Episcopal Church in Vermont

2018 Convention Journal

Reports from July 1, 2017 through June 30, 2018
The Journal of the

218th Annual Convention of the Episcopal Church in Vermont

being the

186th Annual Convention of The Diocese of Vermont

held at

The Hilton Hotel, Burlington, Vermont

October 26-27, 2018
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REPORTS TO CONVENTION

OFFICIAL ACTS THE RIGHT REVEREND THOMAS C. ELY
TENTH BISHOP OF VERMONT

During this 12-month period, 41 visits were made to congregations in Vermont and 2 visits were made to DEPO congregations in New York. The following congregations were visited during this 12-month period from July 1, 2017 to June 30, 2018:

7/23/17, St. John’s Church, Essex, NY
7/26/17, St. James’ Church, Essex Junction
7/30/17, St. Paul’s Church, Canaan
8/4/17, Holy Trinity Church, Swanton
10/5/17, St. Luke’s Church, Fair Haven
10/12/17, Zion Church, Manchester Center
10/19/17, St. Barnabas Church, Norwich
10/29/17, St. Andrew’s Church, St. Johnsbury
11/11/17, St. Mary’s Church, Northfield
12/3/17, Gethsemane Church, Proctorsville
12/10/17, St. Andrew’s Church, Colchester
1/7/18, St. John’s in the Mountains Church, Stowe
1/10/18, St. Luke’s Church, Chester
1/24/18, Christ Church, Island Pond
1/31/18, Cathedral Church of St. Paul, Burlington
2/4/18, St. Paul’s Church, Windsor
2/18/18, Church of Our Savior, Killington
3/15/18, St. Michael’s Church, Brattleboro
3/18/18, Calvary Church, Underhill
3/21/18, St. John’s Church, Randolph
3/25/18, St. Peter’s Church, Bennington
4/8/18, St. Paul’s Church, Vergennes
4/11/18, St. Stephen’s Church, Middlebury
4/15/18, Holy Trinity Church, Swanton
4/19/18, Church of St. Luke the Beloved Physician, Saranac Lake, NY
4/20/18, Church of the Good Shepherd, Barre
4/22/18, St. James’ Church, Essex Junction
4/25/18, St. Mark’s Church, Springfield
4/29/18, St. Paul’s Church, White River Junction
5/6/18, All Saints Church, South Burlington
5/9/18, Christ Church, Bethel
5/10/18, St. James’ Church, Woodstock
5/13/18, Trinity Church, Shelburne
5/17/18, St. Mary’s in the Mountains Church, Wilmington
5/20/18, St. John the Baptist Church, Hardwick
5/23/18, St. Thomas and Grace Church, Brandon
5/27/18, Trinity Church, Rutland
5/31/18, St. Luke’s Church, St. Albans
6/3/18, Immanuel Church, Bellows Falls
6/6/18, Christ Church, Montpelier
6/10/18, St. Mark’s Church, Newport
6/13/18, St. Dunstan’s Church, Waitsfield
6/27/18, St. Peter’s Church, Lyndonville

During these visitations 33 people were confirmed, 14 people were received, and 4 people reaffirmed their baptismal vows.

During this 12-month period, consents were given to the elections of 6 diocesan bishops in the dioceses of Delaware, East Tennessee, Bethlehem, Rio Grande, Newark, and Western Kansas.

On July 17, 2017, Jonathan Ross (St. Peter’s Church, Lyndonville) was admitted as a Postulant for Holy Orders.

On July 28, 2017 Kathy Hartman (Christ Church, Bethel) was ordained a priest at Christ Church in Bethel, Vermont.

On September 6, 2017 Paul Moberly (St. Michael’s Church, Brattleboro) was ordained a priest at St. Alban’s Church in Annandale, Virginia.

On December 17, 2017 Veronika Travis (Trinity Church, Shelburne) was ordained a Transitional Deacon at Trinity Church in Shelburne, Vermont.

On June 11, 2018 Linda Moore, Thom Rock, and Jack Karn were admitted as Postulants for Holy Orders. Also, on June 11th, Kathleen Moore was admitted as a Candidate for Holy Orders.

On August 5, 2017 the Reverend Sean Lanigan was released to the Diocese of Pennsylvania.
On August 15, 2017 the Reverend Mark Thompson was received from the Diocese of Minnesota.

On August 17, 2017 the Reverend Kim Hardy was received from the Diocese of Massachusetts. The Reverend Judith Marquess died on September 24, 2017.

The Reverend Beverly St. Germain died on February 5, 2018.

During this 12-month period the following new Lay Participant Licenses were issued for the three-year period ending November 25, 2018, the last Sunday before Advent: 32 Eucharistic Minister licenses, 12 Lay Preacher licenses, 15 Worship Leader licenses, and 5 Eucharistic Visitor licenses.

Respectfully submitted,
The Right Reverend Thomas C. Ely
Tenth Bishop of Vermont

BROOKHAVEN TREATMENT AND LEARNING CENTER

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

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

Brookhaven offers individualized treatment and a wide array of multidisciplinary approaches relevant and therapeutic to each child’s individual needs. We have spent a great deal of time enhancing our Family Services to ensure success for our residents during their treatment and post treatment. We have a Family Retreat where families and their child stay overnight, meet with their clinicians daily, and practice effective parenting strategies with clinical support and oversight. We provide intensive family services to our residents, birth families, potential families, and respite caregivers to create a therapeutic environment in which they can experience the structure, stability, consistency, and safety they may not have otherwise had.

One way to ensure this success is through intensive family sessions during a child’s stay; as well as assisting and supporting families in creating a therapeutic environment in their home in the best interest of their child. The family work, coupled with daily therapeutic groups, individual
therapy, milieu therapy, and an independent school that offers individualized learning based on needs has made Brookhaven a comprehensive treatment facility.

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

Brookhaven’s Clinical Coordinator, Robin Allard, began her 2nd year certification in Neurosequential Modalities of Therapeutics. The Neurosequential Model is a developmentally informed, biologically respectful approach to working with at-risk children. The Neurosequential Model is not a specific therapeutic technique or intervention; it is a way to organize a child’s history and current functioning. The goal of this approach is to structure an assessment of a child, the articulation of the primary problems, identification of key strengths and the application of interventions (educational, enrichment and therapeutic) in a way that will help family, educators, therapists and related professionals best meet the needs of the child using a trauma sensitive approach.

Brookhaven’s Clinical Coordinator, Robin Allard, created a training portal where trainings, both live and recorded are housed, along with resource links for all staff, and weekly tests to ensure consistency and competency. Some of the trainings offered are Core Strengths for Healthy Development, Core Concepts of NMT, Sensory Integration & Sensitivities, The Amazing Brain and Human Development, New Employee Orientation, First Aid/CPR, and DCF Mandated Reporter Training. All staff can log in to this site at their convenience and utilize the resources and tools at any given time.

All behaviors continue to be addressed through a clinical needs lens with the NMT core concepts guiding us. This past year we began completing NMT reports on all our residents. The report coupled with the recommendations that follow has allowed for tremendous growth from a treatment perspective. This has had a positive impact for the individuals we treat, their families, treatment providers, and our program.

Brookhaven has experienced immeasurable success with our rewards system over the past year. The relational and sensory interventions utilized have led to an increase in positive outcomes for the children served. Brookhaven’s newly developed Mentoring program, where community members are matched with a residential child for consistent weekly outings, has been positively
received by families, providers, the community, and residents. The overwhelming compassion, and support from the community overall, has been extremely positive and appreciated.

Our Brookhaven Learning Center, a Vermont licensed Independent School with a therapeutic and family-based educational curriculum for residential and day students has seen positive growth over the past year. We offer family-based services to Day Students when their IEP/504 Team identifies and agrees to Brookhaven providing the services on an outpatient basis. Teachers utilize diverse teaching methods to present the curriculum and meet the goals of each child’s Individual Education Plan (IEP) or Section 504 Plan. Teachers are trained to consider the emotional state of each student and to tailor educational expectations and teaching strategies to each child’s level of functioning from a Neurosequential Educational perspective.

This past year the Brookhaven Learning Center had an average of 15 students in attendance, 3 teachers, a Special Education Coordinator and our compliment of amazing Direct Care staff and 3 Clinicians. It was a busy year full of growth and continued program enhancements. Our Learning Center growth among the group of students we served was remarkable, and inspiring. Each student identified an individual goal for himself at the beginning of the year and they all met their goals, without exception. Each student demonstrated admirable academic growth, in addition to utilizing a successful toolbox of coping skills to support in continuing their success.

Students had the opportunity to participate in educational, and incentive-based field trips this year including the Tunbridge Fair, the Harvest Festival, VTC Bridge Building competition, and apple picking to name a few. Students also earned a trip to VTC, where they were able to partake in swimming after an energetic game of basketball on the home court of the Green Knights, bowling, and enjoying Chinese cuisine. For the third academic quarter, students enjoyed the “Taste of Vermont” Tour, where they sampled goodies at Cold Hollow Cider, learned the ice cream making process at the Ben and Jerry's Factory Tour, and sampled Cabot Cheeses, as well as Lake Champlain Chocolates.

We had a team of students and one of our amazing teachers, Fatima Orogi, participate in the Junior Iron Chef competition at the Champlain Valley Exposition. Our “Cookhaven” team dressed in their teal Brookhaven t-shirts, proudly representing our school. They skillfully chopped, diced, sliced, and coordinated, finishing their entry with time to spare. Their Muffuletta sandwich with an Olive Tapenade was a hit (and delicious). Each member demonstrated great teamwork, and sportsmanship. It was incredible to witness the success felt by everyone who participated.

