Convention of the Episcopal Church in Vermont

November 2 & 3, 2012

Cathedral Church of St. Paul
Burlington, Vermont

Journal
The Journal of the
222\textsuperscript{nd} Convention of the Episcopal Church in Vermont
being the
180\textsuperscript{th} Annual Convention of the Diocese of Vermont

Cathedral Church of St. Paul
Burlington, Vermont
November 2-3, 2012

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

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

\textit{Formation + Liberation + Communication + Connection + Celebration}
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The 56th annual meeting of the Vermont Diocesan Altar Guild was held on Thursday, May 10, 2012 at Saint Paul's Episcopal Church in White River Junction.

Prayer was offered by the Rev. Norman MacLeod, rector of Saint James' Church in Woodstock.

The minutes of the 55th meeting and the treasurer's report were read and unanimously approved.

Sarah Maynard, director, reported that at the 2011 meeting it had been approved to give $1,000 to the Rock Point Chapel to replace ruined vestments and to give $200 to the Bishop's Annual Appeal. According to the Treasurer's report this had not been done. It was voted to pay this amount as well as another $200 for this year's Annual Appeal.

Sarah reported that Treasurer Carol Walters had tendered her resignation, which was accepted with regrets and many thanks.

Ann Davis of Saint Martin's in Fairlee offered to be treasurer. It was unanimously voted to accept her offer.

Next year will be Sarah’s sixth year and final year as director. Betty Maynard has been secretary since 2002. Both wish to resign at that time. Sarah asked for offers of these positions but no one responded. She said that former director Carolyn Murray of Saint Luke's in Saint Albans told her that she would be willing to be the assistant director for three years but is not interested in becoming director again.

It was questioned if there was a need for a state Altar Guild and Sarah said she had also questioned it, but that it is nice to get together once a year. Exchange of ideas is a factor.

Trinity Church in Rutland is set to have the 2013 meeting with Christ Church in Montpelier (tentative) to host 2014 and Zion Church in Manchester Center to host 2015.

Sarah suggested having a directory of funeral palls, which could be borrowed, around the state. She mentioned that the Diocese of Connecticut has a listing. Urn palls and children's casket palls, in particular, might be needed. She offered to compile such a list.

Judi Shank of Saint Paul's displayed an old cookbook, “Vermont Kitchens,” on display. This had been started in 1936 and copyrighted in 1939. It was compiled by women of Trinity Mission Church in Rutland and the Women's Service League of Saint Paul's in Burlington. All recipes were hand-written. Judi’s copy had been bought by her mother and given to her grandmother. A war cake recipe, which was egg-less, sugar-less and butter-less, had been offered for sale for ten cents a copy, with the profit to go to the Red Cross. Judi offered to copy any recipes for fifty cents, which would go to the Bishop’s Discretionary Fund also with the collection at today’s Eucharist.

A program about care of linens was presented by Kate Connor and Barbara Coulter. They displayed how they put wet fair linens, washed in really hot water, on sheets of Plexiglas, smoothing them out.
and letting them, hem side up, to dry that way, thus requiring no ironing. Ways of removing stains were discussed.

Following, lunch was served by the women of Saint Paul’s to those present, including the Right Reverend Thomas C. Ely, Bishop of Vermont, who conducted the service of Holy Eucharist.

**BISHOP’S REPORT OF OFFICIAL ACTS**

*July 1, 2011 – June 30, 2012*


On August 28, 2011, Keith Patterson (St. Peter’s Church, Bennington) commissioned as a Chaplain.

On September 24, 2011, Marie Bean (St. Andrew’s Church, Colchester) admitted as a Postulant for Holy Orders.


On October 24, 2011, Letters Dimissory accepted from the Diocese of Hawaii on behalf of the Rev. Mary Lindquist (St. Michael’s, Brattleboro).

On October 26, 2011, Letters Dimissory accepted from the Diocese of Connecticut on behalf of the Rev. Paul Habersang (Christ Church, Montpelier).

On December 5, 2011, Susan Berry Taylor (St. Mary’s in the Mountains, Wilmington) admitted as a Postulant for Holy Orders.


On March 13, 2012, Auburn Watersong (Christ Church, Island Pond) admitted for Ordination to the Transitional Diaconate.


On March 31, 2012, Todd Anderson McKee (St. Paul’s Church, White River Junction) admitted as a Candidate for Holy Orders.

On March 31, 2012, Joyce Nagle (St. Paul’s Church, White River Junction) admitted as a Candidate for Holy Orders to the Diaconate.

On March 31, 2012, Susan Ohlidal (St. Andrew’s Church, St. Johnsbury) admitted as a Postulant for Holy Orders.
On June 4, 2012, Ronald Corkins (St. Mark’s Church, Newport) admitted as a Postulant for Ordination to the Diaconate.

On June 4, 2012, Christine Moseley (St. Mark’s Church, Newport) admitted as a Postulant for Ordination to the Priesthood.

On June 4, 2012, Robert Wilson (St. Mark’s Church, Newport) admitted as a Postulant for Ordination to the Priesthood.

On June 17, 2012, Auburn Watersong (Christ Church, Montpelier) ordained to the Transitional Diaconate.

In this twelve month period (July 1, 2011 through June 30, 2012), the Rev. Norman MacLeod was called as Rector at St. James’ Church in Woodstock, the Rev. Paul Habersang was called as Priest in Partnership at Christ Church in Montpelier, the Rev. Mary Lindquist was called as Rector at St. Michael’s Church in Brattleboro, the Rev. Regina Christianson was called as Rector at Calvary Church in Underhill, and the Rev. Earl Kooperkamp was called as Priest-in-Partnership at Church of the Good Shepherd in Barre.

In this twelve month period (July 1, 2011 through June 30, 2012), the following Lay Participants in the Liturgy Licenses were issued: 348 Eucharistic Ministers, 67 Eucharistic Visitors, 46 Lay Preachers, 89 Worship Leaders, 19 Catechists and 1 Chalice Bearer.

In this twelve month period (July 1, 2011 through June 30, 2012), 33 official Visitations were made. At these Visitations, 5 adults and 11 youth were confirmed, 1 adult was received into the Episcopal Church, and 22 recorded reaffirmations of Baptismal promises.

In this twelve month period (July 1, 2011 through June 30, 2012), 2 consents were given to the ordination and consecration of diocesan bishops, 2 consents were given to the election of diocesan bishops, 3 suffragan bishops, and 2 coadjutor bishops. Consents were given to the resignations of 6 diocesan bishops.

Respectfully submitted,
THE RIGHT REVEREND THOMAS CLARK ELY
10th Bishop of Vermont

BROOKHAVEN TREATMENT AND LEARNING CENTER
(July 1, 2011-June 30, 2012)

Brookhaven is excited to share the past years accomplishments with the attendees of the Diocesan Convention. Brookhaven continues to succeed at assuring our young men are receiving services that will promote learning and healing in their lives. Throughout the year the boys were provided with exciting opportunities both in the classroom setting and in the therapeutic milieu.

Our boys come to Brookhaven suffering from severe emotional and behavioral issues; often a result of years of abuse and/or neglect. Our boys need an environment that allows them to learn new coping skills, socially appropriate behaviors, and ways to effectively communicate their feelings and needs. These challenges result in many of our boys struggling to succeed in a classroom setting.
They often need intensive academic support due to various learning or emotional disabilities. Through the residential home and the Learning Center, Brookhaven is well established in meeting both the emotional and academic needs of the boys in our care.

Many of the boys have had numerous failed placements prior to finding a safe haven in the structured and nurturing environment that Brookhaven excels in providing. Through incentive based programming our boys become motivated to actively participate in their individualized treatment. The incentive based approach allows the residential boys to earn later bed times, allowance, and pizza parties just to name a few! For demonstrating academic success at the Brookhaven Learning center, boys are rewarded with greater trust and responsibility to participate in community activities, field trips and even lunch out with their favorite staff.

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. Over the past year we have had huge success with this program enhancement. Multiple families have taken part in the Retreat services offered. Brookhaven has served at least 2 families each week consistently over the past year. This program enhancement has allowed families to prepare for lasting transitions.

It was a busy and productive year at the Brookhaven Learning Center. We took students on 15 field trips, as well as local outings. We enjoyed tours of the Vermont Statehouse, Morse Farm, Neighborly Farms, Liberty Orchards, Tunbridge Fair, Chelsea Fire Department, Hood Museum of Art, Vermont Historical Society, Ben & Jerry’s and more. We had several community guests, including Dr. Steve Taubman, magician and inspiration speaker, Green Mountain Monster Truck, Orange County Sheriff’s Department and the Brookhaven Board of Directors. Our high achieving students were recognized in our newly adopted honor roll, which recognizes students with a behavior and academic score average of 90 or higher each quarter. Several students were also treated to lunch out with their teacher/staff of choice as a special recognition of consistent positive performance.

We had a few notable events this school year. We had a special treat when we were presented with a $1,000 library Grant by the Children’s Literacy Foundation, in recognition of our strong reading program. Our students in 3 classrooms also read a combined total of 818 grade level books this year with 21 students. This total far exceeds the Vermont Department of Education Standard of reading 25 books per pupil each year.

Last fall we hosted new visitors Katherine and Jon Paterson. After touring Brookhaven they generously donated to our playground fund. Their donation provided the remaining funds necessary to meet our fundraising goal and allowed us to begin the holiday season with finalizing our playground plans! Working in the crisp fall November air, diligent hands broke ground for our playground. Our boys have had countless hours of fun and shared laughs on our amazing new structure. They have the choice of swings, slides, rock climbing walls with a fire man pole, hand rings, monkey bars, and a modern version of the teeter totter! It was an early Christmas miracle come true. We want to thank all the members of Episcopal churches that were benefactors in this enormous wish.

In December, Brookhaven Board members were invited to attend our Christmas Party. They arrived and joined one of the three classrooms where they joined the boys in listening to Christmas
stories or creating Christmas arts and crafts. At lunch Board members, staff, and children gathered in the dining room to enjoy the delicious holiday meal prepared by our cook. Before leaving, everyone gathered around the soft glow of the Christmas tree as boys presented Board members with Christmas cards and homemade cookies! On Christmas day our boys enjoyed the Lego’s, puzzles, new clothes, books, and sleds (just to name a few) that were so generously provided to them. We are appreciative of the kindness and involvement that is demonstrated each year from supporters around the state.

As spring arrived Brookhaven welcomed four new residents and celebrated the accomplishments of others that left. Boys who successfully transitioned from Brookhaven were provided a candle ceremony. Staff and children gather together to share their wishes for a bright future and memories they will cherish. A candle is passed as the wishes are “collected” into the candle. The child is reminded that he is taking our wishes with him and his Brookhaven family and friends will continue to think of him. This ceremony demonstrates to residents that their hard work and investment in their treatment will be recognized and rewarded. Our milieu is currently bustling with the energy of 9 boys actively working on their individualized treatment goals with the support of fantastic staff.

Brookhaven hosted a Playground Dedication Ceremony in June to thank those who generously donated to the fund. Kids, staff, and donors enjoyed a BBQ before the dedication ceremony where donors were awarded certificates thanking them for their contributions. Jon Paterson returned for the dedication and expressed his heartfelt belief in the excellent care we are providing to our boys. He shared that he and Katherine wish to have an ongoing relationship with Brookhaven. We were honored that Bishop Thomas Ely also attended the celebration. He was awarded with a certificate and validated the hard work and accomplishments of Brookhaven staff. The Brookhaven Board members and members of Altrusa were also recognized as part of the ceremony. The celebration ended with kids and adults playing together on the many playground elements, including Bishop Thomas Ely and Mr. James Kennedy, President, Brookhaven Board of Directors enjoying the teeter totter!

June 12th, 2012 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. We had four students successfully transition back to their public schools this June, and their accomplishments were highlighted during their graduation ceremony. We had two others that will be moving onto a step down program to finish the work they have begun in our classrooms. These successes bring great pride as we watch each student grow in their skills and independence. At Graduation memories of the school year are reflected on posters on the pavilion walls for the boys, families and staff to enjoy. The night 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.

In late June we kicked off our 6 week summer program “Camp Haven”. The boys explored hands on activities that were based off this year’s theme of “Our own backyard”. The boys participated in art projects, orienteering, and Native American storytelling and crafts. Each week the boys had the opportunity to earn a field trip and boys were motivated and excited to do just that! They made
memories this year by visiting Billing’s Farm and Museum, Treasure Island, VINS Nature Center, Silver Lake, Echo Center and Green Mountain Rock Climbing Center!

This past year has been memorable, and we look forward to all the successes and milestones that will be accomplished in the months ahead! 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

COMMISSION ON MINISTRY: COMMITTEE ON DISCERNMENT

At the Bishop’s request, the Committee on Discernment meets to interview those seeking ordination and reports its observations and recommendations to him. Its reports become one source of information for the Bishop in deciding whether the person continues in the ordination process. The Committee also discusses and advises the Diocese on general issues having to do with ordained ministry.

During the period July 1, 2011 through June 30, 2012 the Committee of Discernment engaged in the following activities and made recommendations as indicated:

Holy Orders:
Following review of presented documentation, evaluation and personal interview recommended:
for Postulancy: St Mark's Newport Covenant Group, Sean Lanigan, Marie Bean, Susan Taylor, Susan Ohlidal
for Candidacy: Joyce Nagle, Todd McKee, Jakki Flanagan
for Ordination to the Transitional Diaconate: Auburn Watersong

The Committee spent time discussing Covenant Groups and what role we play in that process. We are actively working on ways to make the process clearer and streamlined.

The Committee is engaged in ongoing collaborative work with the Committee on Christian Formation in assisting one parish in forming a Covenant group, with subsequent plans of becoming a Local Ministry Support Team.


Respectfully submitted,
Beth Stanway
The Companion Ministry Program, 2011-12

The Companion Ministry Program (established 2007) is based on the theological principles found in the Baptismal Covenant. Companion Ministry encourages and supports a shared ministry for mission that calls all baptized Christians to be ministers of God’s reconciling love in the world. Companions are an expression of the Bishop’s ministry to congregations, participants in the shared episcopacy lived out in Vermont. Companions walk alongside a congregation as partners, offering an incarnation of Baptismal Ministry as they demonstrate their own ministry as baptized persons and celebrate the ministry of others.

Companions serving this year were Ann Cooper (from St. Stephen’s, Middlebury), Jean Hancock (St. Luke’s, Chester), Beth Hilgarten (St. Barnabas, Norwich), Laura Hunter (St. Mary’s, Wilmington), Rolfe Lawson (Gansevoort, NY), Jean Smith (St. Michael’s, Brattleboro), and Steve Smith (St. James, Arlington). The Companions worked with 16 of the congregations, focused primarily on supporting the transition of clergy partners in a congregation. Companions also supported vestries and clergy in their relationships and leadership development, facilitated exit interviews and mutual ministry reviews, and guided exploration of a variety of leadership models in several congregations.

The direction of the Companions Program has changed through the years to meet the shifting needs of the congregations and continues to do so. Currently, a more streamlined, flexible, and targeted ministry model is needed for our congregations and for our common life as the Church in Vermont. The broader landscape of the church is also changing. How do we support, resource, and encourage congregations as their needs change and emerge? What structures, systems, and financial resources are needed in order to do this in the Episcopal Church in Vermont? What opportunities do we see, and how do we engage with and take advantage of them?

A conversation with members of the Diocesan Ministry Support Team (Minister of Stewardship Development, Canon to the Ordinary, Bishop, and myself) and with the Companions identified areas of ministry where Companions might be resources to congregations and further expand the ministries of the Ministry Support Team and, specifically, the ministry of the Bishop to congregations. These ministry areas include the development of collaborative ministry in congregations; supporting the training of lay leaders for worship and other public ministries on behalf of the church; asset mapping and other capacity-building work for local leadership; conflict transformation; leadership development for vestries and teams. These areas, along with the transition ministry, are the focus in the next year, and Companions are currently exploring these possible opportunities and needs, discerning a match with their gifts and skills, being supported in this by Canon Lynn Bates and myself.

Although this is a broadening of the ministry areas for Companions in order to match the needs of congregations, the necessity of limited diocesan resources now impacts both the length of time a Companion will work with a congregation or group and which Companion may serve where and when. The opportunity within this, however, is matching Companions very specifically to each type of work needed. This new way of being for Companions will be more fluid than in the past and more focused for a specific purpose, with concentrated efforts of resource, training and formation, and support for congregations and groups—less a “Program” model than before. *Additionally, there is also an opportunity to include other people who have the gifts and skills for this ministry as Companions.*

Our Church is changing; our ways of being church are emerging and developing. Some things need to be laid down and other things need to be taken up. This new Companions Ministry--a more
streamlined, flexible, and focused ministry—is needed for our congregations and for our common life as the Church in Vermont. Contact me to explore becoming a Companion.

Respectfully submitted,
Susan Ohlidal, Canon for Ministry Development
sohlidal@dioceseofvermont.org

REPORT FROM DIOCESAN COUNCIL

Council met on July 16, 2011 at St. Paul’s Church, White River Junction

Annual Appeal:  The current Annual Appeal of $100,000 has $48,985 pledged with approximately $38,000 actually collected thus far.

Communications Report:  The new Diocesan Website is running and there are links back to the old website from the new website to find that information.

Clergy Compensation:  A tremendous amount of information has been gathered from around the province as well as the Episcopal Church USA regarding current stipend amounts and ways to calculate those amounts. This data will be examined and a recommendation will be drawn up to address the 2006 resolution helping to bring the Diocese of Vermont minimum starting stipend into line with the rest of the ECUSA. The COLA amount is an increase of 4.2%. This increase can be put into the resolution to encourage clergy to decline the increase during these hard economic times.

Diocesan Council Position Description:  Council unanimously accepted the new Position Description. Nomination committee chairs were named and they are: District 1 – The Rev. Reid Farrell, District 2 – Sarah Maynard, District 3 – Sr. Laurian Seeber, District 4 – The Rev. Alan Kittelson, and District 5 – The Rev. Scott Neal. Each chair person will identify two other people from within their district to serve on the Nominations Committee.

Safer Church Policy:  Now reflects the changes to Title IV and includes a full description of the policy and those persons needing to be covered. Title IV contains a process for investigation and will be used as the norm instead of restating the process in the Policy. Council unanimously accepted the report.

Council met on September 10, 2011 via Teleconference

Bishop’s Report:  Bp. Ely reported that he has been monitoring relief efforts to victims of Tropical Storm Irene and has been working with the Diocesan Response Team. Among other places, he has visited Brattleboro and Proctorsville to view the damage. In Proctorsville, the parish hall was lost and the foundation of the church will need to be stabilized. Bp. Ely encouraged congregations to be involved in relief efforts. He received a note from the Bishop of Haiti sympathizing with the situation in Vermont, especially touching in light of the tragedies suffered in his own diocese.

