interviewed by the Committee at the Diocesan Offices on February 24. The Committee unanimously recommended to the Trustees the selection of Hickok and Boardman of Burlington to continue as investment managers under the terms of the revised IPS, and the Trustees unanimously approved the recommendation at its February meeting. The Investment Policy Statement is available on the Diocese of Vermont web site (www.diovermont.org) under Resources for Congregations, Audits and Church Finances. Reports on performance are sent quarterly to all churches and other investors in the DUT by Julie Giguere, Financial Administrator of the Diocese. The Trustees are grateful for her service and support of our work.

In 2015-16, the Trustees approved quarterly distributions from the DUT to investors at the rate of 1.25% of the average value of the Unit Fund for the preceding 12 calendar quarters, an annual rate of 5% of the average unit values. The distribution payment dates are the last days of the four calendar quarters of the year.

In addition to its ongoing business regarding Real Estate and Investments, the Trustees regularly receive reports from and meet with the Rock Point Development Minister and representatives of the Trustees of the Rock Point School. In 2015-16, information regarding management and oversight of the Rock Point property has been discussed at each meeting as well as plans for the Rock Point Campaign.

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

Trustees of the Diocese of Vermont: William Ames, Clark Anderson, Laurel Broughton (Clerk),
Albert Cicchetti, Amy Hastings (President), Steve Reynes, Steve Smith
Wallace Good (Treasurer)
Ex officio: Bishop Thomas Ely

UNITED THANK OFFERING

The United Thank Offering was established by the women's auxiliary to the Episcopal Church's Domestic and Foreign Missionary Society in 1889 following three years of collections taken for the support of mission work throughout the Church. Over the ensuing 127 years, the United Thank Offering has given nearly \$133 million in grants. Every last penny of those millions was raised by individuals who gave to their parish's in-gatherings. The funds collected at parishes in-gatherings eventually made their way to the United Thank Offering. The United Thank Offering returned those offerings of thanksgiving to the deserving missions in the form of UTO grants. Visit the UTO page at the Episcopal Church website to learn about these grants and the wonderful works of the missions they support.

The United Thank Offering has expanded its granting programing and now includes two "new" programs: Young Adults Grants designated for start-up missions by young adults between the ages of 19-30 and Seminarian Grants designated for those matriculating into an Episcopal seminary. Application deadlines for these grants, separate from the regular grants program, is set annually for the first Friday in November.

2016 marks the thirty-first time that the Diocese of Vermont received a United Thank Offering grant. Since 1967, the Diocese of Vermont has received over \$400 thousand in UTO grants. Most recently, we are the happy recipients of \$19,060 for the Rock Point Land Use / Forestry Initiative.

Vermont congregations usually hold just one ingathering per year, although a handful of congregations do have a spring and fall ingathering. Since the annual report last year, Vermont congregations have had only thirteen in-gatherings to raise \$3,506.27. Recently, a letter of reminder was sent out to every parish encouraging them to schedule a United Thank Offering ingathering with a goal of every parish sending in its token of thanks. With every cent that is given, a prayer of thanks is given. That is the most blessed aspect of the economy of the United Thank Offering!

Vermont Ecumenical and Interreligious Officer

Earlier this year Bishop Ely appointed me Ecumenical and Interreligious Officer for the Diocese of Vermont. I served in a similar capacity for ten years in the Diocese of Massachusetts. Episcopal Diocesan Ecumenical and Interreligious Officers represent their dioceses in a wide range of ecumenical and interreligious venues – local, regional, and national – and participate annually in the National Workshop on Christian Unity and Annual Meeting of Episcopal Diocesan Ecumenical and Interreligious Officers, at which our Church’s ecumenical and interreligious relationships are developed for local implementation.

Over recent months the focus of ecumenical work in Vermont has been on the evolution of the Vermont Ecumenical Council. With leadership from our diocese and other mainline judicatories, particularly Roman Catholic, a new Vermont Ecumenical Council has come into being with an emphasis on building an inclusive and broadly representative network of Christian cooperation suited to contemporary church realities. In particular, broad-based membership guidelines have been agreed upon that will make participation possible by denominations, individual churches, independent religious organizations, and individuals Christians who wish to affiliate formally with the Council. The revived Council’s aim is to serve the common good through worship and prayer, works of care and mercy, and loving prophetic witness for peace, justice, and the integrity of creation.

While strong national and regional ecumenical and interreligious relationships are essential, such engagement perhaps becomes most meaningful in its local expressions, as we seek to work creatively with other Christians and people of other faiths with whom we share common hopes and values. As Ecumenical and Interreligious Officer for Vermont I am happy to be available

throughout the diocese to promote and build up these relationships that are so crucial in our world today.

Respectfully submitted,

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

Bishop's Address to Convention November 4, 2016

"The Spirit of the Lord is upon me, because he has anointed me to bring good news to the poor. He has sent me to proclaim release to the captives and recovery of sight to the blind, to let the oppressed go free, to proclaim the year of the Lord's favor."

Those words from the fourth chapter of the Luke, in which Jesus is reading from the scroll of the prophet Isaiah, offer a compelling vision for our participation in God's mission as the Episcopal Church in Vermont. Or, as Presiding Bishop Michael Curry would refer to us: "The Episcopal Church in Vermont branch of the Jesus Movement, called to share in God's loving, liberating, and life-giving mission of reconciliation and transformation of this world from the nightmare it often is into the dream God intends for all."

There is another way we can express this missional focus, and that is with two small and powerful words: ***Love Heals***. Many of us have spent much of the day engaging this year's convention theme with our special guests from Thistle Farms: Becca Stevens, Susan Sluser, Phyllis Greer and Rachel Goldzweig, who are part of a community of women healing from prostitution, trafficking, and addiction. From the mustard seed inspiration of one remarkable women, an incredible enterprise of hospitality, healing, hope and empowerment has blossomed and flourished as a living witness to the truth that, "in the end, love is the most powerful force for change in the world."

Earlier today, we were also privileged to welcome folks from several Vermont networks and social service agencies engaged in loving, liberating and life-giving work with women and families; addressing issues of poverty, addiction, abuse, violence and human trafficking. The tireless work and powerful witness of these dedicated people provides an inspiring and hopeful example for us, the Episcopal Church in Vermont, as we seek to live a more mission oriented life in our local communities and beyond.

My deep gratitude, and I hope yours as well, goes out to all these inspiring leaders and to Dean Finan and the Convention Program Committee – Auburn Watersong, Jenny Ogelby, Peggy Mathauer, Rick Taylor, Hilla Damm and Janet Brown - for organizing this important chapter in our formation as disciples of Jesus Christ.

I stand before you for my 16th Diocesan Convention Address, very aware, as I know you are, that we face one of the most challenging times for the church as we "*seek to proclaim by word and example the Good News of God in Christ.*" I know we take this baptismal promise seriously, and yet we live in a world, and more particularly in a State, that is increasingly wary, often apathetic and at times hostile to institutional religion. That, I see, as both a challenge and an opportunity. In this Address, I want to highlight four ways in which I see us, the Episcopal Church in Vermont, being transformed so that we might faithfully engage God's reconciling mission and be active agents of God's healing love.

The first instance of transformation is the recent work of the Funding Our Mission Task Force. At first mention, you might not think of this work as part of our reorientation toward a more faithful

and effective engagement in God's reconciling mission, but I do. The second interim report from the Task Force is posted on the diocesan website and many of the Task Force recommendations will be integrated into our business session tomorrow. So, for now, I simply note these things concerning grants and loans, clergy and lay compensation and the parish assessment formula.

Beyond the funds in the Diocesan Budget for mission and ministry, the Diocesan Council oversees the distribution of over \$200,000 in grants each year, as well as the 1.4-million-dollar Bishop Butterfield Loan Fund. The Funding Our Mission Task Force recommended and the Diocesan Council adopted the establishment of a new Grants and Loans Committee, responsible for reviewing all grant and loan applications and awarding funds from all sources. Think of it as one stop shopping. There will be one simplified grant application and one loan application. Canon Bates will work closely with this new committee, which I am in the process of appointing and which Diocesan Council must ratify. The Task Force also recommended and Council approved the creation of a new grant fund, using income from \$500,000 of the Butterfield Loan Fund invested in the Diocesan Unit Trust. Currently, there are sufficient resources to deal with loan requests so this is a good and timely use of resources to support local mission efforts. Both initiatives should be in place by the first of the year.

The Funding Our Mission Task Force also recommended changes related to compensation, and in the formula used to calculate the support congregations provide to the Diocesan Budget. Diocesan Council accepted those recommendations and the 2017 Diocesan Budget, the budget resolution and the clergy compensation resolution on our agenda tomorrow reflect those changes. Details about all this and the recommendations from the Task Force are provided in the pre-Convention material. You will also see these items highlighted in the narrative budget video tomorrow. I am very grateful to the talented members of the Funding Our Mission Task Force for their creative and visionary work on our behalf. So that's the first transforming process to note.

The second way in which I see us being transformed is the priority named by Diocesan Council, affirmed by Diocesan Convention last year and embraced by the Funding Our Mission Task Force. That priority is to help congregations articulate and implement their "Local Mission Approach." You will hear more about this tomorrow, but the heart of this priority is to understand that "Mission is God's process at work." By that we mean "The Church does not have a Mission. **God's Mission has a Church.**" The re-orienting, or transforming, of our self-understanding as a community of disciples sent into the world as agents of God's mission lies at the heart of this call for Local Mission Approaches that are relevant to each local context, its challenges and opportunities.

Week after week, we gather as communities of faith for worship, formation, shared fellowship and support. We gather to meet Jesus in Word and Sacrament, to know Jesus more deeply and fully. And, week after week we are sent in the name of Jesus into the day to day living of our lives as followers of Jesus with the opportunity of joining ourselves more fully to the loving, liberating and life-giving mission of God already underway in the world. The intention to articulate and implement Local Mission Approaches is all about seeing what God is up to in our neighborhoods and responding to the missional opportunities we see. Tomorrow, you will hear some stories about this pattern of discipleship, inspired by the Gospels, and the brilliant opportunity it offers to embrace baptismal ministry and baptismal living in all its fullness. This second sign of transformation is to see ourselves joining God in the work God is already doing.

The third sign I see is our stronger commitment to the ministry of communication. As part of the *Becoming More Missional Consultation* completed in 2015, we identified the need and desire to expand our diocesan communications ministry, both internally and externally. At the same time, we made changes in the structure and personnel of the diocesan Ministry Support Team to respond to the recommendations of the consultation and provide the necessary resources to enhance this ministry. Earlier this year, we hired Maurice Harris as our full-time Communications Minister and he has since hit the ground running.

Before saying more about Maurice's work and the priority of communication, let me take this opportunity as a segue way to recognize all the members of the diocesan Ministry Support Team, each of whom in their own work and ministry contribute much to our common life and serve as valuable components of our communications ministry: connecting us to one another and providing information and resources. Many of you know some of these people, but let me name them so you can join me in thanking them for their dedicated work on behalf of the Episcopal Church in Vermont.