Day and residential students participated in our annual Pine Wood Derby competition held in our beautiful pavilion. They had an incredible time building their cars, decorating them, and racing them down the derby track with their families, and friends cheering them on.
Our Law Enforcement Day ceremony included a visit from the K-9 officer Diesel, which all the children loved! They had a chance to sit in the 4x4, and have their photo taken with Sgt. Lund-Rowell.

Our final incentive trip was to the Great Escape in Lake George, New York. Students who earned this trip met all quarterly behavioral goals for greens for the entire academic year. These gentlemen enjoyed a day of rides, sight-seeing, and celebrating their achievements.

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

On June 13th, 2018 Brookhaven families and community members gathered on the Brookhaven campus to celebrate our remarkable students and their accomplishments at our annual Brookhaven graduation. Those attending enjoyed sharing a meal and reflecting on all the success experienced during this school year. Following the meal was a lovely ceremony, opened with encouraging and inspiring words from our Special Education Coordinator, Ashley Grote, and a prayer from Board of Directors President, Brett Murphy. Each class shared their yearly reflections, while providing us with a slideshow of their eventful school year, and a beautiful choral presentation led by our talented teacher, Jenna Ditcheos. Once again, our students rose to the occasion, and provided families with some great insight into their accomplishment during this incredibly successful school year.

During our 2018 summer program (extended school year services) “Camp Haven,” led by our Residential Coordinator/Camp Director, Jessica Allen, our campers began participating in a host of wellness themed activities. The theme at Camp Haven this year is “Outdoor Fit and Fun.” Throughout the summer campers will work to build our very own outdoor campus cooking oven and, trailblaze a State Forest trail. We plan to teach campers about wellness through healthy snack-making, and meals, complete fitness journals, and collaboratively create engaging art projects.

This year we partnered with the Gifford Medical Center to enhance our summer program. They will be providing us with a variety of staff members as guest speakers throughout the summer. Some of the topics that will be discussed are tick health, bullying, dental health, nutrition, and hygiene.
Every Wednesday is field trip day; some of our trips will include Fore-U- Golf, kayaking trip, Granite Group Fitness, and Silver Lake. On July 18th, we will be taking an extended field trip to Squam Nature Center. An additional trip can be earned through our incentive program on Tuesday afternoons to join in the South Royalton Lunch on the Green series.

On Friday, July 13th we are hosting a family night at Brookhaven This evening will include dinner, outdoor games, and a dance in our beautiful pavilion. On Friday, August 10th at 9am we will host our end of camp celebration. We will begin with a Color Splash run for our students followed by our ceremony and pizza from our newly completed student-built pizza oven.

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

Respectfully submitted,

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

COMMUNICATIONS MINISTRY REPORT

Video Communications
The Episcopal Church in Vermont recognized a few years ago that online video would become a primary communication vehicle for the Diocese as it gained popularity and became easier to access. Today, our persistence in video production appears to be paying off, particularly on Facebook, in terms of viewer engagement. For example, the 2018 Alleluiafund appeal, our most-watched Facebook video, has garnered more than 3,800 views since April 1. Excluding this exceptionally high result, the Diocese has established a mean average of 430 views per Facebook video ranging from a low of 77 views since the last Diocesan Convention. This total does not account for the same videos disseminated through The Mountain and the diocesan website, which can be more difficult to track due to overlapping audiences. But our Mountain engagement statistics discussed later in this report may provide additional context around viewer engagement. I’ve had the pleasure of producing the majority of the Diocese’s videos in-house. An archive of those productions can be found here: https://vimeo.com/diovermont
In last year’s Communication Ministry Report, I introduced the Rock Point Branding Project and discussed the planned redesign of the Rock Point Website. I am pleased to report that both efforts were completed successfully in the months following the 2017 Diocesan Convention. The purpose of the Branding Project was to establish a set of visual identity standards for Rock Point and to provide marketing insight to strengthen our community engagement efforts. The results are codified in the Rock Point Brand Identity Guidelines, which is where the story behind the new Rock Point Logo can also be found. The new Rock Point website launched on Earth Day at https://www.rockpointvt.org and has a host of new features, such as an online booking tool for the Bishop Booth Conference Center.

Above: A screen shot of the new Rock Point website.

The diocesan website (pictured on the next page) has gone through a series of updates in recent months, including a change in the color palette and fonts to complement Rock Point’s visual brand. The Mountain and the diocesan website are fully integrated, meaning that nearly all our digital magazine content is linked to pages and posts within the diocesan website, so The Mountain statistics discussed later provide the best indication of website utilization in general. Additionally, Google Analytics reports that of the 52,300 times our website appeared in users’ search results in the past year, we received 1,530 clicks.
The Mountain
As of this writing, there were 1,889 subscribers to *The Mountain*, the digital magazine of the Episcopal Church in Vermont. Year-to-date there’s been a slight uptick in the percentage of people opening *The Mountain* in their email. Constant Contact reported a mean average “open rate” of 42% among our subscribers during the June/July 2018 period. This supersedes our mean average of 39% for the same period last year and beats the industry average of 27.6%.

*The Mountain* has consistently published on or around the 1st and 15th of each month with no interruptions in the past year. Back issues dating from March 2017 are archived online at [https://diovermont.org/the-mountain-digital-magazine](https://diovermont.org/the-mountain-digital-magazine). *The Mountain* email distribution list is the Diocese’s primary means of contacting all people of the Diocese, so I continue to urge our communicators in Vermont congregations to share the signup address [https://diovermont.org/newletters](https://diovermont.org/newletters) in Sunday bulletins.

Rock Point Partners & Friends
*Rock Point Partners & Friends*, our quarterly Rock Point newsletter, has its own list of 1,457 unique subscribers. This is an increase of more than 500 subscribers since the 2017 Diocesan Convention! Administrative Assistant Ann Carroll is the primary contact for *Rock Point Partners & Friends* and is responsible for editing and distributing the publication with my support. The Rock Point newsletter is included as a supplement in *The Mountain* for the people of the Diocese. Rock Point news can be found on the diocesan website and is also archived on the Rock Point website at [https://www.rockpointvt.org/news-announcements](https://www.rockpointvt.org/news-announcements).
Social Media
The Episcopal Church in Vermont utilizes Facebook and Twitter. We post regularly to these channels nearly every day, several times a day, sharing a mix of original content, posts from Vermont Episcopalians (churches and individuals), and friends outside of the diocese. Twenty-nine of our congregations have active Facebook pages, as well as Rock Point Camp and Rock Point School. Additionally, Bishop Ely and several Vermont priests have Twitter feeds with whom we share content along with prominent individuals and organizations including The Episcopal Church, Presiding Bishop Curry, Cristosal, and Bishops United Against Gun Violence among many others. As of this writing, the Diocese had 1,265 Facebook followers and 761 Twitter followers – small increases from the previous year. The first chart below illustrates the age and gender identity breakdown of our Facebook followers. Below that is a breakdown of Twitter followers by gender identity. (Twitter does not provide age data.) We continue to investigate the feasibility of expanding into channels such as Instagram and Snapchat that are popular with teen and young adult audiences.

Below: A breakdown of diocesan Facebook followers by age and gender identity.

Below: A breakdown of diocesan Twitter followers by gender identity.
On the Road
Although I work primarily from my home office in Brattleboro, since the 2017 Diocesan Convention my work has taken me to Norwich, Essex Junction, Stowe, Burlington, Manchester, White River Junction, Newport, Woodstock, Montpelier, and Underhill – in some cases multiple times – providing varying levels of communication support for congregations, committees, the diocesan office, and Rock Point. I continue to be available for on-site support at the request of our clergy and congregation leaders.

Media Highlights
The Episcopal Church in Vermont does not pay for media coverage, which means that articles mentioning the Diocese and our congregations are the result of genuine outside interest. Our story reaches the media in three ways: (1) press releases issued by the Diocese, (2) press releases issued by local congregations, (3) the leadership of Vermont Episcopalians within their communities and on statewide and national stages.

A list of media highlights since the last Diocesan Convention is below, however, this list has been edited for brevity. Our congregations are regularly mentioned in conjunction with civic, social, and religious activities and organizations with whom they partner or support, such as Jerusalem Peacebuilders, Stone Church Center (Bellows Falls), Summer Music at Grace (Sheldon), Brown Bag Summer Concert Series (Montpelier), and St. Mary’s Red Door Concert Series (Wilmington) among many other examples.