Tropical Storm Irene Report:  Canon Lynn Bates noted the remarkable response she has witnessed from people offering relief to those victimized by the hurricane. She is having a daily conference call with 8 people to continue assessing the situation around the diocese. It is possible Episcopal Relief & Development will be granting heating assistance, fixing playgrounds, and replacing livestock. There are still some gaps in creating a Route 7 corridor for the delivery of goods that have been collected for those in need.

Treasurer’s Report:  Wally Good reported the cash flow is okay, and that expenses are all within the expected range. Receipts from the Annual Appeal are predicted to come in at about $50,000 ($39,000 received and $10,000 still to come in monthly or quarterly pledges). Bp. Ely felt it would be a mistake to be asking for more funds toward the annual appeal in light of all the relief that has come forth in response to Tropical Storm Irene. There are a few congregations that have not yet
paid their assessments, and Bp. Ely will remind those in arrears (Zion, Manchester; St. Luke’s, St. Albans; Trinity, Shelburne) near the end of the year. A motion to accept the Treasurer’s Report subject to audit and requested that Treasurer, Financial Administrator and Bishop determine what to do about shortfall was seconded and passed.

**2012 Diocesan Budget:** A motion to present the 2012 Budget to Diocesan Convention in the form it was received in today was seconded and passed.

**Council Resolution for Diocesan Convention:** The Rev. Scott Neal presented the resolution establishing minimum clergy compensation. Due to economic conditions, it was recommended that the minimum stipend remain unchanged, and that salaries of the Diocesan Ministry Support Team not increase next year. On the ‘Schedule of Mandatory Minimum Cash Salaries for 2012’, Anne Brown suggested the second year of service might be regarded as the first year of service. A motion to put forward the resolution to Convention with this changed to the step increase was seconded and the motion passed.

**Updates on 2011 Council Goals:**
Alan Kittelson reported the development of the new website continues and more material has been transferred from the old one.
Anne Brown reported a plan to reach out to each congregation and see what has been done regarding relief to Haiti.
Barbara Hoar reported on improving communication and interaction, and that we have expressed an example of inclusive community as a result of the ravages of Hurricane Irene.

**Continuing Business:**
Cn. Bates presented the draft of the Safe Church Policy – Part 2 (Standards & Practical Applications). It was moved to adopt and the motion was seconded and passed. There was one ‘nay’ vote and no abstentions.
Sr. Laurian presented the Report from the Spiritual Direction Task Force, and moved to approve the document so that the work of the Task Force may proceed. The motion was seconded. Bp. Ely relayed that the Chancellor would need to review the document. One question is whether the waivers would be filed and kept on record in the Diocesan Office. Rick Swanson offered an amended motion, moving that the Council receive the report with gratitude and ask the Diocesan Ministry Support Team to review it and get a legal opinion from the Chancellor. The amended motion was second and the motion was passed.

**New Business:**
The Council received the report from the Diocesan Loan Review Committee on Trinity, Shelburne’s Bishop Butterfield Loan Application. A motion was moved to accept the recommendation to allow the loan, and the motion was seconded and passed.
Cn. Bates presented the Congregation Support & Resources Committee position description. A question was raised over who appoints the chair and how the chair is selected, and Council felt the Bishop could do this. A motion to accept the draft “as perfected” was seconded and passed.

**Other Business:** Bp. Ely shared his thoughts if any congregation affected by Hurricane Irene and needing repair work might take a Butterfield Loan at 0% interest. Council is willing to receive such a motion and asked the Bishop to prepare one.

**Council met on March 3, 2012 via Teleconference**
**Bishop’s Report:** Bp. Ely explained that the ‘Living Stones Partnership’ in Las Vegas, February 4-7, 2012, focused on the ministry of Christ Church, Bethel in response to Tropical Storm Irene and that it was a partnership of about 20 dioceses for discussion about baptismal ministry. Bp. Ely was requested to draft and distribute to Council a full report of what was learned and experienced at this conference.

**Treasurer’s Report:** Wally Good presented the Treasurer’s Report. A motion was made, seconded and passed to accept the 2011 Financial Report. Voted to address budget shortfall; vote passed.
Reports from Working Groups:

2013 Budget Group: Budget Committee will review questions from the ‘2013 Mission Visioning Exercise’ and create a SurveyMonkey to send to everyone the Diocese has a e-mail address for.

Congregational Support & Resources: Cn. Bates reported that CS&R approved a grant to St. Andrew’s, Colchester in the amount of $2,000 for a Healing Ministries workshop, with a contingency that Council be satisfied with arrangements made for outstanding Butterfield Loan payments. Loan payments are now current. A motion to accept this report was seconded and passed.

Cathedral Chapter: The Dean of the Cathedral has announced his retirement, and Bp. Ely will serve as Acting Dean until a new Dean is appointed.

Strategic Plan Review: James Carter completed his review of current plan, and recommends defining long-term goals as well as the assets needed to achieve goals. Anne Brown stated there is a plan that can be downloaded from the old website.

Outstanding Business: Bp. Ely reviewed the proposal to change the Bishop Butterfields Loans interest rate to 3% with the Trustees, and they are comfortable with this change. Overview: Reduce Middlebury loan to 3% ($284), Brattleboro loan to 3% ($2,752), all other loans to 3% ($330) which consists of 8 loans, and total ‘Reduced Receipts’ impact $3,366 annually. Motion to accept was seconded and passed. Proposal to change interest rate on Bishop Butterfield Loans for Irene repairs to 0% - a motion was made and seconded to accept this change, and the motion was passed.

Council met on April 20, 2012 at St. Paul’s, White River Junction

Linda Neilson resigned from Council; need to have two vacant positions filled in Mission Districts 4 and 5.

Bishop’s Report: Delegated Episcopal Pastoral Oversight (DEPO) – Bp. Ely has been invited by Bp. Love (Diocese of Albany) to be in conversation with a congregation in his diocese, and Bp. Ely will keep us posted on the progress.


Reports from Working Groups:

2013 Budget: Focus of meeting on 5/29/12 is getting ready for the Budget Summit. Received a good response of 86 responses from SurveyMonkey. Cn. Bates will publish a follow-up SurveyMonkey by 5/4/12.

FUNdraiser: ‘Save the Date’ flyers and letters have been sent out. On-line registration can be done on the diocesan website.

Communication: Consensus that the Diocesan website should be the main portal for communication but need to address concern for members of the diocese that are not on-line. Suggestion include: sending a monthly letter to parish with summary of activity, face-to-face meetings, Council as a whole communicates to parishes. Council may want to consider communications via the mission district.

Cathedral Chapter: The Dean’s last day is May 6, 2012 and Bp. Ely will be the Interim Dean.

Strategic Plan Review: Reviewed survey and plan. James Carter reviewed handed out notes and reviewed the Planning Process to: identify and clearly define the Strategic Goals sought to be attained, determine the interim Tactical Objectives essential to attain the Strategic Goals, decided on the nature and extent of the Assets that are to be allocated to the attainment of the Tactical Objectives and/or Strategic Goals, assign those Assets and develop appropriate and sequential tactical and strategic operations, provide for unanticipated changes in available assets, or changes required as a result of failure to attain interim objectives. Next step: The sub-group to review for further conversation at the May Council meeting.

Outstanding Business:
**Annual Meeting of Living Stones:** Susan Ohlidal reviewed a PowerPoint presentation that was used at Living Stones. Discussion about Tropical Storm Irene and how we were affected in the state of Vermont and diocese. Presentation and discussion on Baptismal Ministry Experience and Reflection.

**Annual Appeal:** Angie Emerson reviewed the need to find another funding source; many dioceses have an annual appeal, common tool to use. Good fundraising involves: cultivating relationships, possibly having an event donor recognition, smaller gathering with people, small token of appreciation. A strategic goal needed is to, over the next 5 years, have in place programs that will make the diocese financially sound.

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**Council met on May 12, 2012 at Trinity Church, Rutland**

Bp. Ely announced that Susan Ohlidal and Angie Emerson will be attending Council meetings going forward.

**Bishop's Report:**

**Health Plan (Medical Trust):** This plan will be available for clergy and hired staff. Discussed the need to make decisions on type of coverage to be available. Non-clergy will be able to buy into the plan. Clergy in Medigap will be able to stay on the plan if they retire before age 65.

Alan Kittelson thanked Bp. Ely for sending to President Obama the letter on gay marriage.

Bp. Ely announced that Anne Brown will be retiring August 31, 2012.

**Treasurer's Report:**

Hardy Fund: 2011 Trustees agreed to plan and use the Hardy Fund for stop gap and looking at 2012/2013 budgeting process. Review 2012 actual vs. budget through the end of April. Endowments are not coming in until the end of the second quarter. Due to a deficit of a negative $58,712 at bottom line, there may be a need for re-budgeting.

Annual Appeal: $19,375 has been pledged.

Expenses: Safe Church re-certification needs to occur every three years. Over-budget due to additional training of the trainers, ministry and more people involved in the process. Benefit package for support team was under-budgeted.

Council has defined that there are two congregations that are in arrears and they cannot be seated at Convention.

Living Stones received their grant.

The Rev. Rick Swanson made the motion to accept the Treasurer's Report and it was seconded and passed.

**Reports from Working Groups:**

**2013 Budget:** A new tab of '2013 Vision Dollars' has been added on the 2013 budget. Responses to survey have been documented and the link to this report to this link is on the Diocesan website and also on the Mountain E-news.

**Fundraiser:** The Rev. Rick Swanson reported that letters have been sent to vendors in the diocese. Anyone interested in sponsoring a hole for the golf tournament should contact him. All info for this event is on the new website. Council was reminded about parish baskets for the silent auction.

**2012 Convention:** Ministry Fairs and programs taking place: September 29th – White River Junction, October 6th – Swanton, October 13th – Brattleboro. Bp. Michael Curry reviewed what he will speak about. More detailed information can be referenced on the new website. Looking for opportunities for youth activities. Next meeting is scheduled for June 14th in South Burlington, and members from other parishes are welcome to help with the process.

**New Business:**

**Capital Campaign Discernment:** Reviewed with Capital Campaign input.

**Council Membership (Mission District #4 and #5 Vacancies):** Two individuals interested but they both changed their minds.
REPORT OF THE EARTH STEWARDS COMMITTEE
July 1, 2011 – June 30, 2012

The Earth Stewards Committee was appointed by Bishop Ely following the Diocesan Convention 2008, which had as its theme the serious ecological crisis we are facing today as a church, a nation, and a civilization. Reports on the work of this committee have been presented to Diocesan Convention annually since then. This report for 2012 details the work and ministry of the ESC, whose mission and stated purpose is “to foster awareness and deepen understanding of our lives as stewards of God’s creation, and to practice environmental responsibility and sustainability.”

Work and Ministry Activity
1. A display booth is set up at as many diocesan events as possible to publicize current work on behalf of the diocese and to be a visible reminder of what it means to be stewards of God’s creation.
2. A resolution was presented to Diocesan Convention 2011 to encourage all parishes in the diocese to consider the adoption of a Parish Environmental Plan. The resolution passed unanimously. The committee plans to present a resolution to all future conventions as a way of encouraging a commitment to practice environmental responsibility.
3. A resource document has been published to help congregations write a parish-specific Environmental Plan for ongoing efforts to “green” their congregations and real properties. Distribution of this resource and hands-on efforts to assist with this effort are an on-going priority for the committee.
4. Two workshops were sponsored at the Ministry Expo in April 2012: 1) Jump Start your Parish Environmental Plan, and 2) Caring for Earth: a Movement or a Ministry? Members of the committee led each of these workshops. A commitment has been made to continue to provide these kinds of opportunities at future Ministry Expos.
5. The committee has continued to promote the concept of a zero-waste event and to encourage all events in the diocese to be zero-waste. A handout has been produced to assist in the planning for such.
6. The committee has continued to encourage composting by parishes where possible. The brochure on Composting by Faith Communities is available for use by parishes and study groups in many ways. Compost pails for kitchen scrap deposits continue to be sold by the committee to parishes and to individual households to help with easy organic recycling and as a “sign” of such a commitment to return valuable resources to the soil.
7. The committee has launched a partnership with the Forum on Religion and Ecology at Yale and VTIPL to offer screenings of the film, Journey of the Universe. One such screening has been offered this year. Several more are scheduled for the year ahead.
8. The campaign to sell stainless steel water bottles as an alternative to using disposable plastic bottles continued, as did the commitment to make a contribution to Pure Water for the World from the proceeds of the sale. By June 2012 we had sold 239 bottles and made contributions totaling over $2,000.00.
9. The Earth Stewards Alert has been published as needed—four times during this reporting period. This is an e-newsletter with articles, informative announcements, project updates, and appropriate links to other earth ministries and environmental organizations. The Alert keeps subscribers posted about things that might be of interest to them. It is expected that this newsletter might also become a communication tool, to let others know about environmental stewardship activity in parishes throughout the diocese.

The Earth Stewards Committee is led by Robert Wertz.

REPORT OF THE HISTORIOGRAPHER AND REGISTRAR

The highlight of the year was the research visit of two members of the Planning Committee for the meeting of the Organ Historical Society in South Burlington during late June of 2013. They were enthusiastic about the amount of information they found in our Archives, especially in the Mountain Echo.

The largest share of my time continues to be occupied by our Wentworth legacy, i.e., the generosity of Governor Benning Wentworth in granting one share for support of the Society for the Propagation of the Gospel in Foreign Parts in which he chartered. Many property owners seeking to sell property are suddenly confronted with the lease obligation and the need to acquire the required quit claim deed from the Trustee and the accompanying permission of the Standing Committee. My role in this is to confirm that there is a lease obligation and the year of the last payment of that obligation.

In an effort to end the continuing confusion between glebe land, i.e., the share granted to the Anglican Minister and the share granted to the SPG in each of the original towns, we now have available for anyone interested or curious a monograph entitled, "A History of our Wentworth Legacy". Because it qualified for the loophole in the confiscation legislation, the only Congregation holding glebe land is Zion Church, Manchester.

Beginning in November, I became a resource member of the Committee reviewing the diocesan Gifts and Endowments held in the Unit Fund. For me, this resulted in a recommendation that the single data base be divided between the Diocesan Funds and those of the Congregations. The projected completion date is the Fall of 2012.

The local bindery which I discovered has proved to be exceptionally able to take care of our binding and rebinding requirements. Our current plan is to complete the binding of the remaining issues of the Mountains Echo.

I continued as a member of the Board of the National Episcopal Historiographers and Archivists and am scheduled for a presentation on Bissell at its annual meeting in August. So far, I have not been able to document his role as a conductor on the Underground Railroad in Geneva, New York but research to date shows him as an able administrator and shepherd and that the diocese is still a beneficiary of a number of policies which he instituted.

Respectfully submitted,
Elizabeth Allison, Historiographer and Registrar

Living Stones Partnership & Annual Meeting, 2011-12

Living Stones is a partnership of dioceses and communities of faith engaged in Christian mission, committed to the ministry of all the baptized. In the context of theological reflection, the Living Stones Partnership exists to support, challenge, and strengthen local ministry in our respective
jurisdictions. In 2012, the Partnership had 22 members from Episcopal and Anglican dioceses, seminaries, and communities of faith in the U.S and Canada. The Living Stones Annual Meeting engages us in intensive consultation with bishops; ministry developers; seminary deans, faculty and professional staff; spiritual directors and religious; all reflecting on specific and localized work in baptismal ministry settings.

In 2012, a team of four represented our Diocese at the Living Stones Annual Meeting: Tom Ely, Bishop; Ann Cooper, Diocesan Coordinator of Irene Recovery; Karen Speerstra, Christ Church, Bethel; and Susan Ohlidal, Canon for Ministry Development. We presented a case study on the flooding from Tropical Storm Irene, the devastation in our state, and the relief and recovery efforts of our congregations and the Episcopal Church throughout Vermont. At the Annual Meeting of Living Stones, our Vermont team presented a slideshow created by Karen and Ann with assistance from Anne Brown, diocesan Communications Minister, and the written case study that was drafted by Anne, Karen, Angie Emerson, the diocesan Stewardship minister, and Susan. The key theme of the case study was the coordinated relief and response efforts in communities accomplished by our congregations, and, for Christ Church in Bethel, how their practice of Baptismal Ministry particularly suited them for quick and flexible response and sharing of their abundant gifts for ministry.

As with our case study in 2011, this 2012 presentation at Living Stones (LS) was a shift in the type of case study represented at LS. For several years, most case studies offered by LS Partners focus on technical aspects of developing baptismal ministry. Vermont team members Tom Ely and Susan Ohlidal shifted our focus to link baptismal ministry and mission: a return to the central reason for what we do as church. Our case study and a few others focusing on mission were very well-received at the 2011 Meeting; the 2012 Meeting saw even more study and discussion of mission and baptismal ministry. Karen and Ann returned home with both affirmation and ideas for next steps in their developing missions around the Irene Relief efforts, and a sense of having shared with the wider church how a small rural diocese manages a disaster in our midst.

As always, the LS Meeting also offered us time for professional enrichment and an important opportunity to connect, learn from, be supported by and offer support among colleagues in ministry who are working in similar contexts around emerging understandings and expressions of mission and baptismal ministry. The Rev. Tom Brackett was the featured speaker at the LS Meeting, and it was through Living Stones that we furthered our relationship with Tom and were able to bring him to Vermont for the Ministry Expo.

I am now in the second of a three-year term on the Leadership Team of Living Stones, 2011—2014, the small group who works throughout the year to maintain the partnership of LS members. I am able to be part of the on-going conversation and reflection of baptismal ministry and mission in the Episcopal Church; am working to plan the 2013 LS Meeting; and am facilitating a group of ministry developers from throughout Canada and the U.S. in areas of professional development, mission, and renewal of LS.

Our Diocese is one of the longest-standing members in LS. Each year, we offer our experiences, wisdom, and our mistakes and challenges to others. And we also receive many gifts through our participation. We have never been able to determine a dollar value (“bang for the buck”) for the professional consultation and experiences from the Meeting, adding in the professional consultations during the year: we cannot—the figure would easily run in the hundreds of thousands of dollars. In 2013, we will, however, seek funding sources outside of the diocesan budget in order to continue our partnership in this organization.
Living Stones remains of the highest value for our local return to congregations and diocesan organizations, in gifts we offer others, our connection with the wider church, and opportunities for professional enrichment among diocesan ministers and other leaders.

Respectfully submitted,
Susan Ohlidal, Canon for Ministry Development

**DIOCESAN LOAN REVIEW COMMITTEE**

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

Loans are for periods up to ten years and come from the Butterfield fund. The fund has total assets around $1.1 million. Typically one-third of that is loaned out at any given time with the remainder invested in short- and long-term income-yielding instruments. Loan interest rates are determined by a formula based on changes in the cost of living index. Recently the interest rate has been between 3% and 4%.