- Canon Lynn Bates, who serves as my trusted sidekick in all aspects of our common life, including her highly effective ministry of assisting congregations in times of clergy transition.
- Julie Giguere, the "go to" person who deals with all things related to our finances, property, insurance and a host of other administrative matters.
- Michelle Sandul, our Office Administrator, who manages our data bases and other information technology, and provides valuable support to committees, commissions, boards and networks for their electronic and face to face gatherings, and much, much more.
- Susan Kremer, who serves as my Assistant, and tries to keep track of me, keep me on task, manage my calendar and respond to the myriad of matters that cross my desk, via hers.
- Donna Crabtree and Taylor Vaughn, who share responsibilities as Office Assistants, Receptionists, and a host of other administrative duties from filings, to mailings, to welcoming people to Rock Point. They do it all!
- Elizabeth Allison, who serves as our volunteer Archivist and Historiographer, assisted these days by Alice van Buren, and who not only knows where all the bodies are buried, but who buried them and why.

Please join me in thanking these dedicated colleagues with whom it is my privilege to work.

Back now to Maurice Harris, our new Communications Minister, from whom you will hear more tomorrow. Maurice is continuing and building upon the great work of Kathleen Moore, who left her position as part-time Communications Minister for Seminary late this summer. [She's doing very well, by the way.] Under the Maurice's leadership, the ongoing focus of our communications strategy is to both increase our internal communication with the Episcopal Church of Vermont, and to increase our ministry of evangelism by our external communication.

If I had to choose one word that describes this focus of our missional church activity it would be the word "story."

Tomorrow at the Eucharist we will sing a hymn, familiar to many of you, in which we sing these words:



I love to tell the sto - ry of un - seen things a - bove,
of Je - sus and his glo - ry, of Je - sus and his love.
I love to tell the sto - ry, be - cause I know 'tis
true; it sat - is fies my long - ings as noth - ing else can do.
I love to tell the sto - ry; 'twill be my theme in glo - ry
to tell the old, old sto - ry of Je - sus and his love.

Tomorrow, however, we will be singing some new and powerful words set to that same tune. These words, in fact: “I love to tell the story; the story changes things; it challenges the powers; it whispers, thunders, sings! It births the holy presence in moments of surprise; it heals, empow’rs and strengthens, it opens ears and eyes. I love to tell the story of Jesus and his glory, because it is God’s story of justice, peace and love.”

And these: “The church that lies before us is not the church of old; the changes in our culture demand new vision bold. One path for being Christian in this post-modern age lies through our storytelling---our ancient heritage! Rejected from the quarry, this cornerstone of glory: to tell the new old story for ages yet to come.”

And these: “I love to tell the story of God’s amazing grace. The Gospel gives us courage for all the tasks we face: to bind the broken hearted, to give hope to the poor, to free all those held captive, to help the weak endure. I love to tell the story; it is our crowning glory to live and tell the story---the Word of God alive!”

Maurice is here to help us tell our stories of God’s loving, liberating and life-giving Good News. He is here to help us tell our stories of healing love, grace, justice and reconciliation not only to ourselves, but to the world. He is here to help us tell our stories, our local and more than local stories of what God is up to in our neighborhoods and in our faith communities. And, believe me, he’s really, really good at it!

This story telling and connecting will take many forms, including a new website to be launched before the end of the month, expanded use of social media, work with local congregations to improve and enhance *your* ministries of communication and creating a vibrant network of communicators within our diocese to help saturate the State of Vermont with the Good News of Jesus Christ being lived out in our churches and communities. So, I hope you “love to tell the story” because you are going to have plenty of opportunity to do so! Welcome aboard, Maurice! You have already begun helping us transform the way we tell the story. We’ll see more evidence of that tomorrow.

The final transformational activity underway that I want to highlight today is our deepened commitment to the future of Rock Point. For over 160 years, the Episcopal Church in Vermont has been called to the faithful stewardship of a precious part of God’s creation, just down the road from here. Whether you have ever stepped foot on Rock Point, or not, it is part of your heritage as a member of the Episcopal Church in Vermont, and it is part of your legacy. You “own a piece of the Rock!”

When I was elected as your bishop sixteen years ago, there was an item in the Profile of the Diocese calling for the next bishop to help us determine the future of Rock Point. For my part, and I hope for yours, I don’t want that to be a key item in the profile for the next Bishop of Vermont, whenever that time might come. While at times over these past sixteen years our struggle to determine the future of Rock Point has felt akin to the wilderness wanderings of our faith ancestors, I think, in the end, that it has all been for the good.

It has taken a long time in the planning and I believe that process led to stronger and better outcomes as our vision became more clear and our resolve more steadfast. I believe we are at that place of clarity and steadfastness regarding the future of Rock Point and its role in our efforts to be a more mission oriented church.

The clear and compelling vision for Rock Point is this: *“To be a welcoming sanctuary of spirituality, creativity, community, education, training, and environmental stewardship.”* To that end, we now have a comprehensive Land Use Plan, a long-range Forestry Plan and unfolding business plans for the Bishop Booth Conference Center and the Rock Point Summer Camp. We also have a growing sense of partnership among the various ministries who call Rock Point home, as well as the many community, educational, recreational, ecumenical, interfaith and other entities who form the wider circle of relationship with Rock Point.

We have already made improvements to the Summer Camp facilities and more are scheduled for next Spring. We will purchase the solar orchard this year, at the end of the 5-year lease. And, we are about to embark on a professional assessment of our 2.8 miles of trails, which will result in a plan to maintain them.

We have in place a Rock Point Commons Budget, a Solar Energy Cooperative, a new 501 c3 Organization for receiving funds to help conserve the land, and we are about to execute our first Conservation Easement with the Lake Champlain Land Trust. This easement is for a portion of our property that abuts city owned property, thus creating an integrated trail system and furthering our partnership with the City of Burlington.

We are working with civic leaders, environmental leaders, conservationists and others who care about the future of Rock Point and who see in this property - the largest and one of the last remaining open public access spaces in Burlington on Lake Champlain – ***a pearl of great value***. I've spent sixteen years living and working at Rock Point. It ***is*** a pearl of enormous value, and I trust you believe that as well.

All that said, vision and plans need strategies to be successful and to that end we have begun a significant fund-raising strategy to help accomplish this vision to preserve and sustain Rock Point for generations to come. I think the best way for me to tell you about that effort is to show you a brief 5-minute video, that some of you have seen already. (Here the Rock Point Video was shown)

Currently, we are in the individual donor solicitation phase of the campaign and we are having great success. We have a terrific Partnership Campaign Advisory Committee helping to steer this effort. To date, we have received 52 gifts and pledges totaling \$380,000. In addition, the Diocesan Council has committed \$200,000 from the Robert Patterson Bequest, received in 2006, to be used for construction projects at the Bishop Booth Conference Center. That means new roofs after nearly 40 years and a refurbished parking area. We also have three generous gifts to give us a start on raising the endowment needed to sustain all these improvements, and others are considering bequests. With the commitment from the Diocesan Council it means that \$580,000 worth of investments in the future of Rock Point are in hand, or promised, and being put to work right away. We will continue this phase of the fundraising into next year and then initiate the more public and local congregational phase of the Partnership Campaign at Pentecost.

We've all learned a lot creating and launching this campaign. I've learned it takes considerable attention on my part to make progress, and I am indeed pleased that we now have 34 percent of what we need in hand. The work is very rewarding as I connect with people all around our diocese, as well as with community and foundation leaders to tell the Rock Point story and invite their support.

One more thing about Rock Point. Besides money, you also need good people to carry out an effective vision and strategy. Thank God we have those people. In addition to the dedicated volunteers and the hardworking Rock Point Board, who along with the Trustees of the Diocese have overall oversight and responsibility for Rock Point, these individual members of the Rock Point staff bring energy, enthusiasm and expertise to their work:

- First is Chuck Courcy, our Property Manager since the year 2000. No one knows or loves Rock Point more than Chuck. His identification with Rock Point is wide-spread through the community. He is one of our great ambassadors.
- Next, Tony Drapelick, the gentle and hospitable Manager of the Bishop Booth Conference Center. Tony works part-time in this ministry, but his heart is definitely full-time. We learned earlier this week that Tony's Dad died on Monday, so please keep him and his family in your prayers.
- For the past couple of years, since retiring as Rector of Trinity, Shelburne, the Reverend Craig Smith has served as the part-time Development and now Operations Minister at Rock Point. This, thanks to funds available to the Bishop from the Hunt Fund. Craig has been part of the life of Rock Point since he was a boy and his love and devotion are boundless.

- Next is the Reverend Sherry Osborn, the Rock Point Summer Camp Director for the past two seasons. Sherry, along with her talented staff, just completed one of the most successful summers at Rock Point, with over 100 campers experiencing God’s love and the beauty of God’s creation in this very special place.
- Emily Portman joined us this year, thanks to a United Thank Offering grant, as a part-time seasonal member of the team focused on gardening and volunteer coordination. She’s doing a great job.
- I also give thanks for C.J. Spirito, Head of Rock Point School, and the dedicated staff and wonderful students who call Rock Point “home.” They, along with the School Trustees, are full partners in this vision and plan for Rock Point.
- And finally, Ellen McCulloch-Lovell, who serves as the Rock Point Legacy Minister, overseeing the Partnership Campaign for Rock Point. Ellen, a member of Christ Church, Montpelier, comes to us having (by her own admission) “flunked” retirement following a great career of public service and most recently as President of Marlboro College. Ellen quickly caught the Rock Point vision and now helps lead our ambitious fund-raising effort.

I believe we are well on our way to the realization of the vision we hold for the future of Rock Point as a missional center of God’s reconciling mission and healing love for our church and the wider community, as well as a center of environmental sustainability and practice. I hope we can count on the support of every member and every congregation of our diocese as we build upon our heritage and forge a powerful and meaningful legacy for the Episcopal Church in Vermont at Rock Point.

Our own reorientation as a missional diocese is an essential element of our commitment to be part of the Jesus Movement for a missional time such as this. Mission, not maintenance, will set us free to be about the work for which we were commissioned at our baptism.

The proclamation of loving, liberating and life-giving mission announced by Jesus in that Synagogue in Nazareth so long ago is the same Word that God is fulfilling in our hearing today. With God’s help, we will be a vital and lively part of that unfolding mission of healing, reconciling love, for as Becca Stevens and her colleagues remind us, *“in the end, love is the most powerful force for change in the world.”*

It is my joy and passion to be engaged in this great ministry with you. These past sixteen years have been among the most rewarding and challenging of my life. I anticipate nothing less in the years ahead as we continue to partner in the work to which God in Christ has called us and leads us. Thank you for your prayers and your faithfulness as we continue our loving, liberating and life-giving work together in the name of Jesus.

And, by the way, meet my newest granddaughter, Madelyn – born 2 days ago!

Love Heals!