December 2017

February 2018
• Ash Wednesday, Valentine’s Day fall on same day (NBC5 Burlington)
  http://www.mynbc5.com/article/ash-wednesday-and-valentine-s-day-fall-on-same-day/18153840
• Around the NEK: Ashes to Go (News7 St. Johnsbury)
  http://www.news7newslinc.net/index.php/around-the-nek/st-johnsbury/2382-ashes-to-go
• Vermont: Burlington’s urban cathedral meets massive change with bold imaginings

March 2018
• Downtown Bennington among those benefiting from $2.9 million in VHCB awards
• Episcopalians gather for Day of Lamentation amid calls for action against gun violence
  (Episcopal News Service) https://www.episcopalnewsservice.org/2018/03/14/episcopalians-gather-for-day-of-lamentation-amid-calls-for-action-against-gun-violence/
• Vermont’s Episcopal Diocese appoints Rick Sagui as financial administrator (VT Digger)

April 2018
• Trail safety upgrades underway at Burlington’s Rock Point (WCAX-TV)
• Sundanese Community Rallies to Send Kids to Rock Point Camp (Seven Days)
• Enjoy Living Woods Ensemble in Newport (Caledonia Record)
• VT House Speaker headlines forum (Shelburne News)
• Grant to preserve Rutland farmland, protect Lake Champlain (Rutland Herald)
  https://www.rutlandherald.com/articles/grant-to-help-restore-calais-memorial-hall/

May 2018
• The Episcopal Church in Vermont awards nearly $47,000 in grants (VT Digger)
  https://vtdigger.org/2018/05/15/episcopal-church-vermont-awards-nearly-47000-grants/
• Festival to launch Christ Church capital campaign (Montpelier Times-Argus)
DIOCESAN COUNCIL – THE VERMONT BRANCH OF THE JESUS MOVEMENT

This report is a summary of Diocesan Council (Council) meetings from July 1, 2017 through June 30, 2018. More information can be found in issues of the Mountain and in the actual meeting minutes and reports received available through the Diocesan Office.

Council met ten times during the reporting period; five meetings were 2-hour video-conferences held on a Wednesday evening, the other five were 5-hour in person meetings held in Rutland, Montpelier and White River Junction.

For each meeting, a Council member(s) took responsibility for opening prayers and writing a summary for The Mountain. The Diocesan Treasurer presented a report at each meeting which

Respectfully submitted,

Maurice L. Harris
Diocesan Communications Minister
The Episcopal Church in Vermont
included a review of year-to-date financial status and other matters as requested and/or he deemed appropriate.

At the September 30, 2017 meeting the following actions were taken:
• Seeing the potential deficit in the 2017 Diocesan budget as a result of the shortfall in the anticipated contributions from congregations based on the new formula adopted at the 2016 Convention, Council voted to close the gap with a 2/3 combination of expense reduction and withdrawal of equity assets and 1/3 from adjusted parish contributions based on a formula suggested by the Treasurer.
• Approved revision of the parish contribution tier levels and continuation of the “real time” method of payment. These actions were reflected in the Council Resolution to Adopt the 2018 Diocesan Operating Budget which was adopted by the 2018 Diocesan Convention.
• Established the recommended minimum 2018 full-time Total Clergy Compensation be set at $61,466 of which $41,612 (67.7%) represents the stipend portion, and further recommended that all compensated clergy in the diocese receive a 2.0% minimal increase in their monetary compensation. This decision, in the form of the Council Resolution Establishing Minimum Clergy Compensation was adopted by the 2018 Diocesan Convention.

At the October 31, 2017 meeting the following actions were taken:
• The 2018 Property Insurance through Church Insurance Company be renewed, and accepted “Option B” presented by CIC, “to modify flood and diocesan blanket subject to a 2% premium renewal increase by modifying full flood coverage by adding a $1,000,000 sub limit per insured and by modifying the diocesan property blanket by adding a 15% margin clause to cap the property replacement costs limit at 115% of the insured limit per insured; and with the understanding that any congregation wishing to opt out of this coverage and obtain their own insurance must meet all the minimum coverage requirements of the diocesan policy.”
• The J. Warren and Lois McClure Discipleship Discovery 2000 Initiatives II, III, and IV, for reporting purposes, were combined into one fund with the assurance that the Grants and Loans Committee guidelines continue to include the original intent outlined in the Initiatives previously established by Council for the use of the funds.

At the December 6, 2017 meeting the following actions were taken:
• Ben Anderson-Ray (St. Stephens, Middlebury), Laurie Chiperfield (St. Michael’s, Brattleboro), and John Hartman (Christ Church, Bethel) were appointed to three-year terms on the Grants & Loans Committee.
• The $100,000 loan to the Vermont Community Loan Fund was renewed for three years at 1.25% interest.

At the January 19-20, 2018 orientation and planning meeting the following actions were taken:
• The Rev. Robert Wilson (St. Mark’s, Newport) was appointed to fill a vacancy on the Grants and Loans Committee which ends in 2021.
• The interest accrued on the Bishop Butterfield Loan to St. Luke’s, St. Albans was forgiven.

At the February 17, 2018 meeting the following actions were taken:
• The formula recommended by the Treasurer be used to calculate the additional contributions from each congregation needed to cover the 2017 deficit.
• The working budget for the Episcopate Transition presented by the Standing Committee was approved.
• The diocesan Personnel Policy was changed to provide Medicare coverage for lay employees in an effort to provide parity with clergy who retire.
• The Safe Church Policy was changed to require all covered persons to complete recertification every five years.
• Retiring Financial Administrator, Julie Giguere, was thanked by Resolution of the Council as follows:

   Be it Resolved, That the Diocesan Council of the Episcopal Church in Vermont, and all members of the Episcopal Church in Vermont, thank Julie Giguere for her long, dedicated and valuable service as the Finance & Property Administrator for the Diocese upon her retirement from that post. She has been a careful steward of the resources of the Episcopal Church in Vermont, and a wellspring of great support and wise counsel for its congregations, and be it further Resolved, That the efforts of Julie Giguere will be honored and long remembered by all those in the Episcopal Church in Vermont who have benefited from her work and her wisdom.

At the March 22, 2018 meeting the following actions were taken:
• The final 2017 assessment letters requesting the balance due for 2017 were approved.

At the April 21, 2018 meeting the following actions were taken:
• The Treasurer’s recommendation to send out additional bills to congregations for the 2017 contributions based on the chart prepared by the Treasurer was approved.
• The recommendation from the Financial Oversight & Audit Committee to forgive St. Luke’s, St. Albans previous outstanding parish contributions in the amount of $10,847 and to endorse their plan for paying the remaining $25,000 over 10 years was approved.

Council meetings included presentations and extended conversation on the following topics:
• Understanding Full Communion with Methodists, presented by Fred Moser
• Racial Reconciliation Workshop, presented by Rob Spainhour and Maurice Harris
• Models for Congregational Leadership, presented by Tom Ely and Lynn Bates
• Evangelism, presented by Robert Barton, Lindsey Huddle, Mark Preece, Titus Presler, and Katie Runde
Council members during the reporting period were:

**Elected Council Members:**

<table>
<thead>
<tr>
<th>Mission District #1</th>
<th>Edith Hawksworth term expires 2020</th>
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<tbody>
<tr>
<td></td>
<td>Rob Spainhour term expires 2019</td>
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<td>Rick Taylor term expires 2018</td>
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<td><em>Paul Leduc</em> term expired 2017</td>
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<tr>
<td>Mission District #2</td>
<td>Paul Habersang unexpired term to 2019</td>
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<td>Marjorie Strong term expires 2020</td>
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<td>Jean Wilson term expires 2018</td>
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<td><em>Earl Kooperkamp</em> term expired 2017</td>
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<td><em>Elizabeth Parker</em> resigned</td>
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<td>Mission District #3</td>
<td>Kathy Hartman term expires 2020</td>
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<td>Barbara Johnson term expires 2019</td>
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<td>Mark Preece unexpired term to 2018</td>
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<td><em>John Hartman</em> term expired 2017</td>
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<td>Mission District #4</td>
<td>Fred Moser term expires 2019</td>
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<td>Liam Muller term expires 2018</td>
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<td></td>
<td>Lisa Newton term expires 2020</td>
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<tr>
<td>Mission District #5</td>
<td>Heidi Edson term expires 2019</td>
</tr>
<tr>
<td></td>
<td>Paul Gratz term expires 2020</td>
</tr>
<tr>
<td></td>
<td>Deb Moser term expires 2018</td>
</tr>
</tbody>
</table>

**Ex Officio Members:**

<table>
<thead>
<tr>
<th>Bishop</th>
<th>Tom Ely (voice and vote)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Canon to the Ordinary</td>
<td>Lynn Bates (voice only)</td>
</tr>
<tr>
<td>Diocesan Treasurer</td>
<td>Gerry Davis (voice only)</td>
</tr>
<tr>
<td>Diocesan Chancellor</td>
<td>Tom Little (voice only)</td>
</tr>
</tbody>
</table>

**COOPERATIVE CHRISTIAN MINISTRY**

**AT THE UNIVERSITY OF VERMONT**

This academic year has been a year of exciting changes and growth in program and student participation. A most exciting change has been the move of the ministry from a third-floor office in an administrative building on campus to the UVM Interfaith Center.
The Interfaith Center is the former home of Christ Church Presbyterian and is more centrally located for student foot traffic. Our minister, Rev. Joe Cotner, finds this a dedicated place for spiritual/religious life on campus, and where a spiritual atmosphere permeates the Center. Here we can more easily reach interested students with information about our activities, and programs. We continued our monthly dinners at the Interfaith Center. These dinners are open to all students and are prepared by members from our six supporting denominations, on a rotating schedule by denomination. We are seeing a growth in participation in the meals. Some students from the dinners also attended our program, “Food for Thought.” The students range from committed Christians to those who have never been to church. Our six supporting denominations are The Episcopal Church, the Evangelical Lutheran Church in America, the United Church of Christ, the Presbyterian Church, USA, the American Baptist Church and the United Methodist Church.