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

Over the last twelve months the committee received and recommended three Butterfield requests.
- St. Stephen’s – Middlebury was loaned $45,000 to help fund a $60,000 project that repaired a critical retaining wall and replaced adjacent sidewalks.
- St. Michael’s – Brattleboro was authorized to borrow up to $450,000 to help finance an extensive renovation and improvement to its church buildings, total cost estimated at $902,000. (Note of interest: this is the largest Butterfield loan to have been granted to date.)
- St. Matthew’s – Enosburg Falls has borrowed $8,000 for repairs and code-mandated improvements to an apartment above its parish hall. Rental income from that apartments is an important source of funds for parish operations.

Currently, there are thirteen congregations with Butterfield loans outstanding; and all are current in their repayment obligations.

Serving on the committee with me are Kevin Bisaccio (St. Peter’s - Bennington), Bob Brower (St. James - Arlington), and Ned McElroy (St. Mary’s – Wilmington); and we receive terrific support from Julie Giguere, Diocesan Financial Administrator.

**We would like to attract two more persons to our committee.** If you have, or know someone who has, a background in finance or banking, contact me at smiste@mac.com. The committee meets as needed, either by phone or at a parish in the southern half of the diocese.

Faithfully submitted,
Steve Smith, Chair
ROCK POINT SUMMER CAMP 2012

Rock Point Summer Camp 2012 was truly a wonderful experience. The young people who attended camp this year came from 20 different churches in our diocese as well as 3 campers from other denominations. There were a couple of campers with no current church affiliation. We have been blessed again this church with many, many “Angel Scholarships” and several scholarships provided from local churches.

The volunteers and staff which made up our team for this summer were extraordinary. This summer we did our own cooking with the return of Bonnie Fournier...a veteran of many, many Rock Point Summer Camp seasons. The counselors this summer were enthusiastic and passionate about Rock Point Summer Camp.

Elementary Camp was led by a wonderful group of volunteers from St. Andrews in Colchester. The theme for that week was Heroes. Day Camp was held as a separate program again this summer. It was a fun group of young people who enjoy Rock Point Summer Camp! A couple of them also attended Elementary Camp the week before. We used the curriculum “What's so amazing about Polar Bears”. Rock Point Summer Camp once again hosted the Kids4Peace Camp. Rock Point Summer Camp staff joined their staff to provide a meaningful camp experience for young people from Vermont and Jerusalem. The Rev. Carole Wageman and The Rev. Deacon Peggy Mathauer volunteered to help lead the Intermediate Camp with a curriculum from ERD called "Act Out: Empowering Youth to Heal a Hurting World". The chaplain for Jr High camp was The Rev. Spencer Potter (Florida) a former camper, counselor and assistant director! We used the curriculum “Faith and Nature”. The Rev. Ken Hitch returned as leader of the High School week with the theme of Faith in Film. Each morning the young people watched a clip from a film which had been put on a list of Spiritual Films for 2011. The discussions which followed these clips were very rich and meaningful for all of us. Most of the High School camp stayed at Rock Point for an extended camp which included attending a Lake Monsters Game, preparing and serving a meal at the Food Shelf and helping Chuck Courcy with projects around Rock Point.

Thanks to all who volunteered this summer and especially to those who made scholarships available for the young people of this diocese. We are blessed with many wonderful young people in this diocese. I encourage everyone to get to know those in your communities who have attended Rock Point Summer Camp...ask them to tell you about their experiences. We are already making plans for the summer of 2013 camping season and once again we will be calling on the people of this diocese to volunteer your time at one of the camps; to provide scholarships; and to spread the word about Rock Point Summer Camp.

Respectively submitted,
Jennifer S. Ogelby
Rock Point Summer Camp Director

TRUSTEES OF THE DIOCESE OF VERMONT

The Board of Trustees of the Trustees of the Diocese of Vermont operates pursuant to Canon 11 of the Constitution and Canons of the Diocese of Vermont.

Report of the Investment Committee: The Investment Committee of the Trustees of the Diocese of Vermont manages the Diocesan Unit Fund. The Unit Fund includes accounts of the Diocese and
many of its congregations, and amounted to $22,368,215 at June 30, 2012, the most recent quarterly valuation date. The Unit Fund is invested 60% in equity mutual funds and 40% in fixed income mutual funds and investment quality bonds. Hickok & Boardman, an independent registered investment advisor with offices in Burlington, assists the Investment Committee in effecting its investment strategy and in the selection of mutual funds.

Market conditions since 2008 have been highly volatile, and investment returns correspondingly variable. Fixed income returns in the market have been suppressed by the monetary stance of the Federal Reserve Board of Governors, which has kept interest rates low in its attempt to spur improved business conditions. In the twelve months ended June 30, 2012, the unit fund returned -0.40%; for the 36 months then ended, the unit fund earned 10.88% per annum; for the 60 months then ended, the unit fund earned 1.48% per annum. The Investment Committee continually reviews its investment strategy: it seeks to earn equity returns comparable to the Standard & Poor's 500 stock index; and fixed income returns comparable to the Barclays Capital US Aggregate Bond Index.

For many years, the Trustees have made quarterly distributions from the unit fund 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 average unit values. The distribution payment dates are the last days of the four calendar quarters of the year.

Report of the Insurance Committee: The Insurance Committee is responsible for procuring property and liability insurance coverage for the diocese and its congregations. In recent years, comprehensive property and liability insurance coverage have been obtained through Church Insurance Company of Vermont, an affiliate of Church Pension Group. The current program was written for the three calendar years 2012-2014, and was negotiated prior to Tropical Storm Irene in 2011. During 2012, the committee has assisted congregations in pursuing claims for flood damage resulting from TS Irene. Three congregations had significant losses from Irene; all their claims have been settled on a mutually satisfactory basis.

Report of the Real Estate Committee: The real estate committee, with the approval of the full board and the standing committee, processed four quit claims for SPG land, one easement for a guy wire to an electrical pole on the property of St. Paul’s, Wells, the sale of the St. Mary’s, Wilmington building, and St. Mary’s purchase of the UCC building in Wilmington. In addition, the committee has been involved in the ongoing deliberations concerning the churches in Poultney and St. Mark’s/St. Luke’s, Castleton/Fair Haven.

Respectfully submitted,
Stephen A. Reynes,
President of the Board of Trustees

UNITED THANK OFFERING REPORT

It is with sadness that I report that the donations to the United Thank Offering are down this year. I am well aware that the economy has much to do with this trend. I just want to remind everyone of the wonderful work done by the United Thank Offering, they awarded over six million dollars in grants this year. Grants made internationally and locally. Christ Episcopal Church, Montpelier applied for a grant in the amount of $29,500 to support the work of the Church’s Sudan Communion in Akobo, Sudan this last year. Grant applications are available on-line in October, when completed please send to the Diocesan Office. If more than one application is received a committee will chose
the grant application that will be sent to the United Thank Offering Granting Committee. Please send your churches United Thank Offering collection to Julie Giguere at the Diocesan Office; she will forward your contribution to the United Thank Offering. Below you will find the list of churches and donations that I have received from the Diocesan Office for the last year.

**Contributions to United Thank Offering 2012**

St. Paul’s, Burlington - $117.00  
Church of Our Saviour, Killington - $216.00  
St. Mary’s, Northfield - $148.51 and $171.00  
All Saints, South Burlington - $500.00  
Trinity, Rutland - $422.50 and $394.51  
St. Paul’s, White River Junction - $756.36

Respectfully submitted,  
Donna Abramov, UTO Coordinator

**VERMONT ECUMENICAL COUNCIL AND BIBLE SOCIETY**  
**July 1-June 20, 2012**

Forward into its 44th year, the Vermont Ecumenical Council and Bible Society (VEC&BS), a cooperative fellowship of eight Member Denominations, continues organizational and prayerful attention to the broad field of concerns which encompass the world-wide Ecumenical Movement, and provides the public witness to work for increased and visible Christian unity here in Vermont.

The VEC&BS purpose (1968), further defined in 1981 (Bylaws, Article II), is most recently strengthened by the Trustees affirmation of their *Covenant to Adopt and Implement the “Lund Principle” and Codicil* (2006. Test: Convention Journal 2006; [www.vecbs.org](http://www.vecbs.org)). Lund (WCC 1952), supported by Lambeth (1968) and General Convention (1976), proposes Churches act together in all matters except those in which deep differences of conviction (“or church order”, Gen Conv. 1976) compel them to act separately. Referred to VEC&BS Member Denominations, the Presbyterian Church USA has led all, engaging in the process of reception and affirmation locally, regionally, and by their national General Assembly (2012). Response and dialogue with other Member Denomination is long desired.

During its quarterly meetings, the Board of Trustees:

- Approved Faith and Order Committee’s revision of the earlier statement on physician-assisted suicide (2005), and issued a Statement on End of Life Issues, which was distributed to the Vermont legislature during its hearings.
- Accepted the document Doctrine of Humanity, based on study of theological anthropology by Faith & Order, to serve as a basis for the Council’s work.
- As a co-sponsor of the Drug Abuse Treatment and Prevention Program presented by Walter Gardner (2006), continued update with the progress through state and federal channels.
- Co-sponsored the 400th Anniversary of the King James Bible Celebration, a traveling exhibit, with programs of interest at Saint Michael’s College.
- Provided financial support for VEC&BS President Roy Hill to attend the 12th Ecumenical Advocacy Days Conference in Washington, D.C.
• Supported Peace, Justice & Integrity of Creation Committee’s (PJIC) in-depth study of migrant agricultural workers in Vermont. A full report, with position paper, is anticipated for action in September 2012.

• Received the Bible Society report of its free distribution program: 1700 bibles of choice @ $6737 (fully funded by Greenleaf Trust), to 34 requests, including churches, ordination, disaster relief, hospitals, correctional facilities, street ministries, shut-ins, and other individuals. Clergy new to Vermont or newly ordained may request a bible of choice at info@vecbs.org.

• Acknowledged without a Prayer & Worship Committee the traditional service in observance of the Week of Prayer for Christian Unity was again not held.

• Continue to provide the monthly online newsletter Faith Common which welcomes contributions of interest to the faith community.

• Recognized the financial position into 2013 will not support the current, streamlined form and operation.

• In facing the decline in Trustee and committee participation and of financial support, devoted extensive time in dialogue on the future and form of VEC&BS and discerning a direction into 2013 and beyond; noting that current interests are more favorable to Matthew 25 than John 17; life and work concerns are more alive in congregations than those of faith and order; cooperation on issues of public concern than deeper inter-denominational dialogue on the ecclesial and what separates us.

• Received draft proposal with emphasis on enabling public discourse and bringing a Christian voice to the public square, with attention also to continue dialogue, prayer and witness for Christian unity.

Strengthened by our Baptismal unity to sustain the ecumenical spirit and presence in Vermont, there is hard work ahead in the areas of membership, finance, staffing, listening/dialogue and purpose in discerning the way forward.

Officers: Roy V. Hill, II, President; The Rev. David Wiley, Vice-President. Staff: Betsy Hardy, P. O. Box 764, Richmond, VT 05477, 802-434-8416. info@vecbs: www.veCBS.org.


Member Denominations: American Baptist, Evangelical Lutheran Church in America, Greek Orthodox, Presbyterian Church USA, Religious Society of Friends, United Church of Christ, United Methodist, Episcopal Diocese of Vermont.

Pray that we may draw near to being one in the Apostles teaching, fellowship, the breaking of bread and prayer.

Respectfully submitted,
Peg Hamlin, Trustee
Good morning. As we gather for our Diocesan Convention business session, I want to begin by offering a few words of thanksgiving as a prelude to my Convention Address. So many people have been involved in the preparation and execution of this Convention that I cannot begin in any other way. One more reason why I grow more grateful with each new year I serve as your bishop. To name names is to run the risk of forgetting someone, so with some rare exceptions, I invite you to join me in thanking people by category and group. At the end of my acknowledgements I will invite them all to stand so you can join me in expressing your gratitude.

First on the list is the wonderful Convention Planning Team that has worked tirelessly to help organize the Ministry Fairs and the phenomenal programs in which so many of you participated yesterday. They totally embraced the theme of this Convention: “What about Jesus?” and engaged some gifted and talented members of our diocesan family to offer inspiring workshops at the Ministry Fairs, worked with Bishop Curry to plan the events held yesterday and had a hand in shaping just about every aspect of this Convention. We thank them and all the workshop leaders for the magnificent gift of their time and talent.

We also thank the Dispatch of Business Committee for their year-round oversight and planning for Diocesan Convention. And we offer a special shout out to Jim Larkin, Convention Secretary Emeritus, who has continued to guide and put the Dispatch of Business Committee through its paces. Jim, as many of you know, is at home recovering from triple by-pass surgery and he sends his best to us, even as we send our love and prayers to him.

Next on my list to thank are the host sites for our Ministry Fairs: Saint Paul’s, White River Junction; Holy Trinity, Swanton; and Saint Peter’s, Bennington and all the local parish volunteers who provided such wonderful hospitality to us. Likewise, we say thanks to Saint Paul’s Cathedral, to its remarkable staff and to the many Cathedral volunteers who always make us feel at home in “our Cathedral.” This includes the Taizé leadership team who led us in our worship last evening, as well as the Vermont Chapter of the Episcopal Church and the Visual Arts who have arranged for the stunning display of art work on the walls around us, all based on the theme of our Convention – “What about Jesus?”

Now, perhaps you’ve noticed that there is a slightly “younger” feel to our assembly this morning. That is because of the presence of young people from our diocese who are participating in a Retreat this weekend at the Bishop Booth Conference Center. I’ll have a bit more to say about their ministry in our diocese later in my Address, but for now I want to include a word of thanks for their presence among us, and for the leadership team of adults who have worked to offer this opportunity for them to gather and share in the theme of our Convention.

Next, I want to acknowledge and thank the members of the diocesan Ministry Support Team, both those in the office at Rock Point and those whose ministry is a bit more itinerant. These gifted and talented women and men with whom I have the joy and privilege of working truly
give their all to support the life, work and ministry of our diocese and its congregations. Nowhere is that more felt than in the work they do to help make Convention and your experience of Convention a positive one.

And then there are the talented folks whose efforts make the technical side of our Convention run smoothly: our A/V technicians, Tony and Peter; the good folks from Channel 17; and Chris Carr from Episcopal Divinity School with whom we are in partnership for the editing and distributing of the several offerings made by Bishop Curry. We’ll send you more information about how to access that material.

I’m sure I’ve left some out in this expression of gratitude, for which I apologize, but will those whom I’ve identify by name, categories or group please stand so we can honor and thank you. (Applause)

I also want to thank you, the clergy and lay delegates to this Convention for your presence and your preparation. Thank you for caring enough about our common life as a diocese and the important connection between local and diocesan ministries to offer your time to this enterprise of our shared life and governance.

And, of course, I invite you to join me in thanking our honored guest, the eleventh bishop of the Diocese of North Carolina, the Right Reverend Michael Bruce Curry, for his witness and ministry among us.

As some of you know, I’ve been working to bring Bishop Curry to Vermont for over four years. He’s a very popular guy, and now you know why, but it also took him four years to rearrange his schedule with his Diocesan Altar Guild in order to be with us. That, plus I had to convince him that we wouldn’t have a blizzard while he was here. I promised nothing about hurricanes! In any event, Michael, we are deeply grateful for the gift of your time, your teaching, your preaching and your wonderful and engaging presence among us these past two days. Please thank the good people of the Diocese of North Carolina for sharing you with us. We are indeed blessed because of it. (Applause)

For my Convention Address this year, I decided to have a little fun and, since theater is a favorite passion of mine, to frame it as a play. As many of you know, I love theater; my undergraduate degree is in speech and theater; and before coming to Vermont I was quite often spotted on the stage of various community theatre productions in Connecticut. So, I hope you’ll grant me some license in the framing of my Convention Address as a Play in four Acts.

I call it The Life and Times of the Episcopal Church in Vermont. I’m not going to act out the scenes of this play, but rather use the four acts of this potential Tony Award winning masterpiece as an outline and let your imaginations consider what it might look like as a Broadway production, or maybe even a musical extravaganza. To help introduce each act, I ask you to join in the singing of one stanza from a familiar hymn that I think sets the tone for each act. And so, without further ado, on with the show!

Act One: I call this act Stormy Weather, and invite you to sing one stanza of Hymn #665.
The plot for this act centers on the literal and figurative storms that have been part of our life as a diocese these past several years. Most obvious among them is Tropical Storm Irene and the incredible response this diocese has made in the face of that disaster.

With the help of Episcopal Relief and Development, our Diocesan Irene Response Team, and the generous outpouring of human and financial resources of the people of our diocese, we have been and continue to be witnesses to the hope that is ours in Christ Jesus in the face of challenging circumstances. We have stood by neighbors and strangers in need in so many important and helpful ways. While we have not done it for any reward of recognition, the truth is that our ministries have not gone unnoticed and as your bishop I am extremely proud.

Irene is not the only storm affecting the life of our diocese these past several years. The economic crisis our country is experiencing has had its impact on our congregations and many of our members. This has meant reductions in some parish revenues, as well as less money available for diocesan ministries. As a result, we have seen changes in the composition of diocesan Ministry Support Team and in our capacity to fund certain ministries. Mindful that we are called to be servants, congregations have nonetheless continued their generous efforts at local and global outreach. This is to your great credit!

We have also experienced the storms of transition in our life as a diocese as congregations face new challenges of faithfulness to the Gospel in difficult times. Some of you engaged this reality in the process of calling of new clergy leadership, and we thank you for calling the wonderful new clergy who have come among us.

Some of you are engaging these challenges as you face changing demographics in your local communities and in your church family. Some of you are struggling right now with the prospect of calling new clergy leadership for a changing church. Some of you are exploring new models for shared leadership. Some of you are just trying to keep going. Wherever you are in those struggles, take heart you are not alone. You are part of a larger church community.

I take heart and rejoice in the voices who have come among us, like Anthony Robinson and Tom Bracket, and your embrace of their teaching and the way they engage in serious reflection upon the “sea changes” we are experiencing in this time of “post-everything.” I am grateful for the thoughtful and direct way in which so many in our congregations have grappled with these new realities and have resisted the temptation to fall back upon conventional answers and patterns to the challenges we face. It is not easy living in the “already, but not yet” of all this as we seek to discover what it means and looks like to be disciples of Jesus Christ in a new era. I want to acknowledge the struggle of that reality and encourage you keep faith as we make our way across rough and unchartered seas.

There is one other theme I want to name in relation to our struggle to face the reality of the stormy weather that we have experienced these past few years in the Diocese of Vermont. That is the huge issue of connection.

At one level, Irene taught us everything we need to know about this subject in terms of how effective we are as a diocese when we are connected and committed to a common cause. On the
other side of the ledger we have the report of the Capital Campaign Discernment process presented at the Special – “pre-Irene” Convention in June of 2011, where we heard of a deep sense of disconnect throughout our diocese.