©The Right Reverend Thomas C. Ely
November 4, 2016

The 224th Convention of the Episcopal Church in Vermont
being the
184th Annual Convention of the Diocese of Vermont

November 4-5, 2016

MINUTES

FRIDAY, NOVEMBER 4

At 4:15 pm, The Rt. Rev. Thomas C. Ely called to order the 224th Convention of the Episcopal Church in Vermont, being the 184th Annual Convention of Diocese of Vermont, offering the following prayer:

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

Prayer for a Convention #12, BCP, page 818

The Bishop welcomed delegates and guests, made announcements and introduced The Most Rev. Christopher J. Coyne who brought greetings from the Roman Catholic Diocese of Burlington.

Bishop Ely called on The Rev. Lisette Baxter, member of the Credentials Committee, to report on registration. Lisette reported that as of 4:00 pm, there were 38 of 46 congregations registered and 42 of 77 eligible canonically resident clergy. A quorum was established and declared.

Bishop's Address

Following the Bishop's Address, a motion was made, seconded and approved to recess Convention following Friday evening worship until Saturday morning at 10:00 a.m.

SATURDAY, NOVEMBER 5

At 10:24 am, Bishop Ely called back to order the 226th Convention of the Episcopal Church in Vermont, being the 184th Annual Convention of Diocese of Vermont.

Bishop Ely welcomed the community back. He announced that there are 1000 copies of the Lenten Study program, "Living Life Marked as Christ's Own" available for use by parishes or individuals. These were made possible by a grant from the Virginia Hunt Trust.

Welcome from the Cathedral Church of St. Paul: The Very Rev. Jeanne Finan

Dean Finan spoke to being especially grateful to the eleven Rock Point School students for their ‘heavy-lifting’ of transforming the Cathedral space to a convention center and back. She also noted that this year included 3 powerful boosters for broadcasting and internet, allowing a broader reach of the convention proceedings. She offered love as an underlying presence at this convention and wishes for a productive and positive meeting

Courtesy Resolution: Thanking Our Hosts at the Cathedral of St. Paul

Whereas that this is the 226 Convention of the Episcopal Church in Vermont and 184th Convention of the Diocese of Vermont and that such conventions demand long-range planning and attention to conceptual details of theme; attention to detail in the use of accommodations at the site itself such as the setting up and arrangement of chairs, testing of electronic equipment and other aspects; lunch planning for delegates; and behind the scenes personnel of which we may not be fully aware;

Be it resolved that we, the delegates, wish to thank the members of the Cathedral staff who have so generously and unselfishly given of their skills and time, and

Be it further resolved that we believe that they have achieved a five-star rating for this Convention and deserve to be in the Hosting Hall of Fame.

Adopted by acclamation.

Introductions

Bishop Ely introduced artist, Janet MacKenzie, whose art work was on display throughout the Cathedral.

Bishop Ely recognized The Rev. Becca Stevens and the other Thistle Farms attendees, Susan Sluser, Phyllis Greer, and Rachel Goldzweig

Courtesy Resolution: Thanking Becca Stevens

Resolved, that this 226th Convention of the Episcopal Church in Vermont and 184th Convention of the Diocese of Vermont, Thank Magdalene and Thistle Farms founder and president, the Rev. Becca Stevens, for her presence among us as workshop and forum leader and preacher at this convention; for drawing our attention to women survivors of abuse, addiction, trafficking and *the truth that love is the most powerful force for change in the world*; for giving new meaning to the term “3G” by reminding us to *Grieve fully, feel Gratitude profoundly, and be humble enough to do the Grunt work.*

Adopted by acclamation.

Courtesy Resolution: Thanking the Women of Thistle Farms

Resolved, that this 226th Convention of the Episcopal Church in Vermont and 184th Convention of the Diocese of Vermont, also express its deepest appreciation for our guests from Thistle Farms—Susan Sluser, Phyllis Greer and Rachel Goldzweig—for their courage in sharing their stories of hardship and healing with us, and bringing forth hospitality and hope from their experiences.

Adopted by acclamation.

Bishop Ely announced the offering total from the Convention Eucharist was \$3,244.21, to be allocated to Thistle Farms, The Lund Home, The Vermont Network Against Domestic Violence, Committee on Human Trafficking, DIVAS, and Give Way to Freedom.

Introductions of the Head Table:

Chancellor and Parliamentarian, Tom Little

Canon to the Ordinary, Lynn Bates

Secretary of Convention, Neal Robinson

Recorder, Susyn Dees

Election Secretary of Convention and Recording Secretary:

A motion was made and seconded to elect Neal Robinson as Secretary of Convention and Susyn Dees as Recording Secretary for this Convention.

The vote was unanimous.

Update Registration Numbers: Lisette Baxter

Bishop Ely called on The Rev. Lisette Baxter, member of the Credentials Committee, to give an update on registration. Lisette reported that as of 8:30 am Saturday, November 5th, there continued to be a quorum with 42 of 46 congregations registered and 48 of 77 eligible canonically resident clergy present.

Introduction of New Canonically Resident Clergy:

Ordained:

The Rev. Stephen Reynes (Deacon ordained December 12, 2015)

Transferred In:

The Rev. Frederick Moser (Trinity Church, Shelburne) from Massachusetts

The Rev. Titus Presler (St. Matthew's Church, Enosburg) from Texas

Clergy Transitions:

The Rev. Frederick Moser was called as Rector of Trinity Church, Shelburne as of December, 2015.

The Rev. Jennie Anderson was called as Priest-in-Partnership of St. Barnabas Church, Norwich, effective January 1, 2016.

The Rev. Jane Butterfield-Presler was called as Interim Pastor of St. Mark's Church, Newport, effective March 2016.

The Rev. Kim Hardy was called as Interim Pastor of St. James Church, Essex Junction, effective March 2016.

The Rev. Jean MacDonald retired and resigned as Rector of St. Andrew's Church, St. Johnsbury, effective July 31, 2016.

The Rev. Regina Christianson resigned as Rector of Calvary Church, Underhill effective August 31, 2016.

The Rev. Victor Horvath was called as Co-Interim of St. Mark's Church, Springfield, effective September 2016.

The Rev. Todd McKee resigned as Priest in Partnership at Gethsemane Church, Proctorsville, effective September 30, 2016.

The Rev. Margo Fletcher retired and resigned as Rector of St. Thomas and Grace Church, Brandon, effective October 15, 2016.

Bishop Ely recognized first-time delegates, asking them to stand. There were approximately 16 new attendees.

Designated Episcopal Pastoral Oversight (DEPO) Congregations and their representatives were recognized:

St. John's Church, Essex, New York:

John Bingham
Richard Perez
Katharine Preston
Eve Ticknor

Church of St. Luke the Beloved Physician, Saranac Lake, New York:

Laura Duncan
Nita Kohanski
Ann Merkel
Pat Peebles
Michele Raville
The Rev. Ann Gaillard

The Bishop called for a moment of silence to pray for those clergy who died during this year:

Elise Braun
Margaret (Peggy) Coyne
Robert Freeman
Mary Mansfield

Bishop Ely offered the following prayer:

Almighty God, with whom still live the spirits of those who die in the Lord, and with whom the souls of the faithful are in joy and felicity: We give you heartfelt thanks for the good examples of all your servants, who, having finished their course in faith, now find rest and refreshment. May we, with all who have died in the true faith of your holy Name, have perfect fulfillment and bliss in your eternal and everlasting glory: through Jesus Christ our Lord. Amen.

Other Organizing Information

Bishop Ely described the seating of the lay delegates, canonically-resident clergy, and others within the Cathedral. He further described voting procedure.

The Bishop called for a MOTION to grant courtesy seats, without vote, to clergy who are serving congregation and not canonically resident in order that they may sit with their delegates. This included The Rev. Kim Hardy serving in Essex Junction and The Rev. Jennie Anderson serving in Norwich. A motion was made, seconded and carried unanimously

The Secretary of Convention reviewed the Proposed Order of Business, reminded attendees how to address the bishop, and to be at a microphone and be recognized to speak.

There was a call for a MOTION to accept the Rules of Order for this Convention. The motion was made, seconded and unanimously approved.

Appointments of Tellers

Bishop Ely announced the appointment of the following people to serve as Tellers for this Convention:

Chuck Bongiorno, Head Teller	David McKay
Barbie Koier	Mary Ellen Treadway
Michael Daley	Jean Wilson
Tom Eshelman	Charles Wohlers
John Koier	
Steve Marshall	

Balloting instructions were given by Head Teller, Chuck Bongiorno. Chuck also reviewed voting procedures including voice vote, vote by cards, vote by order and ballot vote.

Presentation of Written Reports

Neal Robinson, Secretary of Convention, presented the reports included in the Pre-Convention Journal and those subsequently distributed.

A motion to accept the reports as filed and reported, was made, seconded and approved.

Legislative Process

Thomas Little, Chancellor, offered remarks on the legislative process and a review of the guidelines for discussion on the budget and resolutions. He suggested a time-limited discussion on these items (20 minutes for each item with a 2-minute limit on individuals) which can be extended by motion of Convention. He asked that if there is a debate and an amendment offered, it must be in writing. He asked for no applause during debate. In the case of a non-substantive change, the Bishop can call for adoption. Anyone could ask for a full vote. Lastly, he asked that voters use caution in ‘calling the question’, and suggested that 20 minutes be the limit for discussion on a given topic.

Additional Resolutions

There were no additional resolutions to be considered by this Convention.

Report from Nominating Committee: Lisette Baxter

The Rev. Lisette Baxter reported for the Committee the following nominees for offices to be filled by election at this Convention.

BROOKHAVEN TRUSTEES

The Rev. Paul Habersang, Christ Church, Montpelier

Ms. Margaret Giffin, St. Paul’s Church, Windsor

FINANCIAL OVERSIGHT AND AUDIT COMMITTEE

Laura Buel (unexpired 2-year term to 2018) Holy Trinity Church, Swanton

Frances Huessy, St. James Church, Essex Junction (3-year term to 2019)

Elizabeth Parker, Christ Church, Montpelier (3-year term to 2019)

GENERAL CONVENTION DEPUTIES

Clergy

The Rev. Deacon Stannard Baker, Cathedral Church of St. Paul, Burlington

The Rev. Lee Crawford, Church of Our Saviour, Killington

The Rev. Scott B. Neal, St. Pauls Church, White River Junction

The Rev. Titus Presler, St. Matthew's Church, Enosburg Falls

Lay

Anne Brown, Church of Our Saviour, Killington

Nanci Gordon, Trinity Church, Rutland

Thomas Little, Trinity Church, Shelburne

Jennifer Ogelby, St. James Church, Essex

PROVINCIAL SYNOD

The Rev. Lee Crawford, Church of Our Saviour, Killington

Elizabeth Parker (Alternate), Christ Church, Montpelier

ROCK POINT BOARD

Shawn Bryan, Christ Church, Montpelier

ROCK POINT SCHOOL TRUSTEES

Garth Allen, Cathedral Church of St. Paul, Burlington

Chuck Bongiorno, Cathedral Church of St. Paul, Burlington

Marilyn May, St. John the Baptist Church, Hardwick

STANDING COMMITTEE

Paul Clarke Harrington, Christ Church Montpelier

The Rev. Rick Swanson, St. John's in the Mountains, Stowe

TITLE IV DISCIPLINARY BOARD

The Rev. Carole Wageman, All Saints Church, S. Burlington

Ann Cooper, St. Stephen's Church, Middlebury

Maggie Thompson, Christ Church, Montpelier

The Rev. Scott Neal, St. Paul's Church, White River Junction

TRUSTEES OF THE DIOCESE

Steve Smith, (seven-year term to 2023) St. James Church, Arlington

Wallace Good, Jr. (unexpired term to 2019), Holy Trinity Church, Swanton

There were no additional nominations from the floor. The Bishop called for a motion that the Secretary of Convention cast one ballot for all uncontested offices noted above except for General Convention Deputies who are to be elected by ballot. A motion was made, seconded and carried to elect the nominees.