On November 8, 2017 our campus minister Joe Cotner’s wife died after months of illness. Joe began a leave of absence from October through December, with the full support of the Board. We continued our dinners in his absence. Reverend Joe returned in January, and the programming that he had put in place in the fall picked up. The board continued to meet and plan for the spring semester during his absence and continued to support Rev. Joe in every way that we could.

This year we joined with the Catholic Center on campus for an Easter dinner for those students who could not go home for the holiday. This event provided a delicious feast and celebration for approximately 80 students.

During the spring semester, we organized two “Food for Thought” events. One or two professors from the University spoke on Human Genetic Engineering, and the ethical questions involved. We provided free dinner for those who came. Plans are in place for more “Food for Thought” events next year. These programs are an example of our mission to open opportunities for students to engage and expand their faith.

One of our board members and Rev. Cotner have been participating on the Food Insecurity Committee at UVM. We are the only faith group represented on the committee and find that this leadership and participation is important to our mission. Through this work we became aware of some of the needs of students.

We used the remainder of our grant from the United Methodist Church’s General Board of Higher Education and Ministries to support students in need at the MOSAIC Center on campus and TRIO, an organization of Vermonters who are the first in their families to attend college with gift certificates for Hannaford’s and Leonardo’s Pizza. These gifts were made at the end of the semester when many students have used up their meal cards.
With our growing presence on campus, and while continuing our current programs, we are always looking for new ways to build our ministry. This year we met this challenge by meeting in our new location and building programs with the input of students who come to our dinners and the input of board members. In addition, we plan to continue to partner with the Interfaith minister and other campus groups for some programs. The Food for Thought program and the Easter dinner are examples of successful partnering.

We are pleased this year that one of our student leaders, Jamison Dunne, is active in the Diocese of Vermont Evangelism Team. He is a great presence for both missions.

We are most grateful to the Episcopal Diocese of Vermont for its faith in our ministry, and its generous support.

ECUMENICAL AND INTERRELIGIOUS OFFICER’S REPORT

As Diocesan Ecumenical and Interreligious Officer I represent The Episcopal Church in Vermont in the Vermont Ecumenical Council, the National Workshop on Christian Unity (NWCU) and Annual Meeting of Episcopal Diocesan Ecumenical and Interreligious Officers (EDEIO), and in other ecumenical relationships as called upon by the Bishop. I meet monthly with the Executive Committee of the Vermont Ecumenical Council (VEC) for which I serve as its Moderator and quarterly with VEC as for which I serve as its President. The National Workshop on Christian Unity and Annual Meeting of Episcopal Diocesan Ecumenical and Interreligious Officers (EDEIO) is a yearly gathering of ecumenical representatives from Mainline Protestant, Roman Catholic, Orthodox, and Evangelical Christian bodies. The NWCU works on addressing major social issues from ecumenical perspectives, and on fostering deeper working relationships among Christian churches.

A highlight of our work in the Vermont Ecumenical Council this year was our observance of the Week of Prayer for Christian Unity, January 18-25, including four days of presentations and programs with special guest The Rev. Dr. John Armstrong, Chicago-based Minister of the Reformed Church in America and scholar of the Reformation. During his time with us, John Armstrong preached at an ecumenical service for the Week of Prayer for Christian Unity at the Catholic Center at the University of Vermont. The service was followed by a reception co-hosted by Cooperative Christian Ministry, our ecumenical chaplaincy at UVM sponsored by our Diocese and five other Protestant denominations. John Armstrong was the presenter at an ecumenical forum held at St. Michael’s College commemorating the 500th anniversary of the Reformation. The forum featured the PBS film about the Reformation, This Changed Everything, which John Armstrong co-produced; this event included responses by an ecumenical panel of area clergy and Reformation scholars. During his time with us John Armstrong also spoke at
several ecumenical gatherings of area clergy and congregational leaders in Burlington and Montpelier, taught in three classes at UVM and St. Michael’s College, and was featured on an Internet radio production of the Edmundite Campus Ministry of St. Michael’s College.

In other work, the VEC is sponsoring a Mission Fair in October 2018, planning an ecumenical dinner for our 2019 commemoration of the Week of Prayer for Christian Unity, and developing ways to recognize publicly persons in Vermont who make outstanding contributions to the work of Christian cooperation and witness.

At this year’s National Workshop on Christian Unity the principal theme was Racial Reconciliation, under the title “God’s Power Nurturing Communities of Witness and Dialogue.” Seminars dealt with histories of racism in and through American denominations, and efforts both within and across denominations to heal wounds of separation and restore communion among faith traditions. A highlight of the Workshop was an afternoon at the National Museum of African-American History and Culture reflecting on the interrelationship of American social and religious history, and the contribution ecumenical understanding can bring to the work of reconciliation. Among resource people for the Workshop was Katrina Browne, producer of Traces of the Trade and Consultant to Becoming Beloved Community.

For Episcopalians and United Methodists an important part of the Workshop was work on the proposed Agreement for Full Communion between our two churches. The proposed schedule for adoption of a Full Communion Agreement continues to be 2020 by the United Methodist Church and 2021 by the General Convention of the Episcopal Church. An important factor will be the February 2019 General Conference of the United Methodist Church, which will deal with differences among United Methodists in different parts of the world on issues of human sexuality, and whether a way can be devised for American United Methodists to adopt positions like those of the Episcopal Church and ECLA Lutherans while allowing United Methodists in other places to maintain different positions. Discussion around this issue included questions as to whether the historic Episcopalian grounds for Full Communion found in the Chicago-Lambeth Quadrilateral of 1886, 1888 continue to be adequate in our time when factors of gender, class, race, and cultural context may be equally crucial determinants. It was suggested that, were they able under United Methodist polity, American United Methodists would likely adopt positions like our Episcopal Church and the ELCA Lutherans. It was also pointed out that our Episcopal Church shares Communion with others who do not agree with our positions, and that ELCA Lutherans entered Full Communion with the Episcopal Church “on faith” before the Episcopal Church had officially adopted its current position on matters of human sexuality (when ELCA Lutherans already had).

Other areas of concern at this year’s NWCU included ongoing work toward Full Communion with the Church of Sweden, support for various aspects of interfaith relationship building, the plight of Palestinian Christians in Israel, Gaza, and the West Bank, and the desperate situation of Christians in war-torn areas, especially Syria. A moving part of the Workshop was a presentation
by the Patriarchal Vicar of the Syriac Orthodox Church of Antioch who spoke from deep personal experience about the situation of Syrian Christians. Other featured participants were The Rev. Dr. J. Herbert Nelson, II, Stated Clerk of the General Assembly of the Presbyterian Church (USA), who preached at the Opening Worship service, Lisa Sharon Harper of the Evangelical Covenant Church, author of *The Very Good Gospel*, and prolific writer, speaker, and activist on issues in public theology such as racial reconciliation, poverty, and homelessness, who was Theologian in Residence, Jim Winkler, President and General Secretary of the National Council of Churches, representatives of the Canadian Council of Churches, including its President, The Rev. Canon Alyson Barnett-Cowan, and Canadian Roman Catholic representative Fr. Thomas Rosica who delivered a keynote address.

I continue to serve as Provincial Coordinator of Ecumenical and Interreligious Officers for Province 1 of the Episcopal Church, and as a Board Member of EDEIO. Annual participation in the NWCU and EDEIO Annual Meeting is essential to the work of Ecumenical and Interreligious Officers, and I am grateful that provision for this ministry is made in our Diocesan operations, along with annual dues to EDEIO and our membership in the VEC.

I am most grateful for the opportunity to serve the Episcopal Church in Vermont as Ecumenical and Interreligious Officer. Ecumenical and Interreligious relations is a vital aspect of our Church’s life. A wealth of ecumenical and interfaith resources are available through the Episcopal Church’s website and EDEIO website and Facebook page, as well as other sources. I welcome all opportunities to support ecumenical ministry in Vermont and am happy to be called upon as desired.

Respectfully submitted,

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

FINANCIAL OVERSIGHT AND AUDIT COMMITTEE

This report covers the activities of the Financial Oversight and Audit Committee for the period of July 1, 2017 to June 30, 2018.

The Financial Oversight and Audit Committee meets bi-monthly, in January, March, May, July, September, and November, with an occasional additional special meeting. We meet in the conference room of the Diocesan offices, with a phone-in option available. The Committee consists of 6 members, of which at least two must be lay and two must be clergy. The current
members are Frances Huessy, Elizabeth Parker, Laura Buel, The Rev. Earl Kooperkamp, The Rev. Dr. Susan McGarry, and one open position. Three others who attend the meetings are ex officio members Treasurer Gerry Davis, Assistant Treasurer Dave Ganter, and Financial Administrator Rich Sagui (Julie Giguere prior to March 2018).

It is the responsibility of the Financial Oversight and Audit Committee to choose an accounting firm to annually audit the financial statements of the Diocese of Vermont, the Trustees of the Diocese (Unit Fund), and the Bishop Booth Conference Center. Upon satisfactory completion of the audit, it is the Committee’s responsibility to order that the accounting firm be paid. In recent years the diocesan audit has been conducted by the CPA firm of Grippin, Donlan and Pinkham. The field work for the 2016 budget year was completed in the fall of 2017. An audit draft was received by the diocese in early 2018. It was reviewed by the Committee at a special meeting in June 2018 and sent on to Diocesan Council for its approval.