Later in this Convention you will hear how Diocesan Council, and the diocesan Ministry Support Team, have responded to that sense of disconnect. The point I want to make here is that both realities are true. We are at one level deeply connected and at another not so much. The personal commitment of every one of us in this room will be required in order for the people of our congregations to experience this diocese as a family, connected and sharing a common ministry. I know from experience that when we join hands in that fashion we are a powerful witness for God’s mission in the world.

One area in which we are working hard to deepen this sense of connection is in our ministry of communication. From one angle, the retirement of Anne Brown as our diocesan Minister of Communications left a huge hole. I am most grateful for her years of devoted service to our diocese and for her support to me personally. We’ll have an opportunity to thank her more formally for her ministry later in the day. From a different perspective, however, Anne’s retirement opens up for us the possibility of reimagining our communications ministry, a process begun under her tenure, but now of even more urgency.

I have assembled a great group of folks to help shape and re-imagine the direction of our communications ministry going forward, and would welcome others with interest in this area to join us. This working group is already planning some good things, among them opportunities to hear from you about your thoughts, hopes, ideas and inspirations for this area of our common life and ministry. So please be patient and please stay tuned. You’ll hear about one initiative later today.

Whenever I think about stormy seas or stormy weather, I take comfort in the Gospel narratives and their presentation of Jesus as our steady companion during such rough and uncertain voyages. And so with that reminder I bring the curtain down on Act One, “Stormy Weather,” in “The Life and Times of the Episcopal Church in Vermont”

The working title for Act Two is “Let the Sun/Son Shine In.” We begin by singing the first stanza of hymn #511.

The plot for this act is built around some of the amazing ways I think God is at work in our midst. One powerful symbol of this for me is the Solar Farm Installation on Rock Point, through which the Sun is literally being harvested for good, and offering in our midst a steady reminder of the importance of new ways of thinking and acting as people of faith. I think Jesus, the Son, is likewise inviting us into new ways of thinking and acting as people of faith in our day and time.

To my way of thinking, that invitation is nowhere more profoundly before us than in the presence and witness of the young people who have gathered this weekend at Rock Point to engage the theme of this Convention – “What about Jesus?” One of the great joys and privileges of being your bishop is that I get to spend time each summer with the young people who attend the Rock Point Summer Camps. We’ll hear from Camp Director, Jenny Ogelby, a little later in
the day. This year, with General Convention underway, those times at camp were somewhat limited for me, and I really missed being there as often as I wished. Thankfully, I was able to be there several times and in particular for two visits with the Senior High Camps at which some of the young people here today were present. During those visits (apart from their favorite game of “Stump the Bishop”) I was deeply moved by the depth of their conversations with one another and with me.

On one occasion they were struggling with the whole issue of bullying. On another occasion they wanted to talk about ways they could put their faith into action. Some of them acted on that interest and with the help of some caring adults in our diocese they have begun EAT – Episcopal Action Teens, their latest project being to assist the Vermont Food Bank by “gleaning” the fields of a farm in Craftsbury, Vermont. I’m very proud of these young people and the faith example they set for us. They are not looking back on what the church was, or might have been. They are looking to what the church is and is becoming in the changing reality of the world in which they will be called to lead.

It is in that same spirit that this Convention has before it a bold initiative called “Stirrings of the Spirit.” Behind this effort lies the recognition, both written about and publically spoken about by folks like Anthony Robinson, Phyllis Tickle, Tom Brackett, Diana Butler-Bass, Rick Warren and so many others, that we are in a period of “sea change” in the life of the Christian church, indeed in the life of all religions. This new period calls us to re-imagine how we bring the Good News of the Gospel of Jesus Christ in fresh ways into a very different cultural context and reality than most of us have ever known.

We are reminded by these engaging authors that it is not “our fault” that we are where we are, but that it is our “problem” in the sense that we are being called to rethink, to re-envision, and to reshape the way we think about being church. That doesn’t mean throwing out the treasures of our faith, but it does means clearing out some of the clutter to make way for new possibilities.

"Stirrings of the Spirit" seeks to engage us in exploring some of those possibilities and, in the tradition of history’s great explorers and experimenters, to risk trying new things for the sake of what is imagined, but not yet fully known. The Bible is full of stories of such people of faith, beginning with Abraham and Sarah and continuing right through the witness of the Acts of the Apostles, Saint Paul and other New Testament exemplars of the hope and possibility that God’s “new thing” is always on the verge of springing forth, inviting us to perceive it and to claim it in the service of God’s own mission.

Later in this Convention, we will be invited to consider more fully this proposal in a resolution Diocesan Council is bringing before us. I ask you to give this proposal your support, not because I think it is the answer to all our struggles, but because I think it is a faithful response to where God is calling us to sail in the midst of the present stormy seas of our day and time.

There are ways, I am convinced, to bring the Good News of Jesus Christ to the un-churched, the de-churched, the seeker and the so called “spiritual but not religious” of our day. I don’t know all those ways, or even any of them with certainty, but I do know that among us are those with
imagination and the willingness to try new ways of offering fresh expressions to the Christian life and faith, and that we do well to support them in their efforts.

With that, let me move us to Act Three, which I have titled “If I were a Rich Man.” I invite you to open Act Three by singing one stanza of Hymn #397, “Now thank we all our God.”

This act in “The Life and Times of the Episcopal Church in Vermont” is about our stewardship and generous response to all that God has given us. Human and financial resources are essential to our effectiveness as a diocese and to our faithful participation in God’s own mission. Our stewardship theology always begins from the perspective of abundance and gratitude:

**Abundance:** witnessed in God’s love most fully manifest in and through the life, death and resurrection of Jesus and continually being poured into our hearts through the Holy Spirit at work in and through us;

**Gratitude:** evidenced in the gifts and skills with which God has blessed each of us and in the other resources over which we exercise stewardship in service to God’s Mission.

I have witnessed this generous spirit in countless ways during my 12 years as your bishop. Nowhere was that spirit more evident than in our response to Irene and the ingathering for Haiti at last year’s Convention. I have witnessed this generous and thankful heart of the people of our diocese in response to the Annual Appeal these past two years, an appeal for which we continue to invite your financial support through the end of this calendar year. I have witnessed this generous love in your many ministries of outreach at the local and global level. And I say thank you for that witness.

Beginning in 2013, we propose to make a major shift in how we approach the funding of our diocesan budget and mission priorities. You have heard about the Alleluia Fund and later today you will be asked to vote for its creation as we adopt the 2013 Diocesan Budget. This is one of several ways in which Diocesan Council has responded to the recommendation from the Special June 2011 Convention to establish a more collaborative approach to fund raising. The Alleluia Fund will be a partnership with all our congregations, as well as other individuals interested in supporting certain ministry priorities that are best done on a diocesan-wide basis.

You have seen the brochure and the description of the Alleluia Fund in the Narrative Budget, and so you know that the priorities for this Fund in 2013 are Rock Point Summer Camp, the Rock Point Property, the Cathedral Chapter, the Stirrings of the Spirit proposal (if adopted), various Earth Stewards initiatives, Youth Ministry, and increased support for local and global outreach and social justice ministries. The goal for 2013 is $60,000 and I believe that our collaborative support for the Alleluia Fund means that we can raise far more than that and increase our support for these and other ministries even more.

The question before this Convention today is will you embrace this collaborative approach to funding our mission? Will we be an Easter people proclaiming “Alleluia” in response to these important ministries? Will you take this initiative back to your congregations and be champions for it?
Our whole budget process this year has been one of increased collaboration in which many of you have participated. The priorities established reflect what we heard from you. I hope you hear your voice in this work. Moving particular diocesan-wide ministries into the Alleluia Fund, not only increases the potential for increased revenue for these ministries, but it enables us to stabilize the other components of the Diocesan Budget and avoid further reductions in the diocesan Ministry Support Team and our support of congregations.

I hope you have reviewed the document sent to you outlining how the diocesan Ministry Support Team supports the mission priorities established by Council. I think it is an informative and helpful document to share with your Vestries and congregations in order for them to gain a better understanding of the work of the diocesan Ministry Support Team. I commend it to you.

Other collaborative efforts underway in the area of financial stewardship include work on establishing a planned giving program for the diocese that will encourage and support legacy giving to congregations, as well as to the diocese at large. We are also continuing the work begun by the Capital Campaign Discernment Committee and our Special Convention in June 2011 to try and address some of the long term capital needs of our diocese and congregations. You received a written report from Diocesan Council about that work and later you will hear from Council members directly.

Most of these efforts are aimed at our ongoing institutional efforts to support and fund the work we believe God is calling us to do as the Episcopal Church in Vermont and beyond. However, the economic realities of the larger world and God’s call to us to be champions of God’s justice in the world compel us to think and plan not only for our own institutional life, but also for the needs of God’s world and all its people, and to be good stewards of God’s creation.

Clearly environmental justice and stewardship concerns are an important dimension of that call, and I like to think we have this as a high priority, both locally and as a diocese. I am grateful for that witness. I am also grateful for our witness here in Vermont and the wider Episcopal Church as champions of the dignity and equal rights of gay, lesbian, bisexual and transgendered persons.

Many among us believe that witness needs to extend into other realms of our common life. Issues of economic justice, income inequality, just immigration laws, food production and the future of family farms are among the many arenas in which I believe Jesus is calling us to exercise our discipleship for the well-being of all. Yesterday afternoon’s Forum raised our awareness of the realities of income inequality in our country and the need for people of faith to work for change. I hope you will take up the invitation issued yesterday to help realize God’s dream and to seek for more and deeper ways of engaging in God’s reconciling justice work as people of faith. (End of Act Three)

I have titled the final act in my play, *The Life and Times of the Episcopal Church in Vermont*, “Tomorrow.” It is the act not yet written, but much anticipated. It is the act that will unfold as we move forward together in faith and in response to God’s invitation to participate in God’s own mission for and to the world.
We are called not just to think about Jesus, not just listen to Jesus, and not just to worship Jesus. We are called to follow Jesus. The very Paschal Mystery of his living, dying and rising is the very pattern we enact in our Eucharistic celebration and are called to live as the baptized Body of Christ. Our narrative budget refers to this life as VERVE, Vermont Episcopalians Responding Via Engagement, and that same Narrative Budget proclaims, *Together, we are the Episcopal Church in Vermont*.

My commitment is to walk with you, together, into and beyond the horizon of what our eyes can now see, our ears can now hear, our minds can now think and our hearts can now feel. Jesus is leading the way. The Holy Spirit is our companion. We are indeed Christ’s Body, Christ’s hands and feet and eyes in the world. May God consecrate and bless our walking together in the power of that love.

The Hymn for this final and unfolding act and the note upon which this Address ends is Hymn #707.
The 222nd Convention of the Episcopal Church in Vermont
being the
180th Annual Convention of the Diocese of Vermont
November 3, 2012
MINUTES

The Right Reverend Thomas C. Ely called to order the 222nd Convention of the Episcopal Church in Vermont, being the 180th Annual Convention of the Diocese of Vermont, at 10:15 a.m and offered the opening prayer. Then followed the Bishop's address, which is incorporated herein by reference.

Report of the Credentials Committee

At 11:07 the Rev. Lisette Baxter, member of the Credentials Committee, reported that there were 41 congregations registered and 39 of 74 eligible canonically resident clergy registered, declaring a quorum. A list of canonically resident clergy present and entitled to vote and a list of congregations with lay delegates present and entitled to vote was made available.

Courtesy Seats

A motion to grant courtesy seats, without vote, to licensed clergy who are serving congregations so that they may sit with their delegates was made and passed. Those licensed to serve congregations are Audrey Murdock (Castleton-Fair Haven), Molly Bidwell (Jerusalem Gathering), Mark Preece (Randolph).

Delegated Episcopal Pastoral Oversight

The Bishop explained that he is providing Pastoral Oversight to two parishes in the Diocese of Albany. He explained that when a congregation is seriously out of sync with their bishop they may apply to received pastoral oversight from another bishop. The Church of St. Luke, the Beloved Physician, Saranac Lake, NY, was represented by the Rev. Ann Gaillard, Mary Lawthers (Senior Warden), Toby Touby, Michele Raville, and Laura Duncan. St. John's Church, Essex, NY, was represented by the Rev. Margie Shaw, Dean Caveney, Claudia Caveney, Scottie Ginn, and Lynn Goepper. The Bishop welcomed these visitors.

The Bishop explained that clergy and lay delegates are seated by congregation and mission district, other canonically resident clergy are seated in the choir area along with our guests from the Diocese of Albany. The first row of seats to the Bishop's right is reserved for non-delegates who will give a report or presentation to Convention. Any other guests and visitors are invited to sit in the narthex or balcony areas.

Election of the Secretary of Convention

A motion to elect Neal Robinson as Secretary of Convention was made and passed. Neal was unable to be present due to a family wedding. A motion to elect Lynn Bates as Acting Secretary of Convention was made and passed.
Election of Recording Secretary

A motion to elect Sarah Gallagher as recording secretary was made and passed.

Announcements

The Bishop introduced the Head Table: Tom Little, Chancellor and Parliamentarian; Lynn Bates, Acting Secretary of Convention; Sarah Gallagher, Recording Secretary; and Vedder, the moose.

Introduction of New Canonically Resident Clergy

Ordained:

The Rev. Auburn Watersong, Christ Church, Montpelier, Transitional Deacon on June 17, 2012.

Transferred In:

The Rev. Earl Kooperkamp. Priest in Partnership at Church of the Good Shepherd, Barre, was received from the Diocese of New York on July 23, 2012.

The Rev. Justin Lanier, Rector of St. Peter’s Episcopal Church, Bennington, was received from the Diocese of Southern Ohio on September 17, 2012.

The Rev. Susan McGarry, Rector of St. Stephen’s Episcopal Church, Middlebury, was received from the Diocese of Michigan on October 31, 2012.

New Ministries:

The Rev. Mark Hatch (Diocese of Western Massachusetts), Interim Rector at the Cathedral Church of St. Paul, Burlington.


Welcome from the People of the Cathedral Church of St. Paul, Burlington

Mark Johnson, Senior Warden, welcomed those present, saying he was happy to be present, to see the church so full, and to have such a wonderful youth presence. He thanked the Cathedral staff and all who helped with Convention. Mark said it had been an exciting and challenging year at St. Paul’s following Dean Ken Poppe’s retirement in April. He expressed his gratitude to the Very Rev. Diane Nancekivell, who had been a tremendous help during the summer transition period, and said the Cathedral is well-positioned to welcome Mark Hatch as Interim Rector in 2 weeks. The interim period will continue to be exciting, challenging and interesting as St. Paul's explores its role as cathedral – what does it mean to the Diocese, to other parishes in the Diocese, and what does it mean to St. Paul’s, to be the Cathedral of the Diocese of Vermont?

Greetings from Bishop Barahona

The Bishop conveyed greetings from the Rt. Rev. Martine Barahona, Bishop of El Salvador, who sent love, greetings and prayers to those gathered at Convention. The Bishop noted that several youth
from the Cathedral will go to El Salvador in April, and that he is on the board of Cristosal, an organization that works in partnership with parishes and diocese across North American to accompany the Salvadoran people in the construction of a more just society, and it is through Cristosal’s Transformational Trip Program that the youth will be in El Salvador.

The Bishop reported that the offering for Episcopal Relief and Development taken during the morning service totaled $4282.22, and thanked those gathered for their generosity.

Canon Lynn Bates, Acting Secretary, introduced the proposed order of business: nominations, Mission District caucuses, Brookhaven annual meeting, 2013 Budget and Alleluia Fund, Resolutions. Reports and other items of interested intended to increase awareness of our life as the diocese will be presented throughout the course of the day. A motion to accept the agenda as presented passed.

The Rules of Order had been electronically distributed. It was noted that the Rules of Order continue to allow for Convention to determine whether or not it will consider any new resolutions that may be presented at Convention (a two-thirds vote required to do so). A motion to accept the Rules of Order passed.

**Announcements**

Bishop Ely’s address will be available on the diocesan website.

Anyone addressing Convention must use a microphone and identify him/herself. A microphone will be brought to you if you cannot get to one.

The Bishop shall be addressed as Bishop Ely, or Right Reverend Sir.

Canon 1.5 allows that “All deputies to the General Convention and all members of Boards and Committees elected by the convention shall be entitled ex officio to seats in the Convention and, with the approval of the Chair, have the right to speak on subjects pertaining to their respective offices.”

A number of courtesy resolutions will be presented throughout the day. Members of the Resolutions Committee are in the office wing to assist with anything pertaining to resolutions. Members are Mike Austin, Jane Garrett, Nanci Gordon, Linda Maloney, Gunnar Urang, Laura Chase (chair).


When Convention recesses for lunch, the Mission District Electing Committees will gather in different areas as announced to elect Diocesan Council members.

We recycle all paper and re-use name tag and voting cards. Please place same in the boxes provided at the end of the day. Anyone without voting cards will be provided cards by the tellers – please raise your hand if you need cards.
A Survey Monkey evaluation will be emailed following convention. Please respond right away so that the Dispatch of Business committee can use your thoughts for future planning.

**Appointment of Tellers**

The Bishop called on Jennifer Knowles of St. James, Essex Junction, who read the names of the tellers: Jenifer Knowles-Head Teller, Amy Hastings, James Taylor, Keith Patterson, Christine Moseley, Michael Daley, Lindsay Huddle, Roni Lesage. The Bishop announced the appointment of the Tellers as noted. Balloting instructions will be provided by the Head Teller as needed.

**Legislative Process**

The Bishop called on Tom Little, Chancellor, for remarks on the legislative process and a review of the guidelines for discussion on the budget and resolutions. The Chancellor urged that any debate remain focused on the pending question, particularly when proposing an amendment, and suggested that it's helpful to write the amendment down. Do not be in a hurry to close debate, which assumes no one has anything else to say. He suggested a time-limited discussion of 20 minutes for each items with a 2-minute limited on individuals that can be extended by motion of Convention. The Bishop announced that these would be the guidelines for debate, and there were no objections.

**Resolutions**

The Bishop noted that delegates had received an additional resolution via email, which necessitated a 2/3 majority vote to be added to the agenda.

The Bishop recognized the Rev. Stan Baker who spoke about why the resolution was submitted after the deadline. Deacon Baker said his dog, Daisy, ate the resolution (kidding!)... he was busy at work and didn't get the resolution done before the deadline. A motion to add the resolution to the agenda was made and seconded. A vote by cards indicated the motion passed. The resolution was referred to the Resolutions Committee.

There were no other new resolutions.