Balloting for General Convention Deputies

Head Teller Chuck Bongiorno explained voting procedures for General Convention Deputies. As there were eight nominees for eight positions, delegates were told to vote for no more than three as all will be elected but the Deputies need to be put in rank order by number of votes cast for each. Ballots were distributed and collected by the Tellers.

Results of balloting ranked the General Convention deputies in the following order:

Clergy

1. The Rev. Lee Crawford, Church of Our Saviour, Killington
2. The Rev. Deacon Stannard Baker, Cathedral Church of St. Paul, Burlington
3. The Rev. Scott B. Neal, St. Pauls Church, White River Junction
4. The Rev. Titus Presler, St. Matthew's Church, Enosburg Falls

Lay

1. Thomas Little, Trinity Church, Shelburne (Deputation Chair)
2. Anne Brown, Church of Our Saviour, Killington
3. Nanci Gordon, Trinity Church, Rutland
4. Jennifer Ogelby, St. James Church, Essex

Mission District Council Elections

Bishop Ely called on each of the following Mission Districts to vote for its Council Representative(s):
The election results for each Mission District were as follows:

Mission District #1: The Rev. Rob Spainhour, Holy Trinity Church, Swanton

Three-year term to 2019

Mission District #2: Elizabeth Parker, Christ Church, Montpelier

Three-year term to 2019

Mission District #3: The Rev. Mark Preece, St. Martin's Church, Fairlee

To fill unexpired term to 2018;

Barbara Johnson, St. James Church, Woodstock

Three-year term to 2019

Mission District #4: The Rev. Dr. Frederick Moser, Trinity Church, Shelburne

Three-year term to 2019

Mission District #5: The Rev. Heidi Edson, St. Luke's Church, Chester

Three-year term to 2019

Trustees' Report

Amy Hastings, President of the Trustees of the Diocese of Vermont, reported briefly for the Trustees, referring to the written report in the Pre-Convention Journal.

Jesus Movement Video

A 4-minute video of Presiding Bishop, The Most Rev. Michael Curry was shown. The foundation of his message was "putting Jesus at the center", and what he envisions that movement to entail. He believes this movement will be "loving, life-giving and liberating".

Local Mission Approaches Skit

Council members Elizabeth Parker, Earl Kooperkamp, Susan Taylor presented a skit of "God's Process at Work" in which several parishes' outreach efforts and how they are: seeing, sending, transforming and returning" were presented. Some of these included housing efforts for low income, food distribution efforts and prison work.

Narrative Budget Video: The Jesus Movement

Budget video: <http://diovermont.org/preconvention2016/#videos>

The proposed operating budget is \$1,038,855. The focus of the budget efforts within the Diocese is to be more missional. Currently, 80% of the budget will be from mission support from parishes, 18% from investments and 2% from other income.

Diocesan Council has proposed a new means of assessment from parishes which would be real time and based on monthly income, ranging from a 10-15% assessment. Tiers of the percent assessment are based on parishes' previous 3 years of income. The second method of income is the Ministry of Saints Legacy Giving and lastly, there are anticipated other miscellaneous sources of income.

The 2017 budget will be allocated in the following manner: 59% to the Diocesan Ministry Support Team, 6% available to congregations, 8% administrative and institutional support, 15% Episcopal and wider church support, 9% to Rock Point, and 3% for reserve.

New additions to the budget include a full-time Communications Minister, local mission approaches, administration and IT support and Rock Point budget support. The 2017 Alleluia Fund goal is \$40,000.

Resolutions

Anne Brown, Chair of the Resolutions Committee, continued the Committee's report. Other Committee members are: Mike Austin, Stan Baker, Nanci Gordon, Linda Maloney.

Anne moved each resolution and asked the Chair to recognize the individual noted to speak to the resolution.

A Resolution to Establish 2017 Minimum Clergy Compensation Sponsored by Diocesan Council

RESOLVED, That the 184th Convention of the Diocese of Vermont approve the recommendation of the Diocesan Council that the minimum 2017 full time Total Clergy Compensation (TCC) for priests receiving compensation in the Diocese of Vermont be \$59,8501 of which \$40,698 (68%) represents the stipend portion; this minimum TCC is all-inclusive and has been designed to compensate for stipend, housing, utilities, SECA reimbursement and equity allowance, when applicable; for clergy living in church provided housing, the actual total value of the Fair Rental Value of the property plus actual utilities provided will be used when determining minimum TCC; travel allowance shall be reimbursed at the current IRS standard rate; and be it further

RESOLVED, That the 184th Convention of the Diocese of Vermont endorse a corresponding minimal increase for the year 2017 of 1.77% in monetary compensation to all clergy and lay employees throughout the Episcopal Church in Vermont.

EXPLANATION: Canon 6.7 of the Episcopal Diocese of Vermont requires that Diocesan Council annually review the minimum stipend for full-time equivalent clergy and the travel allowance and make recommendations to the Convention. Such a minimum shall be binding on all parishes and missions upon ratification of the Convention.

1 The total clergy compensation value is equal to the median 2015 total clergy compensation for Type 1 congregations within Province I of The Episcopal Church as published in the Church Pension Group's 2015 Church Compensation Report , July 2016. $TCC = S + 30\%S + 7.65\%(S + 30\%S + 7\%MS) + 7\%MS$; $TCC = 1.47 S$; $TCC/1.47 = S$; $S = 68\% TCC$ [TCC =Total Clergy Compensation; S =Stipend; MS =Minimum Type 1 Stipend].

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

The 2017 TCC represents a 1.77% increase from the 2016 compensation minimum, in addition to an increased clergy contribution to the health care plan. The following represents the full report from the Funding Our Mission Task Force and is offered as part of the explanation for this resolution.

Part 1. Theological Grounding for Fair Compensation Practices “Respect those who labor among you and have charge of you in the Lord... esteem them very highly in love because of their work.” 1 Thessalonians 5:12-13 To provide material support to our clergy and lay employees with a sense of justice and compassion is to express our profound gratitude for their Godly calling to minister to us. Paul wrote frequently to the followers of Jesus in Galatia, Ephesus, Philippi and Corinth regarding the material support of those who were sent to bring the Gospel message, including himself, urging abundant generosity toward those who sustain our spiritual lives by feeding us with Spiritual food, week by week. Just as we exercise great care and consideration in calling our clergy and lay employees, we must be responsible stewards of the ministry of the Word and Sacrament as a high calling. “Let the elders that rule well be counted worthy of double honor....” 1 Timothy 5:17 3 Again, Paul emphasized the need to make abundant provision for those who are faithful stewards to the ministry that is committed to their charge, seeing that they will apply that support to the glory of God. Sustaining our clergy and lay employees means providing financial security that enables them to focus on their ministry, free of significant concerns about the material support of themselves or their dependents. Providing a good compensation package is the right and fair thing to do. “You know for yourselves that I worked with my own hands to support myself and my companions.” Acts 20:34 In talking with the elders of the church at Ephesus about the support of his ministry, Paul also discussed the need for those who minister sometimes to provide or participate in their own support. And, finally, in the second letter to the Corinthians, he writes extensively in Chapters 11 and 12 about a minister not being a burden to the community that is served.

Part 2. Methodology and Findings This resolution supports the following Compensation Plan Goals, expanded to include both clergy and lay employees:

1. To recruit and adequately compensate lay and ordained pastoral leaders and workers for their investment in education, as well as for their talent, experience, and effort.
2. To provide benefits and insurance that protect the clergy, lay employees and the congregation from unexpected setbacks, ensuring that clergy and others receive support, even if they are unable temporarily to carry out their full ministry.
3. To address the compensation needs and benefit support of clergy and lay employees throughout the total life span of their ministry, from recruitment through to retirement. 4 Using data provided by the Diocesan Office and the Church Pension Group for 2014, the FOMTF compared current salary and benefit practices to those of other congregations (1) throughout the Episcopal Church and (2) across all dioceses in Province 1. Vermont business and non-profit organization data was obtained from the Hickok and Boardman Vermont Employee Benefit Survey 2015 analysis of 2014 data.

*See website for compiled data.

Comparison of data for ranking and competitiveness throughout The Episcopal Church USA [TEC] requires consideration by congregation type². The Episcopal Church in Vermont has only Type 1 [Average Sunday Attendance (ASA) less than 75], Type 2 [ASA 76-140] and a few Type 3 [ASA 141-225] congregations, which appropriately have the lowest Total Clergy Compensation [TCC]. Therefore, the proposed Vermont median TCC ranks appropriately in the 7th decile.

Most Province 1 dioceses have many Type 3, 4 and 5 congregations, greatly raising their medians. We have compared our data and guidelines with the same Types, both within our region [Province I] and the TEC USA. Considerable refinement of some data points was required, since the Vermont compensation resolution is based on actual salary and congregations' parochial reports of revenue (Line A), while the TEC and Church Pension Fund [CPF] data are based on TCC and ASA.

Finally, the data show that the percent of operating budget expended on clergy compensation is inversely proportional to congregation size [smaller congregations use 40-95%; midsize use 30-65%; larger use 20-35% of operating revenue]; team models are lower [25%].

2 The median 2015 total clergy compensation for Type 2 congregations [having an average Sunday attendance of 76 to 140] within Province I of The Episcopal Church is \$80,475 and the median 2015 total clergy compensation for Type 3 congregations [having an average Sunday attendance of 141 to 225] within Province I of The Episcopal Church is \$95,350, as published in the same report. This information may benefit larger Vermont congregations.

Comparative Analysis:

- Vermont compensation for Type 1 congregation clergy compares at 83% of the TEC and exceeds the northern Province I median compensation.
- Vermont compensation for Type 2 congregation clergy compares at 93% of the TEC and 89% of the northern Province I median compensation.
- The Vermont clergy benefit package is more generous than for other Province I clergy, as well as the mean benefits offered by Vermont businesses and organizations, more broadly defined.

Compliance with Diocesan Guidelines: Within Vermont, 67% of congregations do not comply with the minimum 2014 guidelines per the resolution, with a TCC shortfall ranging from \$70 to \$24,400 annually. The other 33% of congregations meet and exceed the guidelines with TCC in excess of \$1000 to \$32,000 over the compliance minimum. Congregations whose clergy are retired and receiving a CPF retirement realize savings because they do not pay into the pension system or the cost of health care premiums, which are covered by the pension. It is apparent from reported data that the Type 2 size, years of service, housing allowance, SECA allowance, and cleric's Health Care contribution are variably honored. See Attachment 2 for compiled data.