Another responsibility of the Committee is to ensure that all the parishes and missions of the Diocese conduct an annual audit of their financial statements, either by an accounting firm or by a committee of parishioners. To this end, the Committee oversees the content of the audit materials sent to the parishes in February of each year for conducting an audit. It then reviews the completed audit documents submitted by the parishes and issues an acceptance letter back to the parishes. The Committee has been revising and streamlining the binder of instructions, forms, and reference materials over the past few years to facilitate the task of the parish auditors. This year the 77-question Internal Control Checklist was revised and consolidated to include a separate list of supplemental questions. There will be more revisions to the binder contents in coming years.

Other responsibilities of the Financial Oversight and Audit Committee relating to financial reporting and funds management can be found in Canon 10 of the Diocese of Vermont. The Committee is available to provide advice and guidance to parish treasurers and audit committees.

The Financial Oversight and Audit Committee is pleased to be working with our new Financial Administrator Rich Sagui and our new office assistant Ann Carroll, who are both essential to our success. We are also indebted to Julie Giguere for her advice and assistance over the past years.

Respectfully submitted,

Laura Buel
Chair, Financial Oversight and Audit Committee
The Grants and Loans Committee (GLC) met four times during the reporting period. Grant funds available at the beginning of this period were approximately $170,000. Loan funds in the Bishop Butterfield Revolving Loan Fund as of August 14, 2017 had cash available of approximately $179,000, with receivables of about $553,000 and a June 20, 2017 Unit Fund value of $233,493.

Grants made July 1, 2017-June 30, 2018 were:

<table>
<thead>
<tr>
<th>Organization</th>
<th>Amount</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Barre, Church of the Good Shepherd</td>
<td>$1,700.00</td>
<td>Appreciative Inquiry facilitator</td>
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<tr>
<td>*Barre, Church of the Good Shepherd</td>
<td>$1,000.00</td>
<td>VIA Matching Grant</td>
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<tr>
<td>Bennington, St. Peter’s Church</td>
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<td>“Seedlings” after-school program</td>
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<td>Bethel, Christ Church</td>
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<td>Brattleboro, St. Michael’s Church</td>
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<td>Experimental Initiatives in Discipleship</td>
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<td>Burlington, St. Paul’s Cathedral</td>
<td>$5,000.00</td>
<td>Bible Study with guest preachers</td>
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<tr>
<td>*Burlington, St. Paul’s Cathedral</td>
<td>$1,000.00</td>
<td>VIA Matching Grant</td>
</tr>
<tr>
<td>*Burlington, St. Paul’s Cathedral</td>
<td>$5,000.00</td>
<td>Storyteller program</td>
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<td>*Chaplaincy to Retired Clergy</td>
<td>$1,600.00</td>
<td>Conference Support</td>
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<td>Earth Stewards</td>
<td>$400.00</td>
<td>VTIFPL Fall Conference Support</td>
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<td>Fair Haven, St. Luke’s Church</td>
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<td>Window repair</td>
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<td>Hardwick, St. John the Baptist</td>
<td>$3,175.00</td>
<td>Roof repair</td>
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<tr>
<td>Island Pond, Christ Church</td>
<td>$6,500.00</td>
<td>Replace unsafe stairs to front door</td>
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<tr>
<td>Killington, Our Saviour</td>
<td>$1,750.00</td>
<td>Outdoor Stair Railing</td>
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<td>Middlebury, St. Stephen’s</td>
<td>$13,000.00</td>
<td>Columbarium ministry</td>
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<tr>
<td>*Montpelier, Christ Church</td>
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<td>*Montpelier, Christ Church</td>
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<td>Sudan project</td>
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<tr>
<td>*Montpelier, Christ Church</td>
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<td>Feeding ministry</td>
</tr>
<tr>
<td>*Newport, St. Mark’s Church</td>
<td>$2,000.00</td>
<td>Feeding ministry</td>
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<tr>
<td>*Newport, St. Mark’s Church</td>
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<td>Alternative worship</td>
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<td>Newport, St. Mark’s Church</td>
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<td>*Norwich, St. Barnabas Church</td>
<td>$2,100.00</td>
<td>Lenten Challenge: Palestinian Refugees Matching Grant</td>
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<td>*Racial Healing Ministry</td>
<td>$4,200.00</td>
<td>Diocesan ministry</td>
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<tr>
<td>*Rock Point Camp</td>
<td>$5,000.00</td>
<td>General Support</td>
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<tr>
<td>*St. Johnsbury, St. Andrew’s Church</td>
<td>$500.00</td>
<td>Foodworx ministry</td>
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<tr>
<td>*Shelburne, Trinity Church</td>
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<td>JUMP support Matching Grant</td>
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<td>Stowe, St. John’s in the Mountains</td>
<td>$1,380.00</td>
<td>Consultation for “Wisdom Team”</td>
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<td>Stowe, St. John’s in the Mountains</td>
<td>$2,148.00</td>
<td>Rector Continuing Education</td>
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<tr>
<td>Underhill, Calvary Church</td>
<td>$1,500.00</td>
<td>Window repair</td>
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<tr>
<td>*White River Jct., St. Paul’s Church</td>
<td>$600.00</td>
<td>Enhance Wifi coverage</td>
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</tbody>
</table>
Wilmington, St. Mary’s in the Mountains $8,000.00 Electric and sound system Matching Grant
Windsor, St. Paul’s Church $500.00 Cambodia Medical Matching Grant
Woodstock, St. James $3,000.00 Power of Words and Music program

*These grants were made from AlleluiaFunds

Loans approved July 1, 2017-June 30, 2018 at 3 percent interest were:

Underhill, Calvary Church $1,500.00

The Committee and Bishop Ely received my resignation as a member of the Committee and its Chair in July 2018 due to the retirement of my wife, The Very Rev. Jeanne Finan, from her position as Dean and Rector of St. Paul’s Cathedral Church effective September 30, 2018. My last meeting will be in August 2018. Bishop Ely will appoint a new chair.

It has been an honor to serve with this outstanding committee. I will miss the work with the GLC and in the Diocese of Vermont. I thank Bishop Ely for his appointment as chair. In addition, I thank Canon Lynn Bates for all her help over the past 2 years. Her advice has been invaluable to me and the committee as we made decisions on the many worthwhile applications.

Respectfully submitted,

Tom Eshelman
Chairperson, Grants & Loans Committee

Committee Members and their terms are:
Ben Anderson-Ray (2021)
Laurie Chiperfield (2021)
Tom Eshelman, Chair (2020)
Nanci Gordon (2019)
John Hartman (2021)
Todd McKee (2019)
Empy Schneider (2020)
Steve Smith (2019)
Bob Wilson (2021)
Lynn Bates, Diocesan Liaison
## ALLELUIA FUND

### Income

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<tr>
<td>Golf Tournament</td>
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<tr>
<td>Rock Point Property</td>
<td>$450.00</td>
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<tr>
<td>Rock Point Summer Camp</td>
<td>$470.00</td>
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<tr>
<td><strong>Total Income</strong></td>
<td><strong>$54,137.00</strong></td>
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### Disbursements

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<th>Description</th>
<th>Amount</th>
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<tr>
<td>Domestic Outreach</td>
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<tr>
<td>Global MDG</td>
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<tr>
<td>Earth Stewards</td>
<td>$400.00</td>
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<tr>
<td>General Ministry</td>
<td>$16,900.00</td>
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<tr>
<td>Golf Tournament</td>
<td>$4,784.00</td>
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<td>Rock Point Board</td>
<td>$9,000.00</td>
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<tr>
<td>Rock Point Summer Camp</td>
<td>$18,000.00</td>
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<tr>
<td><strong>Total Disbursements</strong></td>
<td><strong>$53,084.00</strong></td>
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**Balance Remaining** $1,053.00

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### THE ROCK POINT BOARD AND DIRECTORS

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

Thank you to those who are helping us realize this vision as we build upon the strong heritage of those who established and have nurtured this holy place.

It has been a full 10 months since our last report. Major actions include:

- exceeding our Partnership Campaign goal of $1.7 million
- shaping new business plans for Rock Point Camp, the Bishop Booth Conference Center and the Rock Point Commons which stewards the property
- continuing progress on capital improvements
- two new conservations easements held by Lake Champlain Land Trust, preserving 113.5 acres of Rock Point
It has been 10 months of many accomplishments and good progress in which new opportunities and challenges are shaping us. To cover the breadth briefly, we have listed them by category to show how we are working to implement the Rock Point Vision.

**Accomplishments**

**Partnership Campaign fund-raising:** exceeded our $1.7 million goal with $1,930,927 given and pledged to date from 172 donors: 103 individuals, 44 parishes and 25 foundations and other sources.

Projects funded previously by the Partnership Campaign include:
- Purchase of a 35-tracker solar orchard which benefit the environment and lowers energy costs
- New roofs for five camp cabins and two Bishop Booth Conference Center buildings
- Re-staining of all BBCC buildings
- New administrative leadership team providing executive and planning functions

Projects funded the past ten months by the Partnership Campaign include:
- Completion of phase one of the Rock Point Trails plan at Eagle Bay
- Work with Michael Crane on Camp and Conference Center business plans
- Startup of three programs with part-time volunteer coordination: Pollinator Meadow Docents, Trail Stewards and Conference Center Hosts. Seventeen have volunteered so far.
- Demolition of old maintenance garage to be replaced with a new farm-type maintenance building.