**Additional Nominations from the Floor**

The Bishop noted that delegates had received information about two additional nominations received by the Nominations Committee after their deadline: The Rev. Mark Preece was nominated to serve a 3-year term on the Audit & Oversight Committee, and the Rev. Linda Maloney was nominated to serve a one-year term as a Trustee of the Vermont Ecumenical Council and Bible Society. These nominations were then officially part of the slate presented by the Nominations Committee.

The Bishop asked if there were other nominations for other than Diocesan Council. Additional nominations for Council members may be made when the Mission District Electing Committees meet during lunch recess. There were no further nominations and a motion to close nominations was made and passed.
The Bishop requested that all nominees come forward and asked Barbara Hoar, chair of the Nominations Committee, to introduce the candidates:

- **Title IV Disciplinary Board (2 clergy, 2 lay to serve through 2013):** The Rev. John Morris, the Rev. Carole Wageman, Ann Cooper, James Carter.
- **Oversight & Audit Committee (1 clergy, 1 lay to serve through 2015):** The Rev. Mark Preece, Channing Smith.
- **Rock Point Board (3 members to service to 2015; one member to fill an unexpired term to 2014):** Mary M. Marshall, Jean Richardson, Kyle Sowles.
- **Rock Point School Trustee (4 members to serve to 2015; one member to fill an unexpired term to 2014):** Albert C. Cicchetti, The Rev. Margaret Mathauer, David M. McKay, Barton Merle-Smith. For term expiring 2014: Tracy Rubamn.
- **Standing Committee (1 clergy, 1 lay to serve through 2016):** The Rev. Lisette Baxter, Elizabeth Van Dyke.
- **Trustee of the Diocese (1 member to serve to 2019):** Franklin D. Sanders.
- **Vermont Ecumenical Council and Bible Society Trustee (1 member to 2015):** The Rev. Linda Maloney.

A motion to cast one ballot for all uncontested offices was made, seconded and passed by voice vote.

**Report from the Trustees**

Franklin Sanders reported that the Unit Fund was valued at about $23,000,000. The fund is invested 60% in equity mutual funds and 40% in fixed income mutual funds and investment quality bonds. Quarterly distributions are made at the rate of 1.25% of the average value of the fund for the preceding 12 calendar quarters. All congregations are invited to meet with the Trustees.

**Rock Point School**

Head of School C. J. Spirito said it was powerful to be at convention and exciting to be part of the support, vision, and energy across the diocese. Rock Point School is a day and boarding high school for male and female students, including kids with challenges and struggles finding their way, finding their voices – kids looking for someone to dance with. The school’s mission is to provide opportunities for students to learn, grown and be competent members of a community. He expressed his thanks to the diocese and its congregations for their support. The school art show will be held at the Cathedral in the spring, and the dedication service at the solar panels will be led by the Rev. Molly Comeau in the spring as well. The school is planning an open weekend next summer to give people an opportunity to visit. The Bishop noted that he attends graduation at Rock Point each year as chair of the Trustees and it is very powerful to hear of the students’ experiences.

**Rock Point Summer Camp**

Director Jenny Ogelby thanked those gathered for their support. The camp hosted kids from 20 congregations. The Angel Fund raised over $5000 and churches provided another $4300 in support of camper fees. She reported that one blogger saw camp as emerging church because it is deeply relational, it is a powerful experience in living as a community, it is immersed in nature, and
wrapped in stories, personal and biblical. She urged participation and reported that family and all-ages camp will return next year. Invite representatives to visit and talk to your congregations, speak with kids who’ve attended camp and they’ll tell you how to be a church in your community.

Courtesy Resolution

Honoring Diocesan Youth Presence at Convention

Resolved, that this 180th Convention of the Diocese of Vermont note our gratitude to the youth of our diocese, many of whom had a concurrent convention held at the Rock Point Conference Center. Under the able leadership of Ali Urang, Ian Ogelby, and Sarah Urang, this group spent two days in extensive Bible Study, silent reflection, and theological writing and study... Seriously, they came together with energy, enthusiasm, and plenty of joyous sound and movement in song, prayer and activity, to offer support to each other and to our church. We send them our appreciation for tackling such challenging issues as bullying, the environment, and poverty. Their presence in our Saturday morning Eucharist and their time with Bishop Michael Curry enriched our day and our convention. We tip our collective hats to these talented leaders of the coming decades and want to make sure they understand at the deepest level possible that they are the future of our emerging church.

The resolution passed.

Episcopal Relief and Development

Kit Cooke and Anne Cooper reported on ERD activities. Kristin Wood retired as ERD coordinator. Kit Cooke urged people to visit the ERD website to get a sense of all they do worldwide to combat poverty, hunger, disease, to promote economic development, and to respond to disasters. The Nets for Life program has distributed 8.5 million mosquito nets resulting in a decrease in the malaria rate, but it is an ongoing effort. The Millennium Development Goals are still being addressed. A new program supports local beekeeping efforts. ERD works in 40 countries around the world. They responded following a tropical storm in the Philippines, to Hurricane Isaac, and now to Sandy. They are able to respond very quickly, currently providing shelter for evacuees from Sandy. Grants to the diocese for Irene recovery have supported food distribution, clean-up, supply and food relays, funds for fuel and emergency needs, spiritual and emotional support to caregivers, debris removal, clothing, restoration of small businesses, fire department radios. The deadline for any remaining grant requests is December 1. Grant requests could include fuel assistance, firewood, help for rebuilding homes and businesses, temporary housing, schools, downtown reconstruction, Rock Point camp scholarships for children affected by the flooding. Rock Point campers have formed the Episcopal Action Team (E.A.T.) to put talk into action. They have been gleaning at local farms for the Food Bank. They have put their imagination and creativity into action for love of their neighbors and a commitment to do Christ’s work in the world.

Resolution honoring Kristin Wood.

Resolved that this 180th Convention of the Diocese of Vermont honor and thank Kristen Wood for her eight years of service as co-coordinator of Episcopal Relief and Development in the Diocese of
Vermont and Margy Zabriskie and Kit Cooke. We hope that she will now have more time to accompany Bishop Stu on golf outings.

**Resolution Thanking Ann Cooper and the Irene Response Steering Committee**

Resolved, that this 180th annual convention of the Episcopal Diocese of Vermont recognize and thank Ann Cooper, Tropical Storm Irene Flood Response Coordinator, and the Irene Response Steering Committee: Kit Coke, the Rev. David Ganter, Harry Kendrick, Sissi Loftin, the Rev. Lisa Ransom, and the Rev. Jean Smith for their diligence, resourcefulness, and compassion in response to the emergency that was Tropical Storm Irene; and for their continuing long-range planning for disaster relief.

A motion to dismiss for a ‘working lunch’ was made and passed. Delegates will caucus in mission districts as instructed at this time and reconvene at 1:22.

The convention reconvened at 1:28.

**The Mission Districts** reported elections as follows:

- Mission District 1: Susan Ainsworth-Daniels elected to a 3-year term; Paul LeDuc elected to a 2-year term.
- Mission District 2: Thom Rock elected to a one-year term.
- Mission District 3: Katherine Webster elected to a 3-year term.
- Mission District 4: Anne Brown elected to a 3-year term.
- Mission District 5: Susan Taylor elected to a 1-year term, John Mitchell to a 3-year term

The Rev. Norman McLeod and Bob Wertz reported for the Earth Stewards Committee.

Stephanie Johnson, Province I Earth Minister, is working with the Diocese of Vermont to make a curriculum from the Bishop’s pastoral letter on the environment. Thanks to everyone for sorting compost and recycling after lunch. The Earth Stewards encourage work for the earth as part of our fundamental Christian responsibility, and they encourage composting, recycling, use of energy efficient lightbulbs, and efficient heating systems. A full report by Bob Wertz is in the Preconvention Journal. The 2013 Earth Revival is coming up – watch for more information.

**Courtesy Resolutions**

**Honoring the New Bishops of Province One**

Resolved that this 180th Convention of the Episcopal Diocese of Vermont congratulate the newly elected bishops of Province One.

As the renowned theologian Snoopy, of Peanuts fame, has indicated, “to dance it so live,” we wish to acknowledge and celebrate with Robert Hirschfield of New Hampshire, W. Nicholas Knisely of Rhode Island, and Dr. Douglas John Fisher of Western Massachusetts.
It is our understanding that Bishop Michael Curry has issued some special discount coupons for dance lessons. These are located under Section C of Canonical Dispensations. The overall section, should you care to check, is entitled, “Dancing with the Lord.”

**A Resolution Honoring Geralyn “Gere” Wolf, 12th Bishop of Rhode Island, V. Gene Robinson 9th Bishop of New Hampshire, and Gordon Scruton, 8th Bishop of Western Massachusetts, who have all retired or are retiring this year from their dioceses in Province One.**

Resolved, that this 180th Convention of the Episcopal Diocese of Vermont offer its heartiest expression of deepest gratitude for the service and leadership this trio has given to our Province as shepherds of the people of their respective dioceses and to the people of the province. Together they comprise a trinity of sorts, a triangle with its base angles in Western Massachusetts and Rhode Island, and its vertex angle in New Hampshire. Gere was distinguished as the first woman to serve as a cathedral dean and the second woman, after our own Mary Adelia MacLeod, to serve as diocesan bishop. Gene Robinson courageously led the way to broader inclusion as the first openly gay bishop in a committed relationship. And Gordon Scruton brought his passion for mission to our province. Gere came to us from Judaism, Gene from a southern Pentecostal tradition, and Gordon from the United Methodists. As well as being converts to our faith, what else do they have in common? Their names all begin with G. They also have in common a love for our church and for our province. We send Gere best wishes and prayers for complete recovery from her knee operation so that she may once again pick up her field hockey stick and dominate the green; we imagine a rich life of further mission and ministry for Gordon; and we wish Gene, and his spouse Mark, many beautiful days together as they engage in new endeavors and continue to make the world a better place for all of us.

The Bishop called for a vote to recess the 180th Diocesan Convention and to reconvene as the Incorporators of Brookhaven Home at 1:46 p.m. A motion was made and passed, and the Annual Meeting of the Brookhaven Home was called to order by the Bishop.

**Jim Kennedy, Trustee of the Brookhaven Home** reported that the school is full, both residential and day programs. They were inspected and given a 2-year license. Social workers, guardians ad litem, and parents were all asked to come for the inspection. Brookhaven is the premier facility of its kind in the state, according to the inspection. Brookhaven had $1.485 million in income, and $1.539 million in expenses, for a loss of $54,600. The shortfall is made up by diocesan funding and trust funds, with a $2400 loss at the end. The state has not increased what they pay for 3 years, as costs continue to climb. The Board hopes they will consider an increase this year. The Board is very dedicated and a great group to be involved with.

The Bishop called upon Barbara Hoar, chair of the nominations committee, to introduce the nominees for the Brookhaven Home Board of Trustees: Cynthia Allen, Howard Clark, Philip Molitor, all to serve until 2015. There being no additional nominees, the secretary was instructed to cast one ballot for the nominees.
There being no other business to come before the Incorporators of the Brookhaven Home, the Bishop asked for a motion to adjourn and reconvene as the 180th Convention of the Diocese of Vermont at 2:00 p.m. A motion was made and passed.

**Presentation of 2013 Budget**

The Bishop called upon Wallace H. Good, Diocesan Treasurer, to present the budget on behalf of Council, and the Rev. Angela Emerson to address the Alleluia Fund proposal.

The Treasurer presented a balanced budget, with income coming from congregational support, Saints’ Legacy Giving, and the Alleluia Fund (fundraising income goes to the Alleluia Fund). The budget realizes a $30,000 decrease in grant support. Expenses include salaries/benefits of the Ministry Support Team, formation, Rock Point, 15% to the national church.

The Rev. Angela Emerson explained that the goal of the Alleluia Fund is to raise $60,000 through collaborative fundraising with congregations and the diocese. The campaign will begin formally during the fifty days of Easter.

A resolution from Council to adopt the 2013 budget and to embrace and implement the Alleluia Fund was made and passed.

**Diocesan Health Insurance Task Force.**

Steve Smith reported for the Task Force. The 2009 General Convention created the Denominational Health Plan, which is overseen by the Church Pension Fund trustees. A resolution at that General Convention mandated participation by all diocese and congregations with employees scheduled to work 1500 hours per year or more. The Task Force recommended the Empire BC/BS High Option Plan, coupled with a Health Reimbursement Account. Employers must provide this healthcare benefit to clergy and lay employees (and eligible dependents) working 1500 hours or more. Participating employees must contribute toward the cost at 1.25% (single) or 2.0% (2-person, family) of salary. Eligible employees working less than 1500 hours may opt to participate. The Task Force also recommended that a Healthcare Committee be established and charged annually to review the efficacy of the Diocese’s healthcare plans and policies, and make recommendations.

**A View from Peshawar**

Canon Titus Presler, Principal of Edwardes College in Pakistan, invited the support, prayers and engagement of those gathered, as they continued to dance with God in the midst of hatred. Enrollment today is 2800, including 305 women. Their strategic priority is to attain degree-granting status and become a university. To do that, they must raise funds to provide faculty fellowships, to purchase property and for new construction, to provide an endowment, and to provide student scholarships. Their mission is to educate and develop professionals who will be leaders in meeting the opportunities and challenges of Pakistan today.

**General Convention Report**
Tom Little and Anne Brown reported for the delegation (Lee Crawford, Stan Baker, Scott Neal, Reid Farrell, Angie Emerson (alt), Steve Smith, Jenny Ogelby, Nancy Gordon (alt)). General Convention heard and acted on 400 resolutions over 9 days. In its 3-year budget, the national church asks dioceses for 19% of operating income in support of the church, and the Diocese of Vermont is currently giving 15%. All were invited to ask any delegate for more information.

Courtesy Resolution

**A Resolution Honoring Anne Brown**

Resolved that this 180th Convention of the Diocese of Vermont extend best wishes and gratitude to Anne Brown who not only produced for us a superb print edition of The Mountain Echo, but also eased it and us into the electronic age, and at the same time, helped in the establishment of a Diocesan website. May she flourish in retirement and have the energy for many more walking expeditions, and time for more fully enjoying the view from her Plymouth home.

The resolution passed.

**Task Force on Communications**

Thom Rock announced the formation of "Vermont Voices," a weekly inspirational message from voices around the diocese on prayer, promise, discipleship, faith, grace, etc., beginning on Advent 1. Consider adding your voice to the mix!

**Resolutions**

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

1. **A Resolution Establishing Minimum Clergy Compensation**

RESOLVED, That the 180th Convention of the Diocese of Vermont approve the recommendation of the Diocesan Council that the minimum full time stipend for priests receiving compensation in the Diocese of Vermont be increased by 2.6% for the year 2013 to $38,517 and be applied to the diocesan schedule of mandatory minimum cash salaries, and that travel allowance be reimbursed at the current IRS standard; and be it further

RESOLVED, that Convention reaffirms the following norms for determining minimum clergy compensation as put forth in the 2006 Clergy Compensation Resolution:

- that cash compensation be based upon credited years of service in church ministry as established by the Church Pension Fund employing the Schedule of Mandatory Minimum Cash Salaries (see below), which includes an increase of 1.6% for each year of credited service plus the 2013 Cost of Living Adjustment (COLA) of 2.6%

- that the Mandatory Minimum Cash Salaries be adjusted annually to reflect the COLA based on an
average of Consumer Price Index (CPI) of Northeast Urban Size B/C Cities Index and the United States Size D Cities Index as published by the U.S. Department of Labor:

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

PROPOSER: Diocesan Council

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. For 2013 salaries, a 2.6% increase reflects the average of the current Cost of Living Adjustment (COLA) of the Northeast Urban Size B/C Cities Index and the United States Size D Cities Index.

According to the Church Pension Fund (“The 2010 Church Compensation Report,” reflecting 2010 data), the national average median compensation for full-time Episcopal clergy was $70,931, up from $69,219 in 2009. This figure includes cash stipend, fair-rental value of housing, utilities and payment of one-half of the Social Security/Medicare (SECA) tax.

Approval of this resolution will change the Beginning Level 1 minimum cash stipend from $37,541 to $38,517, thus raising the minimum full-time compensation package to approximately $53,903 [$38,517 cash stipend, plus housing and utilities of $11,555* (at 30% of cash), plus SECA of $3,831 (at 15.3%/2 of cash, housing, and utilities.)]

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

A 2006 Clergy Compensation Resolution adopted a 1.6% increase for each year of credited service beyond one year. The 1.6% increase has been included in subsequent compensation schedules, with the exception of the schedule adopted in 2011 which did not include any increase either for COLA or level of service. This exception was due to 2011 economic conditions in our parishes and the world, a desire to stands in solidarity with the Council’s decision not to increase Diocesan Ministry Support Team salaries, and as a subcommittee of Diocesan Council continued to invest minimum salary compliance within our diocese.

Diocesan Summary of Clergy Salaries 2012 for the Diocese of Vermont
Total parishes within the diocese 48
Parishes with clergy paying into CPG 25 (other than retired, supply or interim)
Please Note: Church provided housing or a housing allowance, utilities, equity allowance, SECA contribution and pension are all parts of clergy compensation packages but this comparison focuses solely on the salary/stipend reported by CPG and how that compares to our diocesan salary schedule.

Full-time Clergy Salary/Stipend Positions

<table>
<thead>
<tr>
<th>Range of experience</th>
<th>10-29 years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary/Stipend at or above diocesan minimum</td>
<td>5</td>
</tr>
<tr>
<td>Salary/Stipend below Diocesan minimum</td>
<td>6</td>
</tr>
</tbody>
</table>

Part-time Clergy Salary/Stipend

<table>
<thead>
<tr>
<th>Range of experience</th>
<th>1.667 – 30+ years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary/Stipend above Diocesan Standard</td>
<td>7</td>
</tr>
<tr>
<td>Salary/Stipend below Diocesan Standard</td>
<td>7</td>
</tr>
</tbody>
</table>

Salary/stipend is the cash amount paid to a clergy person serving in a parish. Total clergy compensation equals salary/stipend plus church provided housing or a housing allowance, utilities, equity allowance, SECA contribution and pension. This resolution sets the salary portion only of the clergy compensation package.

‘Years of service’ is the credited years of services with the Church Pension Fund.

Schedule of Mandatory Minimum Cash Salaries for 2013

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Level 1*</th>
<th>Level 2*</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$38,517</td>
<td>$43,358</td>
</tr>
<tr>
<td>2</td>
<td>$39,133</td>
<td>$44,051</td>
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<tr>
<td>3</td>
<td>$39,759</td>
<td>$44,756</td>
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<tr>
<td>5</td>
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<td>7</td>
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<td>$51,255</td>
<td>$57,697</td>
</tr>
<tr>
<td>20</td>
<td>$52,076</td>
<td>$58,620</td>
</tr>
</tbody>
</table>

* Level 1 represents parishes with annual budgets below $143,000. **Level 2 represents parishes with annual budgets of $143,000 and above.
The minimum cash salary is increased by 1.6% for each additional year of service. 
2012 Minimum Compensation Year/level 1 = $37,541 x 2.6% COLA Adjustment = $38,517

Scott Neal spoke in support of the resolution. A motion to pass the resolution was made and passed.