Employee Benefits:

Health Insurance: The premium contribution by plan participants is small 10- 11%/3-11.5% Single/Family (S/F) of premium and a \$250/\$500 S/F deductible, compared to other dioceses in our Province that average 15-16% of premium and deductible or other Vermont organizations averaging 20%/25% S/F of premium and \$2500/\$5000 S/F deductible, with 40%/45% S/F of HRA.

Continuing Education: 2 weeks' annual time with reimbursement of fees is at the top for Province I. Vacation: 1 month and 5 Sundays is top for Province I and double the allowance for other Vermont organizations until many [10-20] years of service are achieved.

Holidays: 10 days is similar to 9 days allowed by most Vermont organizations. Sabbatical: 4 months every 5 years vs. 3 mos. every 5 years in most of Province I.

Professional Expenses are commonly provided in Province I, including a Discretionary fund.

Key Demographics of the Episcopal Church in Vermont:

- The clergy median age is 64, which is the highest for our Province by 4 years, and the TEC by 6 years; we are relying on retired clergy and their pensions to provide the funds for clerical leadership in 25% of our congregations with clergy.
- Our average Pledge support per member [\$1871] is higher than all but the 2 wealthiest dioceses in the Province, but much less than the TEC [\$2626], which most likely reflects our higher endowment [as our diocese is much older than most of those in the TEC].
- Our average Pledge support per member grew

15% over the last 5 years, better than most dioceses in our Province [10-15%, 17%, 23%] and the TEC [13%].

- Our new members are baptized as children vs. adults at a ratio of 7 to 1, which is the same as the TEC, but older than the larger dioceses in our Province.
- Our annual reaffirming [confirmed and received] members are more likely adult [1 child:2 adults] as in the TEC [1 child:2 adults], whereas in the wealthiest dioceses of our Province they are more likely children.
- Our annual reaffirming adults are more likely to come from a different faith tradition [received] than having been formed in the Episcopal tradition [confirmed]: Vermont [1.3 confirmed to 1 received; TEC [1.7 confirmed to 1 received].

Preliminary Observations:

- Future financial objectives of the Diocese must be based on resolutions that are attainable and sustainable by a more diverse, older membership population.
- Our evangelical calling may be rendered more effective by embracing searching adults than by focusing on the enculturation of children.
- Embracing more age and reception diversity may require new language and forms of iturgy, which clearly express our common belief as conveyed in the Great Commandment: loving God and neighbor as oneself.
- Any transition planning and restructuring must be done sensitively, in mutual discussion with the clergy presently serving in the Episcopal Church in Vermont, affirming and supporting them as they work among us to develop a sustainable plan for the future.

Part 3. Proposal for the Development of a Compensation Guidebook Like other employers, religious congregations find it beneficial to have personnel policies in writing so that all staff members, both ordained and lay, are assured of equal treatment and the congregation's staffing needs are made clear. Having available on the diocesan web site a current Diocesan Council approved Best Practices Compensation and Benefits Guidebook of the Episcopal Church in Vermont, its Congregations and Institutions³ will help to avoid decisions made on an ad hoc basis or which may prove to be unsustainable or unjust.

Compensation practices developed according to a set of shared goals and values result in a sense of fairness by both the congregation and its employees. Over time, such practices are conducive to more effective recruitment and retention practices, and to higher levels of performance and congregational appreciation of clergy and lay employees. The elements of the compensation package described in this resolution and the accompanying documents, including both salary and benefits, are intended as

guidelines—not mandates—to be accomplished over time as congregational priorities, understanding that often new resources must be developed to accomplish these goals.

A motion was made, seconded and voted unanimously to approve the 2017 Clergy Compensation Resolution as presented.

A Resolution to Adopt the 2017 Diocesan Operating Budget

RESOLVED, That the 184th Convention of the Diocese of Vermont approve the recommendation of the Diocesan Council and adopt a balanced diocesan operating budget for the calendar year 2017 in the amount of \$1,038,855; and be it further

RESOLVED, That a congregation's contribution be based on a real time 4-tier percentage of Operating Income reportable on Line A of the Parochial Report, the tier being determined by an average of the preceding 3 years Line A Parochial Report Operating Income; for 2017, these tiers based on the average above will be 10% [\$1-\$39,999]; 11% [\$40,000-\$99,999]; 13% [\$100,000-\$199,999]; and 15% \$200,000 or more; and be it further

RESOLVED, that the 2017 Alleluia!fund goal be \$40,000 to fund mission programs and ministry activities established by Diocesan Council, including Rock Point Summer Camp (at least \$11,000), Rock Point Board/Property (at least \$9,000), and the balance of up to \$20,000 for grant distribution among these ministries: All Ages Formation, Global Reconciliation, Domestic Outreach and Social Justice, Cathedral Chapter, and Earth Stewards.

EXPLANATION: The draft budget takes into consideration the recommendations from the Funding Our Mission Task Force as they relate to employee Health Insurance, diocesan Ministry Support Team Compensation, the Local Mission Approach priority and the assessment formula for calculating each congregation's share of the Diocesan Operating Budget. The Alleluia!fund is an annual appeal, in which individuals are invited to give to help fund particular ministries that are part of our common life as the Episcopal Church in Vermont. Donors are given the option to designate their gifts to particular ministries.

Discussion: The question of how the assessment was made and why the changes was asked. It was explained that several other dioceses have tried this and it has been successful. The 3 year 'look-back' seems to be fairly accurate and because it is real time, it is more reflective of a church's actual income. The Bishop explained that many churches felt the 2-year prior assessment model didn't reflect accurately the income stream for a particular year, as some years are obviously better than others.

A motion to approve the 2017 Diocesan Operating Budget as presented was made, seconded and unanimously approved.

Courtesy Resolution: Honoring Wally Good

Resolved, that this 226th Convention of the Episcopal Church in Vermont and 184th Convention of the Diocese of Vermont, express its gratitude to Dr. Wallace “Wally” Good, Jr. for his eight years of service as Treasurer of our Diocese. He has been his characteristically conscientious and thorough self in this capacity, bringing professional-level time and expertise to a volunteer position so critical to how we steward the financial resources needed to support our many ministries. We wish this jongleur of numbers and singer of songs God-speed – and continued good hair.

Adopted by acclamation.

Bishop Ely announced the appointment of Dr. Gerry Davis (Cathedral Church of St. Paul, Burlington) as Diocesan Treasurer to replace the retiring Wally Good.

Convention adjourned for lunch at 12:30 and was called back to order by the Bishop at 1:15 pm.

Rock Point Initiative

The Rev. Craig Smith reported that, in addition to those things in the written report he prepared for the Pre-Convention Journal, there will be a meditation retreat at Rock Point the first weekend in December. He also reported that there is an Intentional Community in the process of formation which will meet on December 3 at the end of the retreat.

Rock Point School

CJ Spirito, Headmaster, reported he has been at Rock Point School for 26 years and 6 years as the head of the school. He reported a history of the school. Currently, Rock Point School serves students who have walked a winding path and need a small place to allow them to move forward. He noted that at the school, ever stained glass window is dedicated to a woman. He stated that they are home where students are seen for their strength and success. He noted that scholarships are available.

Rock Point student, Ross Goldenberg, spoke to the incredibly supportive community that exists, the available tutoring for challenging subjects and the staff who get to know each student and give their best advice to help students gain a different perspective.

Rock Point Summer Camp

The Rev. Sherry Osborn, Camp Director, noted that there is funding for scholarships to attend summer camp. This year there was nearly a doubling in the enrollment and approximately 50% were brand new to camp and were from outside the Episcopal Church. This outreach is a goal of the diocese and as well, Rock Point camp.

Campers and Counselors, Makaylah Mullins, Jasmine Mullins, Zachary Lovejoy, and Charlotte Perkins noted the highlights for each of them and the recognition of prayer and friendships they have established.

Episcopal Youth Event by Heather (Ogelby) Winship

Heather Ogelby Winship reported on the gathering of youth and adults that will take place on July 10-14, 2017 at the University of Oklahoma in Edmond. It includes grades 9-12. The theme this year is “A Path to Peace.” Registration begins January 1 and is on a first come, first serve basis. There are 24 slots for youth plus chaperones. Heather is overseeing the registration process for Vermont this year.

Communications

Diocesan Communications Minister, Maurice Harris, has created an FAQ link on the Diocesan webpage. He reported on the number of connections via each media utilized: The Mountain (1600), Rock Point Partners & Friends (2000), Facebook and Twitter. Submission stories on “Love Heals” have had high readership along with mission stories. He has created on-line discipleship opportunities as well. The website is undergoing re-design and will be beta tested November 14. The Rock Point website is also in re-design phase, and will have a new URL in 2017. Most hits on the Facebook site are in the 18-45-year old demographic. Maurice hopes to use media to pass on ‘legacy’ stories to the newer generation in a call to action. He encouraged all to: write down reflections, ‘Like’ us on Facebook, follow us on Twitter, subscribe to the on-line publications, and invite Maurice to speak with local parishioners.

Hopkins Bookshop by Jenny Ogelby

Jenny Ogelby reported that Trinity Episcopal Church in Shelburne has purchased Hopkins Bookshop and will house the bookshop there.

Courtesy Resolution honoring the retiring Dinny Adamson for her dedication to the mission of Hopkins Bookstore.

Resolved, that this 226th Convention of the Episcopal Church in Vermont and the 184th Convention of the Episcopal Diocese of Vermont offer our heartfelt thanks and congratulations to Dinny Adamson on her retirement as proprietor of Hopkins Bookshop.

Be it known that Hopkins Bookshop began on the lower block of Church Street in Burlington in 1981 under the care of Roddy and Bill Cleary and moved to The Cathedral Church of St. Paul in 1984. Be it further known that Dinny took over ownership in 1987 and has made the bookshop an integral resource for the Episcopal Church in Vermont, and for those of other faiths ever since.

In Dinny’s own words: *What makes Hopkins Bookshop work is the wonderful customers. I love the conversations I’ve had with them. It’s a community; it’s like a church, and I feel like a pastor with a flock. My customers are a blessing.*

All who have patronized Hopkins Bookshop know first-hand that Dinny is bright, humble, skilled, compassionate, and has the ability to know and do many things at the same time. She knows

everyone who comes in and remembers their names. She made Hopkins a warm, light place to browse, visit, sit, relax, mediate and pray.

Be it further resolved that we wish Dinny the very best in her retirement and that her hopes for the days to come are realized: getting up when she wants to in the morning, and taking a walk on a nice day with no time restraints or commitments. May she walk in peace and joy as she discovers the next events in her life and enjoys the fruits of her life dreams. Thank you Dinny!

Vermont Disaster Preparedness and Episcopal Relief & Development

Harry Kendrick (St. Paul's Church, White River Junction) reported on efforts to support disaster preparations throughout the diocese. A new committee has formed and four members of the committee went to training in Massachusetts with a focus of learning how to improve disaster response, specifically structure and process following a disaster. They are asking each church to complete an asset map, which gives this committee information to work from. John Hartman is available to help churches complete this map.