Partnership Campaign Projects that are underway or in development include:
- New house for Property Manager
- First steps on Bishop’s House repairs include re-pointing foundation and brick and rebuilding the back porch
- Study by Preservation Vermont to evaluate farm house and determine whether to save (and re-purpose) or demolish
- Replace outside wall in the dining room of the BBCC to improve comfort, save energy and address expensive maintenance costs of sliders and screens.

New Rock Point-Arms Forest Coalition Campaign of $916,000 for trails and public access is nearly completed:
- Coalition partners are Rock Point, the City of Burlington, the Department of Parks, Recreation and Waterfront, and The Lake Champlain Land Trust.
- At a press conference on July 21 the conservation of 113.5 acres of Rock Point, the joint management of Arms Forest and 20 acres of Rock Point east of the bike path, and the near completion of the Coalition Campaign was announced.
• Goals of guided public access, improved trails, and conservation of land will be funded. Rock Point trails, conservation easement funding, planning, and signage will benefit from another $490,000. A wide variety of public and private funds are devoted to this project. Funding comes from City Legacy Funds, Vermont Housing and Conservation Board, and private donors who care about land conservation and community.

New Friends of RP: Creates a 501(c)(3) to support Rock Point conservation and other initiatives, and another vehicle for fundraising after the completion of the Partnership Campaign and Rock Point-Arms Forest Coalition Campaign.

New partnerships and renewed partnerships include:
• CRAGVT manages a limited climbing program (one site) at Rock Point
• Crow’s Path Nature School continues to serve 80 families year-round on our property
• Burlington Area Community Gardens regenerated one large garden plot
• Isaac Bissell’s Microfarm@Rock Point produces vegetables gleaned by VT Food Bank
• Burlington Parks, Recreation and Waterfront continues rebuilding trails in our 20-acre conservation easement employing Vermont Youth Conservation Corps this summer
• Burlington Permaculture is hosting some workshops on site

Daily, yearly and group property passes, and income continue to grow.

New program begun by Rock Point Intentional Community
• Connected with the Northeast Wisdom network (following the lineage of Cynthia Bourgeault, an Episcopal priest and renowned teacher)
• Established two monthly Wisdom Practice Circles at Rock Point
• Founded and helped to plan and staff the first Rock Point Wisdom School in March with a second planned in November 2018
• Third year of The Rock Point Partners’ and Friends Newsletter: circulation includes all Mountain E-News recipients, those who obtain passes, Rock Point Camp alumni

Marketing: new Rock Point logo and website design completed: www.rockpointvt.org

Progress:
Pollinator Meadow and Demonstration Garden: Half the planned acreage repeatedly tilled,
overwintered and tilled again

- Ready for final cover crop and planting in the Spring of 2019
- Demonstration Garden planting design underway with nursery plantings in raised beds for Spring 2019 planting
- Four docent volunteers designing garden and public education plan for 2018-2019

**Finances: Proposal for funding the Commons submitted for discussion**

This proposal raises the issues of how to equitably share the costs of the common property. Up until now, the main contributions have come from the diocesan budget and the $500,000 in endowment funds. How do the Bishop Booth Conference Center, Rock Point School, Rock Point Camp and other users (through contributions and donations) adequately fund a budget that will provide good care for all the property by 2020?

**Exploring Opportunities**

Examples of our explorations include: expansion of volunteers’ programs, greater focus on marketing to grow occupancy rates of Camp and Conference Center, growing a Camp Alumni association to partner with Camp mission, and working with Lake Champlain Land Trust and Burlington Parks, Recreation and Waterfront on land stewardship projects.

**Engaging Challenges**

- Railroad Bridge repair or replacement: The City of Burlington is presently evaluating options of whether they replace or repair the bridge. Disruptions are a strong possibility.
- Increase endowment: $2 million-dollar goal from campaign needs to be kept before our communities and planned gifts encouraged. Presently we are generating endowment goals that will provide enough income to care for all buildings on the property.
- Public Access Management: Promoting Rock Point as “a welcoming sanctuary in the heart of Burlington.” We need to guide use and practices to preserve our sacred space. Rock Point is linked with a larger Burlington Wildways effort, an initiative devoted to these same goals.
- Possible Phase II for Partnership Campaign: As the business plans unfold, so will a clearer vision of what new (or remodeled) spaces we may need to host our ministries.

**Thanks**

Thanks to the involvement of so many people who care deeply about Rock Point, God, working in us, has accomplished great things. We are truly blessed and tremendously encouraged to see the progress on so many fronts. It reflects the depth of commitment to this sacred place of spiritual presence and encounter on behalf of the Rock Point Board, Bishop Ely, our Legacy Minister Ellen McCulloch-Lovell, and the Rock Point Staff who serve school, camp, conference center guests, the natural communities and the diocesan family, we give great and humble thanks for all your support. And thankful to God: “We thank you for setting us at tasks which
demand our best efforts, and for leading us to accomplishments which satisfy and delight us. (The Book of Common Prayer, p. 236)

We conclude with hearts full of praise: Glory to God whose power, working in us, can do infinitely more than we can ask or imagine: Glory to God from generation to generation in the Church, and in Christ Jesus for ever and ever. Amen.

Ephesians 3:20,2

Respectfully submitted on behalf of The Rock Point Board,

The Rev. Craig Smith, Rock Point Director of Operations and Program, ex officio
David McKay, Rock Point Director of Finance and Administration, ex officio

Rock Point Board Members: The Right Rev. Thomas Clark Ely, Bishop and President; Laurel Broughton, Diocesan Trustee representative and Vice-President; The Rev. Jackie Arbuckle, Deacon and Secretary; Shawn Bryan; Al Carpenter; Frank Guillot; and Robert Wright, The Rock Point Legacy Minister. Ellen Lovell,

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

BISHOP BOOTH CONFERENCE CENTER

Financial Snapshot
For the fiscal year ending December 31, 2017, the Bishop Booth Conference Center had revenue of $225,407 and expenses totaling $249,404 resulting in an operating deficit of $23,997. Most of the deficit ballooned because of unanticipated expenses in two categories: audit fees that cost $6000 more (300%) than projected, and maintenance expenses totaling $6,600 more (219%) than projected. Although the Conference Center did not meet its projected revenue goal of $253,572 for the year, it did post a respectable fourth quarter with revenues exceeding $87,900. October consistently remains the most robust month for revenue generation.

Facilities Improvements
The following improvements were completed between July 1, 2017 and June 30, 2018 using funds earmarked from the Partnership Campaign. All improvements enhance Conference Center aesthetics. The last item rectifies a critical safety issue for guests.

- Exterior staining of the three Conference Center buildings
- Renovation of one of two bathrooms on the second floor of Butterfield Hall-serving 4 of
17 guest rooms
- Reconstruction of the sidewalk between Butterfield Hall and Van Dyck House

An additional noteworthy improvement to the public visibility of the Bishop Booth Conference Center is the new website engineered by Communications Minister, Maurice Harris. Prospective clients now have the option of requesting lodging and meeting space through the website.

**Business Planning**
The Conference Center has been an integral participant in business planning for the future of Rock Point Commons in collaboration with consultant Michael Crane and the Rock Point Management Committee. A primary focus for the Conference Center is strategies to bridge the gap between actual revenues and optimal revenues.

Submitted by Tony Drapelick, Manager

**ROCK POINT CAMP REPORT**
2018 Camp Stories...

That day, our Morning Circle story was Archbishop Desmond Tutu's book *God's Dream*. We then sang "He's Got the Whole World in His Hands". Someone suggested we could also sing "She's got the whole world in her hands" which we did. Each person chose which pronoun to use. At the end of the song there was an impromptu conversation between two seven-year-olds as to the gender of God. Several joined in for an unexpected yet respectful and lively discussion about who God is!

At the end during our daily Closing Circle, we ask "What are you thankful for?" The twenty 5-10-year-olds answers include trees, pizza, family, Funyaks, dirt... Children can pass if they prefer to not answer. On this day, Emma (not her real name), chose to pass. As we said our good-byes for the day, Emma came up beside Sherry and whispered "Do you know what I'm thankful for? Holding Alice's hand today." Alice is one of our fabulous counselors. So, I asked Emma if she wanted to tell Alice herself. Shyly she said no but asked if I would. I assured her I would. "But wait until I've gone home" she said as she ran to meet her mother. By the look on Alice's face when she learned of Emma's story, she too knew deep gratitude for this beautiful gift of trust and connection.

Members of the Bishop Discernment and Nominating Committee Eric Davis, Maggie Thompson and Corrie Wilcox facilitated a listening session with the 25 Jr. High campers. The campers were asked what do they like about Rock Point Camp? Some of their answers include: *Community - it's like a family*; *Seeing old friends and making new friends*; *Funyaks on Lake Champlain*; *Adventure Hikes; Archery*; *We get to try something new every day*; *It’s like home away from home*; *Quiet times in the evening – for some campers, helps them connect with their spiritual lives*; *It gives me a chance to be someone I can't be at home or school*; *Get away from*
technology for a week; Camp gives us a chance to explore, to try new things, to learn lessons from this.

2018 Highlights

138 campers attended day and residential camps. 116 campers attended in 2017.