2. Resolution Amending Canon 26, Part B, Section 3(10)

RESOLVED, That Canon 26, Part B, Section 3(10) be amended to read as follows:

26.3(10) Church Attorney. The Bishop in consultation with the Chancellor and President of the Board shall appoint one or more Church Attorneys. Each person so selected must be a Member of the Church and a duly licensed attorney, but need not reside within the Diocese or be a Member of the Church. The Bishop may, with the advice and consent of the Chancellor and President of the Board, remove a Church Attorney from that position at any time for cause, which shall include but not be limited to matters of importance to the good order and well-being of the Diocese. Each Church Attorney will execute a written retainer agreement setting forth the compensation and other terms of engagement of the Church Attorney, which agreement will specifically require the Church Attorney to render periodic reports and submit reasonably detailed budgets for each matter pending from time to time and assigned to the Church Attorney.

Proposer: Diocesan Committee on Canons

Explanation: The Canons Committee of the Diocese of Vermont met on September 13, 2012, and voted unanimously to recommend that the 2012 Diocesan Convention revise Canon 26, Part B, Section 3(10), to remove the requirement that the Church Attorney in clergy disciplinary proceedings must be a member of The Episcopal Church. The Title IV disciplinary canons adopted by the General Convention in 2009 do not contain this requirement, leaving this choice to each Diocese, some of which do require Church membership and others of which do not. The Diocesan Convention added the requirement in 2009, and the prior Diocesan disciplinary canon did not contain the requirement. The proposed amendment would give greater flexibility in selecting a Church Attorney, whose resume ideally includes experience as a prosecutor and handling investigations. A Church Attorney who is not a member of the Church can become informed about the nature of Title IV proceedings, and the polity and governance structure of the Church, in consultation with the Chancellor of the Diocese or with the Chancellor of another Diocese.

If adopted by concurrent two-thirds votes in each Order (see Canon 37.2), this amendment would go into effect January 1, 2013.

Tom Little spoke in support of the resolution, which passed in a vote by orders with a 2/3 majority in each.
3. Stirrings of the Spirit Responding to the Changing Opportunities for Ministry

RESOLVED, That the 180th Convention of the Diocese of Vermont direct the Diocesan Council to fully implement Stirrings of the Spirit in 2013 using any of the funding options identified in the proposal.

Proposer: Diocesan Council Explanation

For over 200 years Episcopalians in Vermont have grounded their lives in the Great Commandment to love God and neighbor. We have been responding to the changing opportunities for ministry that have been part of every generation.

As a church and as a diocese, we are challenged by an increasingly secular culture, declining membership and growing human need.

The world is changing at an unprecedented rate. The assurances and assumptions that have guided our lives are increasingly called into question.

In spiritual, social, economic and scientific ways, we feel the ground is quaking beneath us.

As Episcopalians, we are awake and aware of the shifts in thinking that are taking place. Our faith emboldens us to respond with determination and hope. The powerful love of Christ and our deep commitment to ministering to our neighbors enable us to address both the threats and promises of change.

To be faithful to our calling in a rapidly changing world, we must strengthen our spiritual lives, and at the same time, open ourselves to new understandings and expressions of what it means to be spiritual beings.

We are ready to take action as follows with a:

**Three Year Strategy for “Stirrings of the Spirit”**

**Year One 2013**

“Stirrings” Team...........................................2,000
Grants to congregations..............................5,000
Speakers & other resources.......................4,000<sup>1</sup>
Support services.........................................1,000<sup>2</sup>  Total 12,000

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<sup>1</sup> Support for Diocesan or regionally sponsored activities

<sup>2</sup> Meeting expenses, teleconferences, mailings, material development, etc.
Year Two 2014

Grants to congregations.................40,000
Speakers & other resources...........20,000
Support services.....................................5,000  Total 65,000

Year Three 2015

Grants to congregations.....................50,000
Speakers & other resources.............10,000
Support services................................5,000  Total 65,000

Three Year Cost..........................................................$142,000

A Diocesan “Stirrings” Team appointed by the Bishop in consultation with Diocesan Council will:

1) research a full spectrum of successful Vermont and national faith community activities to see what can be learned about programs that assure nurtured and empowered spiritual lives
2) support the creation of a spiritually healthy church and community
3) provide recommendations for assessing and understanding the spiritual development needs of church members and the community.
4) prepare recommendations and models for churches looking for new ways of being a church in their community.
5) consider ministries and strategies that represent a new and creative way to understand and address spirituality inside and outside the church
6) create guidelines and administer grants for implementation of new and creative expressions that make vibrant, joyful and substantive spiritual health available to everyone in the Vermont communities we serve.

The overarching goal is to increase and strengthen our capacity for ministry for decades to come.

Funding options:
- Alleluia Fund
- Roanridge or Constable Fund Grant or other diocesan grants
- Line item in the diocesan budget
- Diocesan endowment: less than 1.1% per year for three years
- Some combination of all of the above.

Rick Swanson spoke in support of the resolution, as did Sherry Osborne, Paul Habersang, and Thom Rock. Laurel Broughton asked about funding. A motion in favor of the resolution passed.

4. A Resolution on Immigrant Justice

Resolved, that this 180th Convention of the Diocese of Vermont recognizes that General Convention 2012 passed Resolution D059 calling for a halt to the Immigration and Customs Enforcement (ICE) “Secure Communities” program requiring that local police cooperate in identifying persons for deportation, that some in our communities are not "secure" because of their immigration status,
and also that some members of our parishes are law enforcement and ICE officers tasked with enforcing these policies; and be it further

Resolved, that therefore this convention requests the appointment of a diocesan task force to study this issue as it affects members of this diocese and residents of Vermont in need of our ministry, to develop a set of study materials for use by our parishes so that they can make prayerful judgment on the issue, and to report to Convention 2013 on the results of their work, with recommendations for future action.


Explanation

For the past decade since the implementation of NAFTA, the farm policies of the United States government have placed increasing hardship on farmers both here and in Mexico and Central America. Low corn prices in the latter have forced farmers off the land; low milk prices in the US are squeezing out families here.

For the past decade, since the implementation of NAFTA, the farm policies of the United States government have placed increasing hardship on farmers both here and in Mexico and Central America. Low corn prices in the latter have forced farmers off the land; low milk prices in the US are squeezing out family farms here.

Dairying constitutes 80 percent of Vermont’s farm economy, with heavy concentrations in Addison and Franklin counties. In 2009, Vermont dairy farms numbered 1,075; in 2012 there are fewer than 1,000, though the number of cows remains relatively stable as farms consolidate and milk round the clock to compensate for low prices. Senator Sarah Kittell, head of the Senate Agriculture Committee (VT), recently estimated that farmers were receiving $15 per hundredweight for milk, while the cost of producing the same amount was $20.

The number of migrant farmworkers, mainly on dairy farms, in Vermont is estimated at around 1,500; they make up 60 percent of the dairy workers in our state. The vast majority of them come from the southernmost states of Mexico and from Guatemala. They live in isolation on the farms, both because they lack transportation (public or private) and because they fear being picked up by “La Migra” or by the local police. While most farmers pay their workers a living wage and provide decent housing, that is not universally the case, and the workers have no recourse against mistreatment if they are “undocumented.”

The situation has been exacerbated by the federal government’s imposition of its “Secure Communities” program, requiring local law enforcement to cooperate with the Immigration and Customs Enforcement (ICE) service in identifying undocumented persons. The Episcopal Church in its 2012 General Convention passed a resolution protesting the “Secure Communities” program. How to act with integrity is a moral issue for many of those whose employment causes them to be confronted with this situation.
In 2012 the Lutheran Church (New England Synod) obtained funds for a half-time ministry in Franklin County, the Franklin Alliance for Rural Ministries (FARM). Pastor Kim Erno, a native of Swanton who has worked in Mexico and with migrants in the US for a number of years, is the incumbent for this year. He has offices at Holy Trinity in Swanton and is assisted by a number of local clergy. Our diocese needs to decide whether, and if so how, we can share in supporting the continuation of the ministry beyond the current year.

Issues to be examined include:

- What should be our role in ministering to farm workers, as well as to those tasked with law enforcement?
- How does the situation on our farms relate to our commitment to food justice and sustainability? What food choices do we ourselves make and can we make to promote economic justice?
- What public policies and initiatives (such as the campaign to obtain state ID and driver permits for undocumented workers) should our diocese support?
- What other initiatives might individual parishes and mission districts take in dealing with this very local issue of justice and human dignity?

Resolution D059 Halt Unjust Immigrant Enforcement

Resolved, the House of Bishops concurring, That the 77th General Convention call for a halt to U. S. Immigration and Customs Enforcement’s Secure Communities program (in which local jurisdictions send fingerprints of detainees suspected of immigration violations to federal authorities), which in practice leads to lengthy detention at the public expense of unrepresented immigrants who have no serious charges pending against them, and effectively discourages victims of various crimes, such as domestic violence from reporting those crimes; and be it further

Resolved, That the Episcopal Church decry the use of racial profiling or the use of race as a reason to question one’s immigration status; and be it further

Resolved, The Episcopal Church opposes the use of identity checks for the purpose of determining immigration status.

Linda Maloney spoke in favor of the resolution, and it passed.

5. A Resolution Focusing on Those Living in Poverty

Resolved, that this 180th Convention of the Diocese of Vermont encourage its members to cultivate mindfulness about poverty in our communities, as well as the poverty into which Christ calls us, by including in our prayer and in every parish or diocesan meeting - as an agenda item or as a query for brief reflection – this question: “How will what we are doing here affect or involve those living in poverty?”

Explanation: The essence of this resolution was included in Resolution A135 at this summer’s Triennial General Convention of the Episcopal Church. The practice of asking this question will lead to both awareness of and solidarity with those living in poverty as well as the poverty into which Christ calls us. The Association of Episcopal Deacons also supports the resolution. Deacons have a commitment to take a leadership role in our Church’s response to domestic poverty; diocesan deacons urge our church to reclaim its purpose as an institution of mission and service, believing that intentional conversation, reflection, and prayer will help us to focus on those who are living in poverty, much as Jesus did in His ministry. Poverty is a core issue that weaves through most other issues before our church. This model of focusing on a ministry/mission question for a year in all meetings will create a template that can be used for other core issues in future years.

Stan Baker spoke in support of the resolution, and it passed.

Convention Reports

The Bishop called upon Lynn Bates, Assistant Secretary of Convention, for presentation of reports. The reports are those found in the Pre-Convention Journal and subsequently distributed. The Bishop called for a motion to accept the reports as filed and reports. A motion was made and passed.

Bishop’s appointments:

Canons Committee (to 2013): Steve Marshall (Chair), Bob O'Donnell, Lindsey Huddle, Tom Little
Credentials Committee (to 2013): Neal Robinson, Lisette Baxter, John Rouleau
Dispatch of Business (to 2013): Neal Robinson, Lynn Bates, Laura Chase, Sarah Gallagher, Jennifer Knowles, Linda Maloney, John Rouleau
Nominating Committee (to 2013): Barbara Hoar (Chair), Laurel Broughton, Natalie Good, Stewart Pierson, David Shuffleburg, George Spear
Resolutions Committee (to 2013): Laura Chase (Chair), Mike Austin, Stan Baker, Jane Garrett, Nanci Gordon, Linda Maloney
Rock Point Board (to 2015): Allan Carpenter, Michael Daley, II, Frank Guillot
Secretary of Convention and Assistant: Neal Robinson, Secretary; Lynn Bates, Assistant Secretary
Vermont Ecumenical Council and Bible Society Trustee (to 2014): Linda Maloney

Courtesy Resolutions

The Bishop called upon Nanci Gordon of the resolutions committee.
A Resolution Honoring Peg Hamlin

Resolved that this 180th Convention of the Diocese of Vermont honor, recognize and thank Peg Hamlin for her faithful and long service during four decades as a trustee of the Vermont Ecumenical Council and Bible Society, and as treasurer of the Executive Committee as she prepares to retire.

The resolution passed.

A Resolution Honoring the Reverend Gay Clark Jennings, newly elected President of the General Convention House of Deputies.

Resolved, that this 180th Convention of the Episcopal Diocese of Vermont offer our joyous congratulations to Gay on her election. She is the third woman to hold the presidency of the House of Deputies, the Senior House, following Dr. Bonnie Anderson another inspired leader. Not only did Gay have the best campaign button at convention – coveted by everyone in Integrity USA – she brings amazing skill as a leader, administrator and priest – and a passion for innovation. She served on the staff of CREDO for nine years and as a priest in Virginia and Ohio. We wish her all the best and send her prayers and support as she and Presiding Bishop Katherine Jefferts Schori lead our church into innovative structure and new mission initiatives.

The resolution passed.

A Resolution Honoring Byron Rushing

Resolved, that this 180th Convention of the Diocese of Vermont sends warmest greetings to the Honorable Byron Rushing, newly elected Vice President of the House of Deputies, a Senior Deputy from the Diocese of Massachusetts, a distinguished member of the Massachusetts legislature, the Episcopal Urban Caucus, the Episcopal Network for Economic Justice, and Adjunct Professor of the Episcopal Divinity School.

May his strong voice help keep the House of Deputies in good, progressive order.

The resolution passed.

A Resolution Honoring Bishop Michael Curry

Resolved, that this 180th Convention of the Diocese of Vermont thank our honored guest, the Right Rev. Michael Curry, 11th Bishop of North Carolina, with the following verse, to which he may make free to dance:

Michael Bruce Curry to Vermont came
He preached like Peter in Jesus’ name!
He prayed like Paul,
We heard the call,
To tell the love of Jesus,
Who saves us all.

May he dance with the stars
In God’s firmament,
Rejoice in every blessing
In God’s big tent.
And may he one day attain
What Paul sought in vain –
May he sing God’s glory
In the land of Spain!

The resolution passed.

**A Resolution in Response to Bishop Ely’s Address**

Resolved, that this 180th annual convention of the Diocese of Vermont express our appreciation to our Bishop, Thomas Ely, for his address to us today. Thank you, Bishop Tom, for the imaginative, interactive presentation of “The Life and Times of the Episcopal Church in Vermont” in four acts: “Stormy Weather,” “Let the Sun/Son Shine In,” “If I Were a Rich Man,” and “Tomorrow.”

Furthermore, thank you for the eloquent reminder of the many ministries that are thriving in our diocese today, and for issuing the challenge to us to demonstrate that ‘God’s “new thing” is always on the verge of springing forth, inviting us to perceive and claim it in the service of God’s own mission.’

The resolution passed.

**2011-2012 Minutes**

The Bishop called upon Acting Secretary Lynn Bates, who reported that the Dispatch of Business Committee approved the minutes of the 2011 Convention, and asks that Convention authorize the Dispatch of Business Committee to approve the minutes of this convention.

A motion authorizing the Dispatch of Business Committee to approve the minutes of this Convention was made and passed.

**2013 Convention**

The 2013 Diocesan Convention will again be held at the Cathedral Church of St. Paul, on November 8 and 9, 2013. The theme will be “Stirrings of the Spirit” with the Rev. Thomas Brackett. Anyone interested in helping with the planning should be in touch with the Bishop.

**Closing Announcements**

Ministry Expo on April 20, 2013, will feature Donald Schell of St. Gregory of Nyssa.

Evaluation: An invitation to respond to an on-line survey via Survey Monkey will be forthcoming. Please respond as soon as possible.

Name tags and voting cards are re-used; please place them in the boxes provided and recycle paper/cans as indicated.
The Standing Committee will meet for its organizational meeting immediately following adjournment of Convention in the Commons Room.

The Bishop offered thanks to the Diocesan staff and volunteers, St. Paul’s staff and registration and hospitality volunteers, the tellers, and to all the delegates. Tony could use the assistance of 6 people to re-set the church for Sunday worship immediately following adjournment.

Set your clocks back one hour tonight - and don’t forget to vote!

Closing Prayer

Jesus, you have called us to be salt of the earth and light of the world – your Alleluia Easter people in a Good Friday world. Thank you for your presence among us during these days of Convention and for your continual presence with us in our lives and ministries. Help us be ever attentive to the Stirrings of Your Spirit, so that we may respond with glad and generous hearts in all things. Be with us and guide us as we return to our homes and ministries in daily life, so that we might be faithful partners in realizing God’s Dream for a just and welcome world for all. Indeed, help us to see you more clearly, love you more dearly, and follow you more nearly, day by day. Amen.

A motion to adjourn was made and passed at 4:05 p.m.