Annual Meeting of the Incorporators of the Brookhaven Home

Convention was recessed for the Annual Meeting of the Incorporators of Brookhaven Home

The Bishop explained the history of recessing Diocesan Convention and convening as the Incorporators of Brookhaven Home:

Brett Murphy reported that Brookhaven has morphed into a treatment center. There are 3 approaches taken: 1) residential: they house 8 boys ages 6-13 who may have been abused and are in state custody. 2) day school: they offer special education to ages K-8. These students may have behavioral disorders/autism or similar learning challenges. 3) family retreat: this is a residential experience for the families and boys. The families come in to spend time in a supervised setting in anticipation of the boys returning to their family life.

Brookhaven Home Elections:

The Rev. Lisette Baxter, Chair of the Nominating Committee, reported and introduced the nominees. There were two: The Rev. Paul Habersang, Christ Church, Montpelier, and Margaret Giffin, St. Paul's Church, Windsor. A third position still needs to be filled.

A motion to elect the two candidates for three year terms was made, seconded, and approved.

With no other business, a motion to adjourn the Annual Meeting of the Incorporators of the Brookhaven Home was made, seconded and approved.

The Bishop called back to order the 226th Convention of the Episcopal Church in Vermont being the 184th Annual Convention of the Diocese of Vermont at 2:41 pm.

Anne Brown, Chair of the Resolutions Committee continued the Committee's report.

Resolution on Human Trafficking

RESOLVED, That the 184th Annual Convention of the Episcopal Church in Vermont call for the protection of all victims of human trafficking, particularly women and children, by providing necessary attention to their physical, psychological, and social needs using approaches that respect victims' rights and integrity; and be it further

RESOLVED, That the 184th Convention encourage congregations to learn about human trafficking, its impact on people of color, Indigenous and immigrant peoples, and how trafficking may be a concern in their own communities, using resources available from groups such as the Vermont Human Trafficking Task Force and Give Way to Freedom; and be it further

RESOLVED, That the 184th Convention urge members of the Episcopal Church in Vermont to support legislation and engage in action to promote the recovery and reintegration into society of victims of human trafficking by providing a safe, dignified, and sustainable way for trafficking victims to lead a normalized life; and be it further

RESOLVED, That the 184th Convention affirm participation of the Episcopal Church in Vermont and its congregations with organizations and community groups dealing with human-trafficking issues for the purposes of education, advocacy, and collaborative partnerships; and be it further

RESOLVED, That a section to build awareness of and provide resources on human trafficking be included in the training for building a safe church community required of clergy and congregational leaders; and be it further

RESOLVED, That congregations be encouraged to report their activities and actions with regard to human trafficking to the Diocesan Council.

EXPLANATION: Human trafficking is a form of modern slavery that includes recruitment, harboring, transportation, provision, or obtaining of a person for labor, sex, or services through the use of force, fraud or coercion for the purpose of subjection to involuntary servitude or debt bondage. Human trafficking is a multi-billion-dollar criminal industry that denies freedom to an estimated 27 million people around the world. Trafficking is a problem in all 50 states, and, according to the National Human Trafficking Resource Center, in the past 5 years, 24 human trafficking cases have been reported in Vermont and 130 hotline calls have been received. The mostly invisible victims of this modern slavery are men and women, adults and children. In 2012, The International Labor Organization reported that 55 percent of forced labor victims are women and girls, and 98 percent of sex trafficking victims are women and girls. In 2010, Vermont established a Human Trafficking Task Force, and on July 1, 2011, Vermont passed its first anti-trafficking legislation, Act 55: An Act Relating to Human Trafficking (H. 153). (The complete text of Act 55 may be found [here](#).) The Vermont Center for Crime Victim Services has been designated by the Vermont Legislature to lead this anti-trafficking initiative, and its Human Trafficking Task Force has a service protocol to identify, rescue and protect trafficking victims,

including offering them a wide array of legal and other services. With the help of national organizations dedicated to combating human trafficking, Vermont is striving to protect its citizens and persons everywhere from the dangers and tragic consequences of this crime. Give Way to Freedom, a Vermont and New York-based organization that supports and provides victim care services to the survivors of human trafficking, advocates for optimal comprehensive care for victims, and educates in an effort to increase awareness and understanding of human trafficking, has links to a variety of resources on its website. These include the Vermont Human Trafficking Resource Guide. As Christians, we are called in the words of the Apostle Paul, to “do everything in love,” and as Episcopalians we are called through our Baptismal Covenant to respect the dignity of every human being.

Discussion: The sponsors of this resolution had 3 asks of the community: 1) learn about human trafficking and its effect on the community, 2) support legislation regarding human trafficking, and 3) engage local resources to partner against human trafficking.

A motion was made, seconded and unanimously approved to adopt this resolution as presented.

Resolution on Congregations within The Episcopal Church in Vermont Adopting a Policy on Alcohol Use

RESOLVED, That, in response to the 2015 General Convention Resolution A 158: Task Force to Review and Revise Policy on substance abuse, addiction and recovery, the 184th Convention of the Diocese of Vermont urge congregations to adopt or update a Policy on Alcohol Use on church property that complies with Vermont statutes.

EXPLANATION: A committee of Diocesan Council met to review Resolution A158 (Attachment 1). The Committee is in the process of drafting a Diocesan Alcohol Policy that will be submitted to Diocesan Council for their approval. The committee identified two policies that are samples of different approaches parishes can consider taking. The Policy on Alcohol Use of the Cathedral Church of St. Paul Burlington outlines the legal use of alcohol on church property (Attachment 2). The Policy on Alcohol Use from Trinity Church Rutland is an example of a “dry campus” (Attachment 3).

The General Convention of the Episcopal Church 2015 A158 Task Force to Review and Revise Policy on substance abuse, addiction and recovery:

RESOLVED, the House of Bishops concurring, that the 78th General Convention acknowledge The Episcopal Church’s long-standing tolerance for the use of alcohol which, in some cases, has contributed to its misuse, and has undermined a climate of wholeness and holiness for all; that our Church culture too often avoids hard conversations about alcohol use, and the role of forgiveness and compassion in healing and recovery; and that The Episcopal Church now commits to create a new normal in our relationship with alcohol. We aspire to be a place in which conversations about alcohol, substance misuse, or addiction are not simply about treatment but about renewal, justice, wholeness, and healing. We affirm that Recovery Ministries of The Episcopal Church has long been and continues to be a valuable resource for this work; and be it further

RESOLVED, that the 78th Convention adopt the following policy on alcohol and other substance misuse and encourage dioceses, congregations, seminaries, schools, young adult ministries, and affiliated institutions to update their policies on the use of alcohol and other substances with the potential for misuse. These policies should consider the following:

- 1. The Church must provide a safe and welcoming environment for all people, including people in recovery.*
- 2. All applicable federal, state and local laws should be obeyed, including those governing the serving of alcoholic beverages to minors.*
- 3. Some dioceses and congregations may decide not to serve alcohol at events or gatherings. Others may decide to permit a limited use of alcoholic beverages at church-sponsored events. Both can be appropriate if approached mindfully.*
- 4. When alcohol is served, it must be monitored and those showing signs of intoxication must not be served. Whenever alcohol is served, the rector, vicar, or priest-in-charge must appoint an adult to oversee its serving. That adult must not drink alcoholic beverages during the time of his or her execution of his or her responsibilities. If hard liquor is served, a certified server is required.*
- 5. Serving alcoholic beverages at congregational events where minors are present is strongly discouraged. If minors are present, alcohol must be served at a separate station that is monitored at all times to prevent underage drinking.*
- 6. Alcoholic and non-alcoholic beverages must be clearly labeled as such. Food prepared with alcohol does not need to be labeled provided the alcohol is completely evaporated by the cooking process; however, it is recommended that even in this case the use of alcohol in cooking be noted on a label.*
- 7. Whenever alcohol is served, appealing non-alcoholic alternatives must always be offered with equal prominence and accessibility.*
- 8. The serving of alcoholic beverages at church events should not be publicized as an attraction of the event, e.g. “wine and cheese reception,” “cocktail party,” and “beer and wine tasting.”*
- 9. Ministries inside or outside of congregations will make certain that alcohol consumption is not the focus of the ministry and that drinking alcohol is not an exclusively normative activity. 10. Food must be served when alcohol is present.*
- 11. The groups or organizations sponsoring the activity or event at which alcoholic beverages are served must have permission from the clergy or the vestry. Such groups or organizations must also assume responsibility for those persons who might become intoxicated and must provide alternative transportation for anyone whose capacity to drive may be impaired. Consulting with liability insurance carriers is advised.*

12. *Recognizing the effects of alcohol as a mood-altering drug, alcoholic beverages shall not be served when the business of the Church is being conducted.*

13. *Clergy shall consecrate an appropriate amount of wine when celebrating the Eucharist and perform ablutions in a way that does not foster or model misuse.*

14. *We encourage clergy to acknowledge the efficacy of receiving the sacrament in one kind and consider providing non-alcoholic wine. And be it further Resolved, that, mindful of the emerging legalization of other addictive substances and the increasing rise of addiction, the Executive Council of The Episcopal Church provide for the ready availability, implementation, and continuing development of this policy church-wide, in consultation and coordination with Recovery Ministries of The Episcopal Church.*

<http://www.episcopalrecovery.org/resources/Documents/Resolution%202020Page.pdf>

Discussion: This resolution is intended to support a safe presence for all at Church functions. It is a strong suggestion that all churches adopt a policy by reviewing the Vermont State laws on serving alcohol.

A motion was made, seconded and unanimously approved to adopt this resolution.

Bishop's Appointments

Bishop Ely announced the following appointments:

Commission on Ministry - The Rev. Janet Brown (3 years), Grace Church, Sheldon; The Rev. John Miller (3 years), St. Luke's Church, Fair Haven; Michael Nawrath (3 years), Zion Church, Manchester; Candace Vandouris (3 years), St. James Church, Woodstock

Resolutions Committee – Anne Brown (Chair), Church of Our Saviour, Killington; Mike Austin, St. Luke's Church, Fair Haven; The Rev. Stan Baker, Cathedral Church of St. Paul, Burlington; Nanci Gordon, Trinity Church, Rutland

Rock Point Board – The Rev. Rob Spainhour, Holy Trinity Church, Swanton

Courtesy Resolutions

In Response to Bishop Ely's Address

Resolved, that this 226th Convention of the Episcopal Church in Vermont and 184th Convention of the Diocese of Vermont, thank our Bishop, Thomas Ely, for his address to this gathering: calling us *to live a more mission-oriented life in our local communities and beyond*, to understand that *Mission is God's process at work*, and to envision ourselves as *joining God in the work God is already doing*.

May we, as *the Episcopal Church in Vermont branch of the Jesus Movement*, daily seize the *opportunity of joining ourselves more fully to the loving, liberating and life-giving mission of God*, through our ministries of communicating the Good News by telling the story of our Local Mission

Approaches, grant-making and loan-giving, and our deepened commitment to the future of the precious part of God's creation in our special care, Rock Point.