42% of our campers received scholarship support

Generous Financial Support from Grants & Donors Received! A) Alleluiafund grant in the amount of $11,000 made in 2017. B) An additional Alleluiafund $5,000 application request was received to help ensure the sustainability of RPC for the 2018 camp season. C) Grant of $1500 for scholarship support received from St. Stephen's, Middlebury Mission Giving committee. D) In direct support of registered campers $13,780 was given by faith communities, agencies and individuals. An additional $20,800 was given to support undesignated scholarships and operating expenses. Thank you! Rock Point Camp relies significantly on your generosity.

Third year of successful partnership with United Church of Christ "Horton Center Goes to Rock Point" camp. They run an overnight camp program while Rock Point runs our Day Camp II program. A match made in heaven!

New partnership between St. Paul's Cathedral, Chol Dhoor, Exec Dir, of the Sudanese Foundation of VT and Rock Point Camp. Scholarships were provided for 14 youth of the Sudanese community to attend summer camp at Rock Point.

New Program Volunteers: Jack Manning of Calvary, Underhill and The Classic Bike Experience brought Tinker Time to camp. Campers learned to use tools of all kinds and worked together to dismantle a lawnmower and snow blower to ultimately be recycled, reused or sold! Annie Caswell, of Kissed by Fire Creations and professional artist, lead campers in creating Peace/Prayer Flags and Spirit Dolls. Check out our Facebook page for photos. Skipper Wally Goode of Holy Trinity, Swanton took Sr. High and Intermediate campers sailing on his beautiful sail boat.

Winter Term & Capstone Project: Former camper and counselor Giselle Glaspie spent her winter and spring term with a focus on developing the camp sacred circles and nature spirituality morning programs.

Volunteer Alumni Association Co-Coordinators: Natalie Good and The Rev. Peter Carey have begun work to create a new Facebook page. If any of you have alumni association experience, let us know. We're starting from scratch.

Listening & Learning Circles - Parish visits: Invitations went out to thirteen parishes for camp director to preach and facilitate a sharing circle. Eight congregations accepted. The objective: (a) to meet one another, (b) hear the ways that Rock Point Camp is rooted in tradition and growing
in Love today, (c) listen and learn from alumni who share their stories of Rock Point, (d) provide a venue for free exchange of questions and answers, (e) share ways folks can be involved in support of our children, youth and alumni.

With Deep Gratitude:

The inspired and inspiring senior camp staff and counselors who dedicated their summer to love, know and value each, and every camper!

Parents, family and friends who entrust their children to us for a week or three!

Diocesan staff: Lynn Bates, Ann Carroll, Chuck Courcy, Tony Drapelick, Tom Ely, Maurice Harris, Michelle Sandul, Craig Smith

Rock Point Camp Ministry Team members Stu Anderson, Lisette Baxter, Paul Gratz, Jean Hancock and Peggy Mathauer

Volunteers: Lisette Baxter, Barbara Beaman, Mary Bronner-Behrendt, Natalie Goode, Bill Harman, Maggie King, Mitchie King, Roni Lesage, Peggy Mathauer, Margie Schacht. Apologies if I have missed someone!

Submitted by The Rev. Sherry Osborn, Camp Director

STANDING COMMITTEE REPORT

The Standing Committee, an elected body of four lay persons and four clergy persons, meets as needed either by teleconference or in person monthly. This body acts in concert with the Board of Trustees regarding diocesan property matters, it works with the Diocesan Commission on Ministry with persons seeking Candidacy and Ordination to the Diaconate and Priesthood with recommendations given to the Bishop, it consents to episcopal elections throughout The Episcopal Church, and it serves as a council of advice to the Bishop.

The Standing Committee gathered for business on these dates between July 1, 2017 – June 30, 2018:

July 18, 2017; September 19, 2017; October 17, 2017; November 13, 2017; November 27, 2017; January 8, 2018; January 25, 2018; February 5, 2018; February 26, 2018; May 14, 2018; June 5, 2018; June 11, 2018.

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

**Property Matters**
Concurred with the Trustees to sell the Red Door Academy and the Rectory of St. Luke’s Church, St. Albans, July 18, 2017.

Acted on a Quit Claim, Stephan C. Pratt and Susan D. Pratt, Whitting, Vermont, January 23, 2018

**The Ordination Process**
Concurred with the Diocesan Commission on Ministry to the ordination to the Priesthood of The Rev. Paul Moberly, July 18, 2017

Concurred with the Diocesan Commission on Ministry to the ordination of Veronica Travis as Diaconate (Priesthood), October 17, 2017

Concurred with the Diocesan Commission on Ministry to receive Kathleen Moore as Candidate for Holy Orders (Priesthood), June 11, 2018

Concurred with the Diocesan Commission on Ministry to the ordination of The Rev. Veronica Travis to the Priesthood, June 11, 2018.

**Consents to Episcopal Elections**
The Rev. Brian Cole, Bishop Diocesan, the Episcopal Diocese of East Tennessee, September-19, 2017


The Rev. Michael Buerkel Hunn, Bishop Diocesan of Rio Grande, June 11, 2018

The Rev. Kevin Nichols, Bishop Diocesan, Diocese of Bethlehem, June 11, 2018

**Other Actions**

The Rev. Richard R. Swanson was elected president of the Standing Committee, November 27, 2017

The Rev. Dr. Cn. Lee Alison Crawford was elected Secretary, November 27, 2017

Agreed to a Letter of Agreement with The Rev. Dr. Gary Butterworth to serve as the Consultant for the search for the XI th Bishop of Vermont, January 4, 2018

Appointed the Rev. Carole Wageman as Chaplain of the Bishop Discernment Process to work with the Standing Committee, BDNC, and Transition Committee, February 5, 2018

Appointed the Bishop Discernment and Nominating Committee on February 26, 2018: Maggie Thompson, Christ Church, Montpelier (Chair); Valerie Abrahamsen, St. Michael's, Brattleboro;
Eric Davis, St. Stephen's, Middlebury; Ann P. Guillot, Cathedral Church of St. Paul, Burlington; Jim Biernat, St. Mark's, Newport; Corrie Wilcox, Christ Church, Montpelier; The Rev. Christine Moseley, St. Mark's, Newport; The Rev. Scott Neal, St. Paul's, White River Junction; The Rev. Lisa Ransom, St. James, Woodstock; The Rev. John Miller, St. James, Arlington; The Rev. Zarina O'Hagin, St. John's in the Mountains, Stowe.


Respectfully submitted,

The Rev. Richard R. Swanson, President, 2017-2018

TREASURER’S REPORT

The Annual Convention in November 2016 approved a FY2017 budget for the Diocese of Vermont totaling $1,046,355 in revenues and expenses. The Convention also approved a plan developed by the “Funding Our Mission Task Force” that changed the structure for suggested contributions by congregations to the Diocesan budget, the source for over 80% of revenue.

The prior plan requested 15% of the operating budget of each parish as listed 2 years previously. The new plan established tiers of 10%, 11%, 13%, and 15% for parishes of different budget sizes, and based on the real-time operating budget for the current year. Thus 35 of 45 parishes would be expected to pay less than the previous year, the gap projected to be compensated by increased revenues.

By mid-year FY2017 it became apparent that a substantial shortfall in contributions would occur. The actual total operating revenues for the parishes fell substantially from 2015 to 2017 ($5.8M, $5.7M, $5.3M), both due to planned reductions in the use of invested equity and due to decreased pledges.

By year’s end, Mission Support from Congregations totaled $752,420 compared to the budget plan of $827,308, a shortfall of $74,888. Most of this deficit was made up through reductions in expenses in many parts of the Diocesan budget. A remaining deficit of $4,392 was filled by asking all parishes for an additional contribution based on their fraction of the total Mission Support pool, an average of $98 per congregation (range $2 - $403). A modified tier structure and a reduced Diocesan budget were planned for FY2018 based on this experience.
The Annual Convention in November 2017 ratified tiers of 11%, 13%, 15%, and 16% for congregations, and a Diocesan budget totaling $1,003,610 in revenues and expenses. After 6 months of FY2018 the balance of the revenues (94% of budget) and the expenses (95% of budget) show a slight deficit (-$5,613). Mission Support from Congregations totals $374,218 compared to a budget plan of $397,187, a shortfall of -$22,969. Most of this deficit is attributable to parishes that have not yet paid a full 6 months in contributions (17 of 45). It appears at mid-year that the Diocese will complete FY2018 with revenues and expenses reasonably balanced and without a large deficit.

Respectfully submitted,

Gerald S. Davis, MD
Treasurer, The Episcopal Church in Vermont

THE TRUSTEES OF THE DIOCESE OF VERMONT

The Board of Trustees of the Diocese of Vermont operates according to Canon 11 of the Constitutions and Canons of the Diocese of Vermont. The Trustees meet quarterly. In 2017-18, those meetings were held on September 7, 2017, December 7, 2017 (Annual and Regular Meeting), March 1, 2018, and June 7, 2018. A Special Meeting of the Trustees was held on July 13, 2017.

Report of the Real Estate Committee: According to Canon 10.1(b), title to real property of the Diocese shall be held by the Trustees, except otherwise directed by the Bishop and Standing Committee. The Real Estate Committee oversees all matters related to such property that is to come before the Trustees. In the past year, Quitclaim deeds for SPG lands were approved for properties in Essex and Essex Junction, Topsham, Worcester, Sheldon, Newfane, Middlebury, and Whiting. Various matters relating to the following properties were handled by the Committee during the year: St. Ann’s, Richford; Christ Church, Montpelier; St. Luke’s, St. Albans; and, Brookhaven School. Quarterly reports were received from the Rock Point Board regarding the Campaign for Rock Point as well as ongoing matters pertaining to the management of the property. At its December meeting, the Trustees adopted a Resolution approving the conveyance of a perpetual conservation easement for a 20-acre parcel of property at Rock Point to the Lake Champlain Land Trust.