Respectfully submitted,

Sarah Gallagher

Recording Secretary

Registered Delegates for the 2012 Convention

LAY DELEGATES

ALBURGH           Bill Luna        Kevin Morris        Terry Tuck
ARLINGTON         Patricia Gordon-Michael Beth Neal       Steve Smith
BELLOWS FALLS     Gloria Mansfield   Colleen Gates   Barbara Hoad
BENNINGTON        Vicki Cutler       Jan Schomp      Karen Speerstra
BETHEL            Eric Richardson     Carol Moyer     Peter Orvis
BRANDON           Franci Farnsworth   Christine Hart
BRATTLEBORO       Greg Hammond       Barbara Beaman      Melody Puller
BURLINGTON        Debbie Altemus      Michael Austin   Melanie Combs
CASTLETON/FAIR HAVEN  Michael Austin   Jean Hancock
CHESTER           Sara Gagnon        Betsy Peacock   Richard Taylor
COLCHESTER        Alice Daley        Dinny Hawksworth
ENOSBURG FALLS    Gloria Bergeron    Peggy Bonesteel
ESSEX JUNCTION    Jenn Belair        Howard Sussman Jaqueline Wren
FAIRLEE           Marion Jacobs       Marilyn May     Renee Wahler
HARDWICK          Leland Alper
KILLINGTON  Donna Abramov    Anne Brown
LYNDONVILLE Sandra Densmore    Diane Green    Elise Roessler
MANCHESTER CTR Bill Bridges    Jane Bridges    C. Elizabeth Van Dyk
MIDDLEBURY Ann Cooper    Amy Hastings    Thomas Turley
MONTPELIER Ruth Beard    Maggie Thompson
NEWPORT Jim Biernat    Thom Rock    Penny Thomas
NORTHFIELD Jane Bryant    Mary Grothe    Christine McCann
NORWICH John Harrison    Alice Harrison    Mike Woods
RANDOLPH Mickie Richardson    Neil Richardson    Susan O’Malley
RUTLAND Wendy Grace    Pam Roberts    Jay Slender
SHELBURNE Laurel Broughton    Lisa Newton    Carroll “Bud” Ockert
SHELDON Beth Crane    Lori Derry    Jan Hilborn
S. BURLINGTON John Bertelsen    Linda Morrell    Whye Kong Yap
SPRINGFIELD Coleman Hill    Boris Von York    Pearl Von York
ST. ALBANS Linda Ballard    Donna Veale
ST. JOHNSBURY Betty Maynard    Sarah Maynard    Nicole Stevens
STOWE Tim Heath-Swanson    Rich Reed    Jan Tichansky
SWANTON Natalie Good    Sandi Kenyon    Paul Leduc
UNDERHILL Barbie Koier    Stephen Whitely
VERGENNES Sue Berkenbush    Cricket Laidman    Judy Langeway
WAITSFIELD Eunice Fossum    Beth Phillips
WELLS John Lee    Carol Rickel    Joyce Rogers
WHITE RIVER JCT Kate Conner    Barbara Coulter    Peter Lapre
WILMINGTON Helen Eddy    Susan Taylor
WINDSOR Maggie Giffin    Ronnie Sherwin
WOODSTOCK Isabelle Bradley    Betsey Caldwell    Katherine Webster

REGISTERED CLERGY DELEGATES

The Rev. Stannard Baker    The Rev. Dr. David G. Hamilton
The Rev. James Ballard    The Rev. Penelope Hawkins
The Rev. Lisette Baxter    The Rev. Elizabeth Hilgartner
The Rev. Thora Chadwick    The Rev. Kenneth Hitch
The Rev. Regina Christianson    The Rev. Victor Horvath
The Rev. Diana Collins    The Rev. Jean Jersey
The Ven. Catherine Cooke    The Rev. Alan Kittelson
The Rev. Dr. Lee Alison Crawford    The Rev. Earl Kooperkamp
The Rev. William Davidson    The Rev. Justin Lanier
The Rt. Rev. Thomas C. Ely    The Rev. Mary Lindquist
The Rev. Angela Emerson    The Rev. Jean MacDonald
The Rev. Reid Farrell    The Rev. Norman MacLeod
The Rev. Margaret Ferry    The Rev. Linda Maloney
The Rev. Margaret Fletcher    The Rev. Charles Mansfield
The Rev. Steven Fuller, Sr.    The Rev. Mary Robb Mansfield
The Rev. David Ganter    The Rev. Margaret Mathauer
The Rev. Jane Garrett    The Rev. Dr. Susan McGarry
The Rev. Paul Habersang    The Rev. Donald Morris
The Rev. John C. Morris
The Rev. Scott Neal
The Rev. Catherine Nichols
The Rev. Sherry Osborn
The Rev. Lucy Pellegrini
The Rev. Jane Butterfield Presler
The Rev. Lisa Ransom
The Rev. Donna Reidt
The Rev. Shelite Richardson
The Rev. Diane Root

The Rev. M.P. Schneider
The Rev. Sister Laurian Seeber
The Rev. Craig Smith
The Rev. Richard Swanson
The Rev. David S. Veale
The Rev. Nancy Vogeole
The Rev. Carole Wageman
The Rev. Auburn Watersong
The Rev. O. Larry Yarbrough

REGISTERED NON-DELEGATES

Suzy Banigan
The Rev. Molly Bidwell
Laura Chase
The Rev. David Christopher
Kit Cooke
Cathy Dohrn
Laura Duncan
Betty Elwell
Corky Elwell
Jaliki Flanagan
Jeannie Fuller
Ann Gaillard
Fran Ganter
Scottie Ginn
Lynn Goepper
Nanci Gordon
Winifred Grace
Becky Herbig

Mark Howe
Sarah Howe
Stephanie Johnson
Mary Lawthers
Roni Lesage
Elizabeth McEwen
Paul Moberly
May Morris
Christine Moseley
The Rev. Audrey Murdock
Robert O'Donnell
Mary Orvis
Keith Patterson
The Rev. Mark Preece
Michele Raville
Margie Shaw
James Taylor
Toby Touby
Looking Back
Leaning Forward
with

VERVE
Vermont Episcopalians Responding Via Engagement

The Episcopal Diocese of Vermont
narrative budget: 2013

Approved by Diocesan Council September 2012
VERVE: \textit{verv}

\textit{noun}

1. Vigor and spirit or liveliness; grit, gumption, get-up-and-go.
2. \textit{archaic}: special ability or talent
3. acronym adopted by the 2012 budget and finance committee:
   \textit{Vermont Episcopalians Responding Via Engagement}
Top: stained glass windows at St. Mark’s, Newport Image: R. Wilson

Middle: Bishop Ely celebrated with the people of Christ Episcopal Church, Montpelier, at the ordination of Aubum Watersong Image: A. Brown

Bottom: the quilted backdrop at Saint Paul’s Cathedral, Burlington
Introduction:

She had thought it was going to be a picnic. The weather was perfect, there was a sparkling lake nearby, and the smell of barbecue was in the air. It was a beautiful summer day in northern Vermont. But after one look at the climbing wall—the only way up a series of pretend “rocks,” the only way down a decidedly thin cable that stretched into the distance—she knew she had to give it a try. The woman handed her Sunday bonnet to her son and donned a safety helmet in its place, its electric orange color clashing with her sensible summer sandals, which she quickly removed. A rugged safety harness replete with buckles and belts completed the ensemble. “I can do this,” the woman said out loud and hoisted herself up onto the first of the few and oddly placed footholds of the climbing wall. She quickly learned to use the strength of her whole body, pushing up with her legs as well as reaching forward and pulling with her arms. While the blips and bumps that represented rocks on the climbing wall were easy to see they were not always as easy to grab onto. As she climbed, however, the ones beneath her became more and more difficult to locate with her toes... unless she looked down—which she most certainly did not want to do. “There’s a good one just above your right knee,” someone from the crowd below offered. The woman could see the top of her climb growing nearer. “You’re almost there!” another encouraged. She paused to catch her breath.

While the climb had been challenging, getting from the vertical wall to the horizontal platform atop it proved to be even more so. But now the woman faced an even greater challenge: getting back down. She sat on the edge for what seemed like forever. She remembered to look around from this new perspective, things looked different from such a height. She knew what she had to do. Her head told her that the harness would support her, that the cable would support her; that it was safe to let go, but she froze at the prospect of launching out into the momentary free-fall before the harness and zip-line would whoosh her safely back to the ground. Besides, could she really trust that harness, the cable, the tiny little clip-thing that attached her to the cable? The woman took a deep breath and leaned forward. She leaned forward further... and then further still. Then a force took over, call it gravity or call it God. All she knew was that she was suddenly flying through the air, her friends—old and new—cheering below her.

Her two feet firmly planted back on the ground, the woman handed her bright helmet and trusty harness to another would-be picnicker with a little bit of advice. “Once you lean forward the rest is easy!” she said with a knowing smile.

This scene, from a gathering of one of our newly formed Mission Districts, where members had several opportunities to fellowship and engage with each other, seems to fit the current location of the entire Diocese as well, poised as we seem to be, on the edge of change. Just as our new Mission Districts offer new and fresh perspectives—a change from “the way we used to do this”—so too can any number of the challenges and changes that we face together as the Episcopal Church in Vermont... if we work together, support and encourage each other and dare to trust in the safety harness of our God, and in the cable that we zip along on into the future of who we are called to be as a people of God.
You’ll ... rebuild foundations from out of your past. You’ll be known as those who can fix anything, restore old ruins, rebuild and renovate, make the community livable again.

Left: Looking Back
Images from 2011 Tropical Storm Irene

Opposite: Leaning Forward
youth from the diocese of Rhode Island help restore a Vermont garden damaged in the storm

Images: A. Brown

Isaiah 58:12 (MSG)
Tropical Storm Irene: One Year Later...

After the long and not-so-good night of Irene one year ago, many of us awoke to find ourselves in what seemed to be an Old Testament story; rivers of flood-waters having wrought havoc and devastation on our little bit of heaven. Fields and pasture had become lakes, lazy creeks had grown to terrible dimensions morphing into whitewater rapids, and roads, houses, and family businesses had been swept away in an instant. No one could have predicted that Tropical Storm Irene would cause such destruction. But the story didn’t end with that destruction; within hours people all over Vermont were digging out, climbing out... leaning forward into the bright days that followed the storm. The Episcopal Church in Vermont was at the forefront of that effort around the state, with shovels and mops—and our steadfast faith—in hand. We continue to see this story not as an Old Testament cautionary tale but an Easter story. Our highways and bridges and landscape may have changed, but we remain the same: disciples of the Risen One walking our own road to Emmaus. And we continue to attend to who and how we are to walk when He is with us on that road to recovery, keeping our eyes and hearts open to opportunities and challenges for ministry.

While we strive to find ways for individual congregations to participate directly in recovery using their own resources as well as grant funds, the Episcopal Church in Vermont is especially grateful for the financial support of Episcopal Relief and Development (ERD). In the spring of 2012, the Diocese of Vermont received a grant of $150,000 from ERD for long-term recovery work in communities affected by Tropical Storm Irene in August 2011. These funds are being granted through local Episcopal churches to individuals, farms, businesses, and communities recovering from the storm. This grant brings the total received from ERD Tropical Storm Irene recovery to $220,000, adding to funds already dispensed by the Episcopal Church in Vermont and by local congregations in continuing relief and recovery efforts. In awarding grants, the preference is being given to programs that will create connections with agencies, schools, service organizations, youth organizations, and other religious organizations to continue response to Irene’s devastation, to lay the groundwork for ongoing cooperation and programs for the next disaster, and to create a more responsive, caring community for everyday living. This support ultimately allows and encourages congregations in building programs and relationships that will continue into the future and not be dependent on grant funding.
The Challenge:

While we find ourselves in an economically challenging time, the Episcopal Church in Vermont, as a part of the living body of the wider Church is supported by a long tradition of adaptive change. Faithfully engaging challenge and change is a hallmark of our common life together as Episcopalians and, indeed, as Christians who intentionally seek to be ever-transformed by God and ever-reflect God’s reign “on Earth as in Heaven.”

We are a diocese rich in mission and service, as the many ministries that manifested in the wake of the terrible flooding and damage of last year’s Tropical Storm Irene illustrate. Episcopalians from around the state responded—and continue to do so—with pluck and compassion. With verve! And every challenge also holds within it opportunities to deepen relationship, to develop compassionate community, to do and be “church” in new ways. We are inheritors of a dynamic framework, one that rests faithfully and firmly on a trinity of equally supportive legs: Scripture, Tradition, and Reason. It is this solid and stable foundation that allows us, as Episcopalians, to look back appreciatively at where we’ve come from and to lean forward towards where we are meant to go.

Still, the call to grow and change—to become transformed—can be intimidating and even frightful at times. Especially in such seemingly uncertain times as these, when everyone’s budget is stretched, and the specters of under- or unemployment and unsettled medical insurance issues loom large on the horizon.

Change, uncertainty, doubt... these conspire against what we know in our hearts we must do:

Leap faithfully forward.

Following a reorganization of Diocesan Council that included replacing the old deanery structure with newly formed Mission Districts voted on and approved at our 2011 annual convention, a Budget & Finance Committee was formed and tasked with a number of pressing budgetary issues. Foremost among them was a shortfall in the 2011 budget and concerns that the current year’s budget could only be brought into balance solely via additional voluntary sources of revenue, namely the 2nd Annual Appeal, up-coming FUNdraisers, and additional pledges from congregations. Declining revenues, increasing and unexpected expenses seem to be “the new normal.”

Looking Back

The 2013 Budget Process:

A number of recent events—from last year’s Special Convention, to ongoing discussions among our smaller and more remote congregations centering on ways to be and do church collaboratively, to this year’s Budget Summit—continued to reveal a deep yearning for greater connection, communication, and collaboration among all our diverse congregations, between congregations and the Diocese, and for increased attention to strengthening local congregations. Heeding that call, the Budget & Finance Committee engaged a wider group in its work by conducting a Diocesan-wide survey to evaluate
and better understand individual, parish, and diocesan ministry priorities and how those ministries might best be supported. The survey was distributed to church leaders, both laity and clergy, and was also available to anyone via an online link in the Mountain e-News. Ultimately, our 2013 Budget was greatly informed by and through this collaborative process and specifically shaped around the resulting mission priorities it identified: Congregational Support and Development, Formation, Communication, ministries connected to the Office of the Bishop and the wider church, Rock Point, and Outreach.

Together, these six priorities embody and reflect an over-arching and unifying seventh:

**Sharing in God’s reconciling Mission in Vermont and around the world.**

With the results of this initial survey at hand, and the several mission priorities it revealed in mind, the Budget & Finance Committee initiated an on-going, intentional discussion about how to best support these principles. Ultimately, this led to a frank and honest conversation about what is absolutely essential in supporting our common life together as the Episcopal Church in Vermont, while remaining mindful that our mission is lived out in local congregations. Guided by this conversation, the feedback embedded in the surveys, as well as by Diocesan Council, the Budget & Finance Committee prepared an initial set of draft budgets, three scenarios, and presented them at the annual Budget Summit in June. Here again collaboration was key, and attendees had the opportunity to engage, question, and give input and feedback. The Budget & Finance Committee as well as Diocesan Council listened carefully.

The result is a real, yet balanced and forward-looking budget that does not cover over the changes and challenges facing us but engages them with integrity; a budget that looks and leans
boldly forward. In doing so, it is designed to reflect a planting time, not one of harvest, and that the future Episcopal Church of Vermont will be the thankful recipients of its many benefits.

**Leaning Forward...**

Together, we are the Episcopal Church in Vermont, and whether the issue is the stewardship of our resources, respecting the dignity of every human being, or asking difficult questions, our stance is decidedly forward leaning!

As stewards of the goodness and gift of all creation, the people of the Episcopal Church in Vermont join our Bishop in celebrating the new solar installation on the diocesan property at Rock Point. Already providing 65% of the electricity used by the diocesan offices, Bishop Booth Conference Center, Rock Point School, and other facilities on the property, the benefits of this project will continue to unfold forward far into the future. As the Rt. Rev. Thomas Ely noted in his dedication of the installation, the initiative also “stands as part of the promise of the Episcopal Church in Vermont and our affiliate Rock Point School to model for our churches and institutions a commitment to energy conservation, efficiency, and renewable energy projects. It offers,” he acknowledged, “a witness to others in our state and beyond what is possible when we work together for a better tomorrow.”

Working together, both within and beyond our state's geographical boundaries, our relatively small Diocese continues to help in bettering the tomorrows of future generations of Vermonters, Episcopalians, and citizens of the world. Tomorrows we are proud to hand over to our future human family. The number of Vermont delegates involved in key commissions, committees, and workgroups prior to and at this year’s General Convention, for example, is telling. Bishop Ely, serving on the Standing Commission on Liturgy and Music, Bishop Ely, along with chairperson The Rev. Ruth Meyers from Chicago and so many committed others, was instrumental in shepherding the approval of Resolution A049. This resolution authorizes provisional use of the rite “The Witnessing and Blessing of a Lifelong Covenant,” a long awaited and official liturgy for same-sex unions. Not only did this resolution overwhelmingly pass, the rite itself was praised as “a wonderful piece of liturgical work.”

Forward looking and leaning conversations closer to home continue to unfold in all corners of the state as our more remote congregations discern how best to engage their communities into the future. While many of these conversations include details particular to a
certain place, parish, or building, the larger question of how to be and do “church” in 21st century Vermont is relevant to the entire Diocese.

The Rev. Tom Brackett, The Episcopal Church Officer for Church Planting and Ministry Redevelopment, and guest speaker at our Ministry Expo this past summer greatly helped to move this conversation along and highlighted the importance and interconnections between this question and other aspects of our formation as Christian disciples. As a follow-up to the work begun at the Ministry Expo, some Vermont congregations are participating in *missio: engage*, a project intended to assist communities of faith in “re-rooting their ministries in the communities they are called to serve, with enough critical mass that this initiative is sustainable.” This partnership—along with other imperative and intentional conversations in both the northeastern and southern-most corners of the

Episcopal Church in Vermont—will continue to inform and guide our ongoing work in engagement and towards greater cooperation, communication, and collaboration between local congregations and between congregations and the Diocese.

**Our 2013 Mission Priorities:**

1. Congregational support and development
2. Communication of the Good News of Jesus Christ and what is happening in the Diocese of Vermont & beyond
3. Formation of Christian disciples for their ministry in daily life
4. Sustaining & supporting the property and programs connected to Rock Point
5. Office of the Bishop and Wider: The Episcopal Church
6. Outreach for the dignity of all Creation

Together, we are the Episcopal Church in Vermont
You hold strength and power in the palm of your hand to build up and strengthen all. And here we are, O God, our God, giving thanks to you, praising your splendid name.

1 Chronicles 29:12-13 (MSG)
The Alleluia Fund for Mission is an exciting new initiative intended to build up and strengthen the Episcopal Church in Vermont and to encourage every Vermont Episcopalian to live more fully into his/her Baptismal Covenant. An annual giving opportunity set during the Great Fifty Days of Easter, the Alleluia Fund is an ongoing process of discerning individual, congregational, and diocesan mission priorities and opportunities. Its purpose is to strengthen a variety of ministries that exceed our current allocated resources yet remain vital to the mission of who we are called to be together as the Episcopal Church in Vermont in the year 2013 and into the future.

While the world around us may try to tell us that the resources to accomplish God’s work are scarce, we believe that perspective is untrue. Discerning and carrying out God’s purpose for us is the primary work of every Christian, and the gifts each of us have been given—gifts of time, talent, and money—add up to more than enough to fulfill that purpose.

Set in Eastertide, the Alleluia Fund asks us to give in celebration of who we are as well as Whose we are. It joyfully leans forward into the future of the Episcopal Church in Vermont, while asking the question, what are we willing to risk in order to embark on the adventure of a world in which the Living Christ is present?

Christ calls us to both build the church and serve others; to be and make disciples, and to love our neighbor. The Alleluia Fund empowers the Episcopal Church in Vermont to do just that: supporting mission and ministries that reflect, respond and witness to both the Great Commission—Go out and train everyone you meet, far and near, in this way of life... (Mt 28:19 MSG)—as well as the Great Commandment (Mk 12:30-31) which asserts that there are no other commandments greater than to love God with all your heart, soul, mind, and strength or to love others as much as we love ourselves. (CEV).

Through this fund we hope to transform lives in Vermont and beyond, deepen our relationship with God, and live more fully into our Baptismal Covenant. The fund is an essential part of leaning forward into a diocese that joyfully supports and celebrates our life together as disciples and as Vermonters, creating both a bold vision as well as new resources for mission and ministry.
The Diocesan Ministry Support Team: Congregational Support

The Diocesan Ministry Support Team (MST) engages the mission priorities of the Episcopal Church in Vermont with respect to the unique gifts and skills each Team member brings. The six ministry areas identified by the Budget and Finance Committee as a result of recent surveys and the Budget Summit offer a helpful resource to frame the work of the diocesan Ministry Support Team. First and foremost, the team is directed toward support of congregations. Although identified as one of the six ministry areas by the Budget and Finance Committee, this one area is the overarching mission priority for the MST, who view the other mission areas flowing from this central and integral ministry of support. Along with networking and connecting, and coordinating events, resources, and responses to requests for information, MST responsibilities, activities and type of work that supports local congregations includes the following mission priority areas, acknowledging that much of their work falls into more than one category.