We further join our Bishop in expressing thanks to the members of the Convention Program Committee, the Funding Our Mission Task Force and the diocesan Ministry Support Team for their leadership and partnership in this work.

Honoring The Right Reverend Christopher Coyne for his presence among us:

Resolved, that this 226th Convention of the Episcopal Church in Vermont and 184th Convention of the Diocese of Vermont, extend its warm thanks to The Rt. Rev. Christopher Coyne, 10th Bishop of Burlington, for his presence among us at this gathering. We stand with our Roman Catholic brothers and sisters in our shared commitment to the care of our common home, this world; our common state of Vermont; and our common belief in Jesus. Thank you, Bishop Coyne, for your example of ecumenical and interfaith cooperation and for reminding us that "Christ is not a religion, He's a relationship."

Honoring the 200th Anniversary of Grace Church of Sheldon

1816 -- a cold famine year!
A volcano erupted a half-world away,
The skies clouded over: you couldn't make hay!

But as August rolled round
and no crops to be had,
the people of Sheldon took matters in hand.
They founded a church!
and Grace they did name it --
'Twas grace that they needed
and they meant to claim it.

Two hundred summers have since come and fled,
and all of them warmer, and plenty of bread
to break on the altar of Grace Church of Sheldon.
We join them in thanking our Lord Christ, our Head.

1816 was the "year without a summer." The eruption of Mt. Tambora in Indonesia in April 1815 spread so much ash in the atmosphere that crops failed in the Northern Hemisphere and there was severe famine.

2016 Convention Minutes

Neal Robinson announced the Dispatch of Business Committee approved the minutes of the 2015 Annual Convention and requested that this Convention authorize the Dispatch of Business Committee to approve the minutes of this Convention.

A motion that the Convention authorizes the Dispatch of Business Committee to approve the minutes of this Convention was made, seconded and approved.

2017 Diocesan Convention

The Bishop announced that we will be meeting in Ludlow at the Jackson Gore Conference Center, November 3-4, 2017. “Declare Dignity” is the theme, with Donna Hicks, author of “Dignity” as our guest.

Bishop Ely is looking for people to form the Worship and Program Committee(s) and develop the 2017 Convention theme.

BLESSING AND DISMISSAL by the Deacon and Bishop at 3:15 pm.

Respectfully submitted,

Susyn Dees

CANONICALLY RESIDENT CLERGY PRESENT

Arbuckle, The Rev. Jacquelyn
Baker, The Rev. Stannard
Ballard, The Rev. James
Baxter, The Rev. Lisette
Bennett, The Rev. Thaddeus
Berlenbach, The Rev. Betty
Brown, The Rev. Janet
Butterfield Presler, The Rev. Jane
Chadwick, The Rev. Thora
Collins, The Rev. Diana
Cooke, The Ven. Catherine
Crawford, The Rev. Cn. Dr. Lee
Edson, The Rev. Heidi
Ely, The Rt. Rev. Thomas
Ferry, The Rev. Margaret
Finan, The Very Rev. Jeanne
Ganter, The Rev. David
Gratz, The Rev. Louis
Hamilton, The Rev. Canon Dr. David
Horvath, The Rev. Victor
Kittelson, The Rev. Alan
Kooperkamp, The Rev. Earl
Lanier, The Rev. Justin
Lindquist, The Rev. Mary
Maier, The Rev. Beth Ann
Maloney, The Rev. Dr. Linda

Mathauer, The Rev. Margaret
McGarry, The Rev. Dr. Susan
McKee, The Rev. Todd
Miller, The Rev. John
Moberly, Paul
Moseley, Christine
Moser, The Rev. Dr. Frederick
Muller, The Rev. Liam
Neal, The Rev. Scott
O'Hagin, The Rev. Zarina
Osborn, The Rev. Sherry
Perry, The Rev. John
Preece, The Rev. Mark
Presler, The Rev. Dr. Titus
Reidt, The Rev. Donna
Reynes, The Rev. Stephen
Richardson, The Rev. Shelie
Schneider, The Rev. M.P.
Seeber, The Rev. Sister Laurian
Smith, The Rev. Craig
Spainhour, The Rev. J. Robert
Swanson, The Rev. Richard
Taylor, The Rev. Susan
Watersong, The Rev. Auburn
Wilson, Robert
Yarbrough, The Rev. Larry

CONGREGATIONS PRESENT and DELEGATES REPRESENTING EACH

Congregation	Delegates
Arlington- St James'	Gratz, Susan
Barre- Church of the Good Shepherd	Bolt, Betsey
	Richey, Alban
Bennington- St Peter's	O'Dell, Vickie
	Sanford, Nancy
	Trafton, Kathryn
Bethel- Christ Church	Hartman, Kathy
	Hassey, Kathleen
	Radloff, Barbara
Brandon- St Thomas and Grace	McDonough, Rena
	Sherwood, Gertrude
	Sherwood, Stan
Brattleboro- St Michael's	Benton, Sarah
	Mercier, Darcey
	Wesolowski, Christopher
Burlington- Cathedral Church of St Paul	Savage, Barrie
	Saylor, Pat
	Saylor, Thomas
Chester- St Luke's	Hancock, Jean
	Hunter, Janet
	Hunter, Richard
Colchester- St Andrew's	Barnes, Carolyn
	Daley, Mary Alice
	Lesage, Roni
Enosburg Falls- St Matthew's	Grims, Emily
	Hawksworth, Edith
Essex Junction- St James'	Huessy, Frances
	Terborgh, John
Fair Haven- St Luke's	Austin, Michael
	Combs, Melanie
	McCauley, Catherine
Fairlee- St Martin's	Jones, Robert
	Jones, Janet
	Treadway, Mary Ellen
Hardwick- St John the Baptist	Morey, Durrelle
	Morey, Jonathan
	Perry, Eleanor

Killington- Church of Our Saviour	Brown, Anne
	Durant, Susan
	Tonkin, Elizabeth
Lyndonville- St Peter's	Agnew, Esther
	Green, Diane
	Moore, Linda
Manchester Center- Zion Church	Munson, William
	Nawrath, Michael
	Nawrath, Rebecca
Middlebury- St Stephen's	Cooper, Ann
	Harlow, Cynthia
	Oettinger, Elizabeth
Montpelier- Christ Church	Catone, Virginia
	Simpson, David
Newport- St Mark's	Moseley, Christine
	Rock, Thom
	Thomas, Penny
Northfield- St Mary's	Murphy, Brett
	Trepanier, Millie
	Weggler, Diana
Norwich- St Barnabas	Cooper, Blanche
	Gollnick, Alice
Proctorsville- Gethsemane	Springer, Mary
	Stapleton, Lisa
Randolph- St John's	Doss, Carol
	Jarvis, Cindy
	Richardson, Mickie
Rutland- Trinity Church	Gordon, Nanci
	Grace, Wendy
	Slenker, Jay
Shelburne- Trinity Church	Jarvis, Peggy
	Newton, Lisa
Sheldon- Grace Church	Crane, Elisabeth
	Derry, Lori
	Hilborn, Jan
South Burlington- All Saint's	Bertelsen, John
	Cheney, Joshua
	Crofut, Don
Springfield- St Mark's	Kangas, Carla

St Albans- St Luke's	Livingston, Carol
	Ryan, Martha
St Johnsbury- St Andrew's	Cheney, Karen
	Kay, Jeff
	Montague, Diane
Stowe- St Johns in the Mountains	Heath-Swanson, Timothy
	Lowe, Debbie
	Wheelwright, Bidi
Swanton- Holy Trinity	Buel, Laura
	Good, Natalie
	Kenyon, Sandra
Underhill- Calvary Church	Ganter, Frances
	Manning, Jack
Vergennes- St Paul's	Berkenbush, Susan
	Gordon, Mary
	Langeway, Judy
Waitsfield- St Dunstan's	Fossum, Eunice
	Lolax, Jane
	Phillips, Elizabeth
Wells- St Paul's	Burch-Brayman, Laura
	Surette, Nancy
White River Junction- St Paul's	Johnson-Kwochka, Stuart
	McConnell, Rachel
	Pillsbury, Andrew
Wilmington- St Mary's in the Mountains	Louderback, Judith
	Ward, Kathleen
	Ward, Richard
Windsor- St Paul's	Giffin, Maggie
	Mullings, Audrey
Woodstock- St James'	Bradley, Isabelle
	Webster, Katherine

REGISTERED GUESTS

Abrahamsen, Valerie	
Anderson, The Rev. Jennie	
Bates, Lynn	Diocesan Ministry Support Team
Biernat, James	
Bongiorno, Chuck	Head Teller
Branagan, Mary	
Burch-Brayman, Christopher	
Comeau, Barbara	Volunteer
Cook, Anne	
Cook, Wayne	
Cotner, The Rev. Joseph	Presenter- UVM Campus Ministries
Crabtree, Donna	Diocesan Ministry Support Team
Daley, Michael	Teller
Damm, Hilla	
Davis, Gerald	Diocesan Treasurer, Elect
Dees, Denis	
Dees, Susyn	Convention Recording Secretary
Duncan, Laura	
Edson, Douglas	
Ely, Ann	
Eshelman, Tom	Teller
Fočo, Anera	Presenter-VT Network Against Domestic and Sexual Violence
Fournier, Carol	
Gaillard, The Rev. Ann	
Goldzweig, Rachel	Presenter-Survivor Leader at Thistle Farms
Good, Wallace	Diocesan Treasurer
Greer, Phyllis	Presenter-Survivor Leader at Thistle Farms
Grinnell, John	Volunteer
Hardy, The Rev. Kim	Licensed Clergy
Harris, Maurice	Diocesan Ministry Support Team
Hartman, John	Diocesan Council
Hastings, Amy	President, Trustees of the Diocese
Hill, Detective Matt	Presenter-Vermont State Police
Howe, Mark	Volunteer
Howe, Sarah	Volunteer
Iazzo, Anthony	Brookhaven Treatment & Learning Center
Johnson, Barbara	
Kalbfleisch, Mark	Audio Visual Technician
Kendrick, Harry	Coordinator, VT Disaster Preparedness
Klimoski, Edith	Presenter-Give Way to Freedom
Knowles, Jennifer	Chair, Dispatch of Business

Kohanski, Nita	
Koier, Barbie	Teller
Koier, John	Teller
Kremer, Susan	Diocesan Ministry Support Team
Leduc, Paul	Diocesan Council
Little, Thomas	Chancellor
Marshall, Steven	Teller
Mazariegos, Gerardo	
McCulloch- Lovell, Ellen	Rock Point Legacy Minister
McKenzie, Janet	Artist
Merkel, Ann	
Moseley, Mike	
Mullings, Audrey	
Neal, Maxine	
Ogelby, Jennifer	
Orlowski, Frank	Teller
Parker, Elizabeth	Diocesan Council
Peebles, Pat	
Perez, Richard	
Preston, Katharine	
Raville, Michele	
Richardson, Neil	
Robinson, Neal	Secretary of Convention
Ryan, Susan	
Savage, Stephen	
Sheridan, Linda	
Sluser, Susan	Presenter-Thistle Farmer at Thistle Farms
Smith, The Rev. Jean	Licensed Clergy
Southworth, Brian	Presenter-Lund Family Center
Spirito, CJ	Rock Point School
Stanley, Tiger	Volunteer
Stevens, Becca	Presenter-Thistle Farmer at Thistle Farms
Summers, Janice	
Taylor, James	
Thauvin, Jean- Louis	Volunteer
Ticknor, Eve	
Townsend, Jean	
Tronsgard-Scott, Karen	Presenter-VT Network Against Domestic and Sexual Violence
Uva, Dr. Jane	
Vandouris, Candace	
Wilson, Jean	Teller
Wohlers, Chad	Teller
Womer, Denise	

2017 DIOCESAN BUDGET		Approved 2016 Budget	Convention Approved 2017 Budget	
1	Mission Support from Congregations	804,753	827,308	<i>15% NDBI per 2012 Convention resolution/Tiered Real Time Contribution Formula</i>
2	Unrestricted Investment Income	74,011	67,000	
3	Restricted Investment Income	123,244	124,000	
4	Admin Support from Trustees for Unit Fund MGMT	15,000	15,000	
5	Support for Resource Persons working with Congregations	15,000		<i>Pass through funding from McClure - Future?</i>
6	Bank Interest, Other Income	5,000	5,547	<i>Net Risk Mgmt Funds; Library Fund</i>
7	TOTAL REVENUES:	1,037,008	1,038,855	
	Diocesan Ministry Support Team			
8	Ministry Support Team Salaries - Personnel	389,309	396,200	<i>Partial Support L3 [Episcopal] and L4; 1.77% Increase \$4,200 HRA liability;\$4,000 HRA Adm;\$4,550 HRA Reserve;2%/3.25% Contribute</i>
9	Ministry Support Team Benefits - Personnel	154,443	152,033	
10	Deployment/Transition Ministry Resource Persons Working in Congregations	3,000	3,000	<i>25% of Congregations in Transition</i>
11		15,000		<i>100% Support L5 - Irish and McClure Disc II Funds</i>
12	Payroll Service Fee	900	1,300	
13	Worker's Compensation Insurance	3,200	2,650	
14	Continuing Education - Bishop	1,200	1,200	
15	Travel - Bishop	11,000	11,000	
16	Travel - Ministry Support Team	10,000	10,000	
17	Utilities	20,000	20,000	<i>Bishop's House and Diocesan Office (property manager's RPCB)</i>

18	Insurance - Property & GL for Bishop's House and Diocesan Office	2,269	2,500	<i>Adjusted to align with new RPB Commons Budget</i>
19	Professional Development - Ministry Support Team	1,000	1,000	
20	Subscriptions and Dues	750	750	
21	Diocesan Historiographer [Archives]	3,000	3,000	<i>Restoration; Conference; Services Donated; Partial Support Line 6</i>
22	Office/Bishop House Maint Actual Expense W	4,000	7,500	<i>New: Partial Support L3</i>
23	DMST Sabbatical Fund - Current Year Reserve	100	100	<i>Reserve at 1/1/2017: \$9,543</i>
24	Bishop's Vehicle - Current Year Reserve	3,000	5,000	<i>Reserve at 1/1/2017: \$7,000</i>
25	Total dMST:	622,171	617,233	

	Formation and Mission Support			
26	Fresh Start Program for New Clergy	1,000	1,000	<i>New Clergy Support and Incorporation</i>
27	Safe Church Training	4,000	4,000	<i>Recertifications; 3 year renewals</i>
28	Stewardship Development	1,000	1,000	<i>TENS Membership for all congregations</i>
29	Support for Seminarians	1,700	2,000	<i>100% Support L3 - Seminarian Fund</i>
30	Commission on Ministry - Discernment	2,500	2,500	<i>Evaluations</i>
31	Local Mission Approaches	45,000	45,000	<i>Partial Support L3 [Missions, FEAF-Former Activities] PY Reserve: \$52,000</i>
32	Communications	5,000	2,500	<i>Parish Training/Development Support (Formation & Mission)</i>
33	Triennial EYE - Current Year Reserve	500	500	<i>Reserve at 1/1/2017: \$12,746</i>
34	Triennial Deployment Conf - Reserve Available from Prior Year	0	-	<i>Reserve at 1/1/2017: \$3,660</i>
35	Total F&M:	60,700	58,500	

	Administration/Information /Technology			
36	Oversight & Audit	18,000	18,000	<i>Audit Fee for 2016 fiscal year</i>
37	Dispatch of Business	3,000	3,000	<i>Annual Convention Audio-Visual & Technical Support</i>
38	Committees, Commissions, Board Support	9,000	5,000	<i>Biennial Mutual Leadership Ministry Review</i>
39	Diocesan Chancellor	1,200	1,500	<i>Subscription, Annual Conference</i>
40	United Thank Offering Coordinator Expense	100	100	<i>Worldwide Outreach</i>
41	Episcopal Relief & Development Coordinator Exp.	250	250	<i>Worldwide Outreach</i>
42	Telecommunications	8,000	7,500	<i>Conference Call Meetings; Pre-Convention Videoconference</i>
43	Management Info System	7,000	8,000	<i>IT Infrastructure, IT Contract</i>
44	Computer Technology	2,000	2,000	
45	Postage	3,000	4,000	<i>FUNdraising; Electronic Comm. Increasing</i>
46	Printing	5,000	3,000	<i>Inc FUNdraising packets and mailings</i>
47	Expenses and Supplies	11,000	12,000	<i>Incl. AF Direct Costs (ex Printing in line 63)</i>
48	Equipment Purchases	3,000	3,000	
49	Insurance (Umbrella, D&O, GL, Misc)	3,167	3,500	
50	Chaplain to Retired Clergy	7,500	15,698	<i>100% Support L 3-Aged & Infirm - 2 Chaplains</i>
51	Retired Clergy Medigap Ins.	2,100	2,100	<i>100% Support L 3 - Aged and Infirm</i>
52	Title IV Disciplinary Process - Current Year Reserve	100	100	<i>Reserve at 1/1/2017: \$ 400</i>
53	Legal Expenses - Current Year Reserve	650	1,000	<i>Reserve at 1/1/2017: \$8,652</i>
54	Triennial Chancellors Conf. - Current Year Reserve	750	750	<i>Reserve at 1/1/2017: \$3,750</i>
55	Episcopal Election - Current Year Reserve	2,000	5,000	<i>Reserve at 1/1/2017: \$44,147</i>
56	Annual Diocesan Convention - Current Year Reserve	3,000	3,000	<i>Reserve at 1/1/2017: \$4,000</i>

57	Office Equipment - Current Year Reserve	2,000	2,000	<i>Reserve at 1/1/2017: \$200</i>
58	Total A/I/T:	91,817	100,498	
	Rock Point Commons Budget Support			
59	Rock Point Support	93,500	90,000	<i>Support for RPCB (\$88,150 personnel; \$1,850 utilities)</i>
60		93,500	90,000	
	Episcopal and Wider Church Support			
61	Episcopal Church Covenant	143,196	144,000	<i>15% Pledged [16.5% asked]; Partial Suppt L 3 [TEC Pledge]</i>
62	Province One Share	7,224	7,224	
63	Province One Synod Deputies Expenses	200	200	
64	VT Ecumenical Council	1,000	1,000	<i>Holding pending future</i>
65	Ecumenical Cooperative Campus Ministry at UVM	7,200	7,200	<i>100% Support L 3 - Campus Fund; Ministry under Review</i>
66	Triennial-Gen Conv & ECW & Youth - Current Year Reserve	10,000	12,500	<i>Reserve Balance 1/1/2017 = \$10,500</i>
67	Decennial Lambeth Conf. - Current Year Reserve	0	500	<i>Reserve Balance 1/1/2017 = \$3,755</i>
68	Total WCS:	168,820	172,624	
69	TOTAL RESOURCE DISTRIBUTION:	1,037,008	1,038,855	<i>\$89,022 All Reserves [\$59,712 BBCC Loan] Net = \$29,310</i>
70	TOTAL REVENUE:	1,037,008	1,038,855	

THE EPISCOPAL DIOCESE OF VERMONT

ESTIMATED 2017 MINISTRY SUPPORT TEAM Salary and Benefits

UPDATED December 2016

POSITION	Max Range Hourly	Budgeted		SECA / FICA/	MEDICAL	2.0%/3.25% Employee	HRA Employer Funded Reimburse Up to	DENTAL	GROUP LIFE	PENSION	Paid to 403(b) EQUITY	TOTAL
		2016 Salary	2017 Salary	MEDICARE	INSURANCE*	Contribution	INSURANCE	INSURANCE	INSURANCE	ALLOWANCE		
Bishop		\$90,528	\$92,130	\$8,415	\$11,232	\$(2,994)	\$1,000	\$1,185	\$-	\$25,482	\$2,850	\$139,300
Canon to the Ordinary		\$83,046	\$84,516	\$6,336	\$7,692	\$(1,690)	\$750	\$617	\$154	\$8,452	\$-	\$106,826
Finance/Property Administrator		\$58,500	\$59,535	\$4,406	\$14,460	\$(1,935)	\$1,000	\$1,185	\$154	\$5,954	\$-	\$84,760
Communications Minister		\$52,000	\$52,920	\$3,917	\$14,460	\$(1,720)	\$1,000	\$1,185	\$154	\$5,292	\$-	\$77,208
Office Administrator	\$22.90	\$43,875	\$44,652	\$3,348	\$7,692	\$(893)	\$750	\$617	\$154	\$4,465		\$60,784
Bishop's Assistant (20 hrs)	\$22.90	\$23,400	\$23,814	\$1,822						\$2,381	\$-	\$28,017
Bookkeeper (20 hrs)	\$20.35	\$20,800	\$21,168	\$1,619						\$2,117		\$24,904
Office Assistant (20 hrs)	\$16.79	\$17,160	\$17,464	\$1,336						\$1,746		\$20,546
Cost to Administer HRA program							\$4,000		\$-	\$-		\$4,000
			\$396,200	\$31,199	\$55,536	\$(9,232)	\$8,500	\$4,788	\$616	\$55,889	\$2,850	\$546,346

2017 HRA Budget Reserve:

\$4,500

2016 HRA Reserve Available:

\$(4,550)

TOTAL PERSONNEL:	\$396,200	\$31,199	\$55,536	\$(9,232)	\$8,450	\$4,788	\$616	\$55,889	\$2,850	\$546,296
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	LINE 34	\$396,200	
ACTUAL	LINE 35	\$150,096	\$546,296

RPB Commons Budget Items

Property Manager	\$34,124	\$36,485	\$2,700	\$22,152	\$(1,186)	\$2,000	\$2,124	\$154	\$3,648	\$66,078
Office Assistant (20 hours)	\$16.28	\$16,935	\$1,295						\$1,693	\$19,923

	LINE 34	\$396,200	
AS BUDGETED	LINE 35	\$152,033	\$548,233