![Time Distribution of Ministry Support Team](image)

Christian Formation

The process & experience through which we shape and develop our understanding and practice of following Jesus.

The MST creates, offers, and supports a wide variety of opportunities to gather, share, study, reflect, learn, and grow. These opportunities range from the Ministry Expo and Ministry Fairs to Partners for Sacred Places and missio:Engage! from 2ndT@2 and the Holy Tuesday Quiet Day for clergy to Vestry Orientation and Generosity Generators for lay leaders. Support for Education for Ministry groups and the Budget Summits and Capital Campaign Discernment—all are formational opportunities that require a substantial time commitment. Overall, 21.5% of the Team's time is devoted to this ministry area.
Communication

An exchange of information related to God’s ongoing work in the world.

Not surprisingly, 70% of the Communication Minister’s time has been focused in this area; however, two part-time administrative assistants also spend the majority of their time creating and supporting the transfer of information between congregations, from one region to another, to and from the wider church, and more. Members of the Team work in person, on the telephone and on email, via web conferences, website, and FaceBook, to share ideas & information and support the ministry of people in Vt. and beyond. Currently, 27.5% of the Team’s total time is devoted to this ministry area, although this apportionment is set to change in light of the Communication Minister’s retirement and the shape of this important ministry is re-imagined.

Office of the Bishop and Wider: The Episcopal Church

The nexus of our local and global relationships as The Episcopal Church in Vermont.

While the primary focus of the diocesan budget is to support the local congregations in their local ministries, it also supports our connection to the larger church. Of the five areas identified, the largest portion of Team members’ time is spent on growing and strengthening the connections between local congregations and the wider church. The activities in this area include the administration of diocesan grant programs, Bishop’s visits to congregations, relationships with the Standing Committee, the Trustees & the Unit Fund, administration and finance assistance to congregations, and assistance to congregations in transition. Overall, 37.5% of the Team’s total time is devoted to this ministry area.

Outreach for the dignity of all Creation

Acts of compassion, mercy, justice and peace to promote the dignity of all creation.

Within this ministry portfolio is our work with Earth Stewards, Camp Agape, Kids4Peace, Brook-haven, Congregational Support & Resources Committee, the Irene Recovery Efforts, and work with El Salvador & Cristosal. Overall, 2.5% of the Team’s time is devoted to this ministry area.

Rock Point Ministries:

Our 130-acre resource for current and future ministries of TEC.

Ministries in this area include the solar farm, community garden, hiking trails, hospitality, Rock Point Summer Camp, Bishop Booth Conference Center, Rock Point School, and exploring future relationships and partners. Overall, 11% of the Team’s time is devoted to this ministry area.
“S’mores, camp fire and Compline at Eagle Bay...can’t get much better than that!”

Once you are a Rock Pointer, you’re always a Rock Pointer!
Stirrings of the Spirit:

Another seed planted in this budget is “Stirrings of the Spirit,” a thoughtful and expansive initiative heralded by Peter Galbraith and the Budget & Finance committee, and enthusiastically received by representatives from throughout the Diocese at this year’s Budget Summit. Looking back at our long history of engaging with and “responding to the changing opportunities for ministry that have been part of every generation,” while at the same time acknowledging the challenges we face beyond uncertain financial times—an increasingly secular culture, declining church membership and increasing need among them—this three-year initiative boldly leans forward into generations to come with foresight and unfailing trust.

This initiative proposes the following: “As Episcopalians, we are awake and aware of the shifts in thinking that are taking place. Our faith emboldens us to respond with determination and hope. The powerful love of Christ and our deep commitment to ministering to our neighbors enable us to address both the threats and promises of change. To be faithful to our calling in a rapidly changing world, we must strengthen our spiritual lives, and at the same time, open ourselves to new understandings and expressions of what it means to be spiritual beings.”

The Budget & Finance committee has outlined six introductory steps for this plan to begin to unfold. A team appointed by the Bishop in consultation with Diocesan Council will:

1. research a full spectrum of successful Vermont and national faith community activities to see what can be learned about programs that assure nurtured and empowered spiritual lives;

2. support the creation of a spiritually healthy church and community;

3. provide recommendations for assessing and understanding the spiritual development needs of church members and the community;

4. prepare recommendations and models for churches looking for new ways of being a church in their community;

5. consider ministries and strategies that represent a new and creative way to understand and address spirituality inside and outside the church;

6. create guidelines and administer grants for implementation of new and creative expressions that make vibrant, joyful and substantive spiritual health available to everyone in the Vermont communities we serve.

To be funded by a combination of resources—diocesan fund grants and the new Alleluia Fund, amongst others—the overarching goal of this initiative is to “increase and strengthen our capacity for ministry for decades to come.”
Stirrings of the Spirit
3-Year Plan:

- 1st Year (2013) $12,000
- 2nd Year (2014) $65,000
- 3rd Year (2015) $65,000

Year One (2013):
- Grants to congregations: $6,000
- Speakers & other resources: $5,000
- Support services: $1,000
- Total: $12,000

Year Two (2014):
- Grants to congregations: $40,000
- Speakers & other resources: $20,000
- Support services: $5,000
- Total: $65,000

Year Three (2015):
- Grants to congregations: 50,000
- Speakers & other resources: $10,000
- Support services: $5,000
- Total: $65,000
The way God designed our bodies is a model for understanding our lives together as a church: every part dependent on every other part.

1 Corinthians 12:25 MSG
## 2013 Budget
Approved by Convention 11-3-2012

<table>
<thead>
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<td><strong>REVENUES</strong></td>
<td></td>
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<td></td>
<td></td>
<td></td>
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<tr>
<td>1</td>
<td>Mission Support from Congregations [15%]</td>
<td>$810,000</td>
<td>$891,222</td>
<td>Contribution Formula: 15% HODBI per 2006 Convention</td>
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<td>2</td>
<td>Unrestricted Investment Income</td>
<td>$121,843</td>
<td>$108,415</td>
<td>Trustees Fund Reallocation TBA [Wildler 2]</td>
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<td>3</td>
<td>Restricted Investment Income</td>
<td>$49,971</td>
<td>$61,927</td>
<td>Trustees Fund Reallocation TBA</td>
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<td>4</td>
<td>Admin Support from Trustees for Unit Fund MOMT</td>
<td>$15,500</td>
<td>$15,500</td>
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<td>5</td>
<td>Support for Companions working with Congregations</td>
<td>$30,000</td>
<td>$30,000</td>
<td>Funding from McClure Disc II and Irish Fund</td>
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<td>6</td>
<td>Annual Appeal 2012</td>
<td>$65,000</td>
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<td>Alleluia Fund for Ministries</td>
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<td>Fund Raising Events</td>
<td>$15,000</td>
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<td>Targeted to Alleluia Fund</td>
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<td>8</td>
<td>Bank Interest and Other Income</td>
<td>$500</td>
<td>$600</td>
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<td>9</td>
<td>Support from Hunt Grant provided through the Bishop</td>
<td>$20,000</td>
<td>$14,000</td>
<td>Communications Ministry</td>
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<td>Support from Other Funds available to the Bishop</td>
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<td><strong>TOTAL REVENUES:</strong></td>
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<td>$1,160,574</td>
<td>$1,031,164</td>
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### Distribution of Ministry Resources

#### 1 MINISTRIES SUPPORTING CONGREGATIONS
Mission in Partnership with Congregations

<table>
<thead>
<tr>
<th>Line</th>
<th>Ministry Support Team Salaries-Personnel</th>
<th>$447,507</th>
<th>$421,830</th>
<th>2.6% COLA to 2012 salaries; Partial Support L3 - Episcopal, Missions, Former Activities; L4 - Trustees Reservicing of Communications</th>
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<tr>
<td>23</td>
<td>Ministry Support Team Benefits-Personnel</td>
<td>$177,916</td>
<td>$170,000</td>
<td>Projected target for Benefits</td>
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<td>24</td>
<td>Deployment/Transition Ministry</td>
<td>$4,000</td>
<td>$3,900</td>
<td>25% OF CONGREGATIONS IN TRANSITION</td>
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<td>25</td>
<td>Companions Working with Congregations</td>
<td>$40,000</td>
<td>$35,000</td>
<td>100% Support L5 - Irish and Discovery II Funds</td>
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<td>26</td>
<td>Payroll Service Fee</td>
<td>$900</td>
<td>$900</td>
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<td>27</td>
<td>Workers Comp Insurance</td>
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<td>Continuing Ed - Bishop</td>
<td>$1,200</td>
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<td>29</td>
<td>Travel - Bishop</td>
<td>$12,000</td>
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<tr>
<td>30</td>
<td>Bishop's Vehicle Appropriation</td>
<td>$2,000</td>
<td>$2,000</td>
<td>8889 Accrued</td>
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<td>31</td>
<td>Travel - Ministry Support Team</td>
<td>$25,000</td>
<td>$18,000</td>
<td>Increased use of telecommunication</td>
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<td><strong>Total MSC:</strong></td>
<td></td>
<td>$713,803</td>
<td>$665,930</td>
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#### 2 MINISTRIES OF FORMATION
Mission to Develop Our Praxis of Christ's Way

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<th>Line</th>
<th>Spiritual Formation/Fresh Expressions</th>
<th>$1,500</th>
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<th>Alleluia Fund Stirrings of the Spirit</th>
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<td>Youth Ministry</td>
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<td>Alleluia Fund</td>
<td>$5,000</td>
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<td>33</td>
<td>Triennial EYE Appropriation</td>
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<td>1200 Accrued</td>
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<tr>
<td>34</td>
<td>Support for Seminarians</td>
<td>$1,700</td>
<td>$1,700</td>
<td>100% Support L3 - Seminarian Fund</td>
<td></td>
</tr>
<tr>
<td>35</td>
<td>Commission on Ministry - Formation</td>
<td>$1,500</td>
<td>$1,500</td>
<td>EFM Diocesan License</td>
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<tr>
<td>36</td>
<td>Commission on Ministry - Discernment</td>
<td>$2,500</td>
<td>$2,500</td>
<td>Dependent on # of postulants, Process Fee by Sponsor</td>
<td></td>
</tr>
<tr>
<td>37</td>
<td>Ministry Expo</td>
<td>$500</td>
<td>$0</td>
<td>Program of Stirrings of the Spirit</td>
<td></td>
</tr>
<tr>
<td>38</td>
<td>Cathedral Chapter</td>
<td>$2,500</td>
<td>$0</td>
<td>Alleluia Fund</td>
<td></td>
</tr>
<tr>
<td>39</td>
<td>Triennial Deployment Cont Appropriation</td>
<td>$0</td>
<td>$0</td>
<td>3660 Accrued</td>
<td></td>
</tr>
<tr>
<td>40</td>
<td>Stewardship Development</td>
<td>$1,000</td>
<td>$1,000</td>
<td>TENS Membership for all congregations</td>
<td></td>
</tr>
<tr>
<td>41</td>
<td>Accessibility</td>
<td>$0</td>
<td>$0</td>
<td>Donated Consultative Service</td>
<td></td>
</tr>
<tr>
<td>42</td>
<td>Professional Dev - Ministry Support Team</td>
<td>$1,000</td>
<td>$1,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>43</td>
<td>DMST Sabbatical Fund Appropriation</td>
<td>$100</td>
<td>$100</td>
<td>8887 Accrued</td>
<td></td>
</tr>
<tr>
<td><strong>Total MOP:</strong></td>
<td></td>
<td>$14,300</td>
<td>$8,800</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### 3 MINISTRIES OF COMMUNICATION
Mission of Information Exchange

<table>
<thead>
<tr>
<th>Line</th>
<th>Management Info System</th>
<th>$1,000</th>
<th>$3,000</th>
<th>Inc IT Infrastructure, Server Monitoring</th>
</tr>
</thead>
<tbody>
<tr>
<td>45</td>
<td>Communications</td>
<td>$5,000</td>
<td>$18,000</td>
<td>Partial Support Line 9 - Hunt Fund</td>
</tr>
<tr>
<td>46</td>
<td>Committee Meetings</td>
<td>$2,000</td>
<td>$0</td>
<td>Inc Trustees</td>
</tr>
<tr>
<td>47</td>
<td>Telecommunications</td>
<td>$13,000</td>
<td>$5,000</td>
<td>Historical Conference Call Meeting Charges</td>
</tr>
<tr>
<td><strong>Total MOC:</strong></td>
<td></td>
<td>$27,000</td>
<td>$27,000</td>
<td></td>
</tr>
</tbody>
</table>

#### 4 MINISTRIES OF ROCK POINT
Mission Related to Our Rock Point Property

<table>
<thead>
<tr>
<th>Line</th>
<th>Rock Point Summer Camp</th>
<th>$15,000</th>
<th>$0</th>
<th>Alleluia Fund</th>
<th>$20,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>51</td>
<td>Rock Point Board/Property</td>
<td>$8,000</td>
<td>$0</td>
<td>Alleluia Fund</td>
<td>$10,000</td>
</tr>
<tr>
<td>52</td>
<td>Prop Manager</td>
<td>$8,300</td>
<td>$6,500</td>
<td>2.6 COLA to salary and benefit increase</td>
<td></td>
</tr>
<tr>
<td>53</td>
<td>Utilities</td>
<td>$30,000</td>
<td>$30,000</td>
<td>Bishop's House, Office, Property Manager</td>
<td></td>
</tr>
<tr>
<td>54</td>
<td>Property Insurance</td>
<td>$4,000</td>
<td>$4,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>55</td>
<td>Bishop House Maintenance Appropriation</td>
<td>$1,500</td>
<td>$1,500</td>
<td>5290 Accrued</td>
<td></td>
</tr>
<tr>
<td>56</td>
<td>Printing - Diocesan Office</td>
<td>$1,000</td>
<td>$4,000</td>
<td>Inc Fundraising packets and mailings</td>
<td></td>
</tr>
<tr>
<td>57</td>
<td>Postage - Diocesan Office</td>
<td>$3,000</td>
<td>$2,000</td>
<td>Steadily Decreasing - Electronic Comm Increasing</td>
<td></td>
</tr>
<tr>
<td>58</td>
<td>Computer Tech/Equip - Diocesan Office</td>
<td>$1,000</td>
<td>$1,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Item</td>
<td>2012</td>
<td>2013</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>----------------------------------------------------------------------</td>
<td>--------</td>
<td>--------</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Diocesan Office</td>
<td>$1,000</td>
<td>$1,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Office Appropriation</td>
<td>$1,000</td>
<td>$12,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Subscriptions &amp; Diocesan Office</td>
<td>$50</td>
<td>$50</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total MRO:</strong></td>
<td>$140,300</td>
<td>$117,500</td>
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</tr>
</tbody>
</table>

**Mission NEXUS of Our Local & Global Relationships**

<table>
<thead>
<tr>
<th>Item</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>TEC</td>
<td>$141,274</td>
<td>$113,354</td>
</tr>
</tbody>
</table>

**6 MINISTRIES PROMOTING DIGNITY OF ALL CREATION**

<table>
<thead>
<tr>
<th>Item</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Episcopal Relief &amp; Development Coordinator</td>
<td>$500</td>
<td>$250</td>
</tr>
<tr>
<td>United Thank Offering Coordinator</td>
<td>$50</td>
<td>$100</td>
</tr>
<tr>
<td>Global Reconciliation-MDG</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Domestic Outreach</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Dismantling Racism</td>
<td>$2,000</td>
<td>$0</td>
</tr>
<tr>
<td>Earth Stewards</td>
<td>$500</td>
<td>$0</td>
</tr>
<tr>
<td><strong>Total MRO:</strong></td>
<td>$7,050</td>
<td>$5,000</td>
</tr>
</tbody>
</table>

**TOTAL RESOURCE DISTRIBUTION:**

<table>
<thead>
<tr>
<th>Item</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>TOTAL RESOURCE DISTRIBUTION:</strong></td>
<td>$1,150,517</td>
<td>$1,031,072</td>
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</tbody>
</table>

**TOTAL REVENUE:**

<table>
<thead>
<tr>
<th>Item</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>TOTAL REVENUE:</strong></td>
<td>$1,155,574</td>
<td>$1,031,164</td>
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</table>

**TOTAL ALLELUIA FUND:**

<table>
<thead>
<tr>
<th>Item</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>TOTAL ALLELUIA FUND:</strong></td>
<td>$900</td>
<td>$92</td>
</tr>
</tbody>
</table>

**2013 Revenues**

<table>
<thead>
<tr>
<th>Item</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ministry Support from Congregations</td>
<td>$832</td>
<td>$832</td>
</tr>
<tr>
<td>Ministry Support from Legacy Funds</td>
<td>$816</td>
<td>$816</td>
</tr>
<tr>
<td>Ministry Support for Congregations from Irish and Dioc. II Funds</td>
<td>$30,000</td>
<td>$30,000</td>
</tr>
<tr>
<td>Ministry Support for Communications from Hunt Grant</td>
<td>$4,000</td>
<td>$4,000</td>
</tr>
<tr>
<td>Miscellaneous Revenues</td>
<td>$600</td>
<td>$600</td>
</tr>
</tbody>
</table>

**2013 Revenues**

<table>
<thead>
<tr>
<th>Item</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>TOTAL REVENUE:</strong></td>
<td>$1,031,164</td>
<td>$1,031,164</td>
</tr>
</tbody>
</table>

**2013 Resource Distribution**

<table>
<thead>
<tr>
<th>Item</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ministries Supporting Congregations (dMST calling)</td>
<td>$661,930</td>
<td>$661,930</td>
</tr>
<tr>
<td>Ministries of Formation</td>
<td>$8,000</td>
<td>$8,000</td>
</tr>
<tr>
<td>Ministries of Communication</td>
<td>$27,000</td>
<td>$27,000</td>
</tr>
<tr>
<td>Ministries of Rock Point</td>
<td>$127,500</td>
<td>$127,500</td>
</tr>
<tr>
<td>Ministries of the Bishop's Office &amp; Wilder TEC</td>
<td>$215,492</td>
<td>$215,492</td>
</tr>
<tr>
<td>Ministries for the Dignity of All Creation</td>
<td>$350</td>
<td>$350</td>
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</table>

**2013 Resource Distribution**

<table>
<thead>
<tr>
<th>Item</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>TOTAL REVENUE:</strong></td>
<td>$1,031,072</td>
<td>$1,031,072</td>
</tr>
</tbody>
</table>

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