Report of the Investment Committee: According to Canon 10.2(b), all funds other than operating funds, unless otherwise directed, shall be invested in the Diocesan Unit Trust Fund (DUT). The Investment Committee of the Trustees oversees the management of the Unit Fund, which includes accounts of the Diocese and many of its congregations and amounted to $26,791,955 as of June 30, 2018.
In 2016-17, the Trustees approved quarterly distributions from the DUT to investors at the rate of 1.25% of the average value of the Unit Fund for the preceding 12 calendar quarters, an annual rate of 5% of the average unit values. The distribution payment dates are the last days of the four calendar quarters of the year. The Investment Management team meets with the Committee every quarter and performance (Goal: 5% + CPI) continues to improve, exceeding goals, following the adoption of the revised socially responsive (ESG) Investment Policy in the spring of 2016. Quarterly Investment Reviews are posted to the Trustees Diocesan website (www.diovermont.org/trustees.php).

On September 14, 2017, the Trustees conducted a Diocesan-wide video-conference briefing for Unit Fund investors. The introductory Investor Briefing was followed on February 8, 2018, by an Annual Report to Investors presented by the Investment Managers. Both video-conferences were recorded and are available on the Diocesan website (www.diovermont.org/post.php?p=6679).

In response to a resolution regarding Water Justice presented by Deacons of the Diocese and subsequently approved by Diocesan Convention in November 2017, the Investment Committee reviewed the Unit Fund portfolio to ensure our investments are in conformance. Further, the chair of the Investment Committee followed up with members of the Corporate Social Responsibility Committee of the TEC Executive Committee as well as the Vermont Delegation to the 2018 General Convention, to encourage consideration of the Deacon’s resolution and concerns for Water Justice in the investments of the wider church.

Sarah Cowan, St. Paul’s, Vergennes, was elected Trustee for a seven-year term at Convention in November. Christopher Chapman, St. Michael’s, Bennington, was elected Trustee also at Convention to fulfill the unexpired term of Clark Anderson.

Respectfully submitted,

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

Trustees of the Diocese of Vermont 2017-2018:
Laurel Broughton (Clerk and Chair, Real Estate Committee); Albert Cicchetti (term ended November 2017); Sarah Cowan (Bishop’s appointment effective August 2017; elected November 2017); Christopher Chapman (elected November 2017 to unexpired term); Wallace Good (Treasurer and Chair, Investment Committee); Amy Hastings (President); The Rev. Stephen Reynes; Steven Smith
Ex officio: Bishop Thomas Ely
UNITED THANK OFFERING

What would happen if all people practiced gratitude for just a few minutes every day? How would that change the world? What if there was a way to help people learn to live a life of gratitude? And what if you and your parish could provide that opportunity? People often slip into an attitude of despair when they think about all the world’s troubles and how they, as just one person, can’t even begin to make a difference. But that is just plain wrong thinking! One person CAN make a difference. Living a life of gratitude not only changes the world, but it changes your own life to a healthier, happier one in closer relationship with God. The United Thank Offering is proof of that!

The United Thank Offering teaches participants how to live a life of gratitude and share that gratitude with others. Our Presiding Bishop exhorts us to live up to our Episcopal branch of *The Jesus Movement*, and through the United Thank Offering we can demonstrate our deep capacity for Christian love. The United Thank Offering fosters gratitude and giving by sharing your gifts with ministries through grants and scholarships. The cycle is simple: everyone has moments of “thank God!” Individual moments of gratitude are represented by coins or bills collected in the UTO Blue Boxes, which are gathered at parish in-gatherings. The money collected at in-gatherings makes its way to the United Thank Offering where 100% of it is used to provide grants for ministries around the world, for young adult missions, and for Episcopal seminarian scholarships.

In the Diocese of Vermont in 2018, Jack Karn won a Young Adults grant for $2,500 to foster a new generation of peacebuilders in the Holy Land. This project requested and received support from United Thank Offering to help establish two in-school leadership and peacebuilding programs for youth and their families at Christ Anglican School of Nazareth, Israel and St. John’s Anglican School of Haifa, Israel.

Despite Vermont’s recent awards from the United Thank Offering (Rock Point’s grant in 2016 and Jack Karn’s grant in 2017), 2017 saw the fewest number of parishes participating in the United Thank Offering than ever before. Only five congregations made UTO offerings that amounted to less than $2,000. The trend over this last triennial has shown a marked decline in giving:

- 2015 - $5,340.74
- 2016 - $2,613.22
- 2017 - $1,888.10

To be sure, it is not that members of the Episcopal Church in Vermont are without gratitude; neither does giving to the United Thank Offering reflect that gratitude. Yet it is true that using the UTO as a method for sharing that gratitude can greatly improve our general outlook in
Vermont. If you or your parish would like to learn how the UTO and living a life of gratitude can enhance our lives as loving Christians, please contact Wendy Grace, the Diocese of Vermont’s UTO Coordinator at office@trinitychurchrutland.org or 802-775-4368. She would be happy to arrange a visit to your congregation.

THE EPISCOPAL HOSPITAL CHAPLAINCY

The Episcopal Hospital Chaplaincy (EHC) at the Dartmouth Hitchcock Medical Center (DHMC) is a partnership ministry of the Episcopal Church in New Hampshire and Vermont. The mission of the Chaplaincy is to “provide the services of an Episcopal Chaplain to hospitalized patients and their families, to provide the presence of the Episcopal Church in medical facilities, and to increase public awareness of the importance and usefulness of chaplaincy work.” EHC carries out its mission by providing an ordained and experienced Episcopal priest as Chaplain to DHMC.

The current Chaplain, the Rev. James C. Ransom, provided the following statistics about his ministry in 2017. The Chaplain visited Episcopal patients at DHMC on 134 days, giving 408.5 hours to the ministry. He visited 371 individuals, making 687 visits. Episcopal patients came from 63 towns and villages in New Hampshire and 58 in Vermont, as well as from other states, Canada, and places as far away as Bermuda and several African nations. As part of his pastoral ministry, the Chaplain extends to patients the Sacramental Ministry of the Church: Holy Communion, the Laying on of Hands and Anointing of the Sick, the Reconciliation of a Penitent, as well as Thanksgiving for the Birth of the Child and Ministry at the Time of Death. If you become a patient at DHMC, please register at admission as an Episcopalian. You may contact the Chaplain directly by telephone (603-526-4869) or by email (ransom.james.c@gmail.com). The Chaplain ministers as a colleague with the clergy in congregations in Vermont, New Hampshire, and beyond, enhancing the pastoral care of the bishops and clergy as a sign and instrument of God’s healing compassion and grace.

The Episcopal Hospital Chaplaincy was incorporated in 1995 and is exempt under Section 501(a) of the Internal Revenue Code as an organization described in Section 501(c)(3) of the Code. The Board of Directors is currently composed of five clergy and lay Directors from parishes in Vermont and New Hampshire. Jane Masters of St. Thomas’ Church, Hanover, NH is President of the Board, and can be contacted at the Chaplaincy’s address c/o St. Thomas’ Episcopal Church, 9 Wheelock Street, Hanover, NH 03755. Other Directors include John S Barrett of St. Barnabas’ Church, Norwich, VT; Elizabeth M. Lowell of St. Andrew’s Church, New London, NH; James C. Bays, of St. Thomas’ Church, Hanover, NH; and the Rev. Mark Preece, Rector of St. Martin of Tours Church, Fairlee, VT. The Chaplaincy has a budget of $20,000 and is financially dependent on the generous gifts of the bishops, clergy, and congregations of the two dioceses, and individuals who value the ministry. Your contributions
are welcome and appreciated, and may be sent to the Treasurer, James C. Bays, at the address given above. Checks should be made out to “Episcopal Hospital Chaplaincy.”

PROVINCIAL SYNOD

Province 1 consists of all seven of the New England dioceses of the Episcopal Church. The Mission of Province 1 is to further the work of and deepen relationships in the Episcopal Church in New England. The Province accomplishes this by coordinating the interdependent ministries of its seven dioceses in a spirit of mutual responsibility. The ministry networks supported by Province 1 are: Diaconal Ministry, Exploring Diversity & Nurturing Cultural Competency, Faith Formation, Stewardship of Creation, Campus Ministry, Spiritual Direction/Spiritual Directors, Evangelism, All Our Children, and Seed Money for Growing God’s Mission. Province 1 sponsors various webinars and physical gatherings all year long in the various mission areas. A calendar of events is available on the Province 1 website https://www.province1.org/. The major gathering of Province 1 is the Spring Synod Meeting which is summarized below.

Provincial Spring Synod Meeting and General Convention Orientation held April 7, 2018 at All Saints Episcopal Church, Worcester, MA.

Bishop Steven Lane opened the 2018 SPRING PROVINCIAL SYNOD at 10 am.

Offered a reading from Genesis (Abraham wandering in the desert) and reflections as outgoing President of the Synod.

- Navigating Change
- Province I is a bit of an exception to other provinces as we benefit from a close geography, culturally we are all New Englanders, and Networks are emerging
- Funding is no longer coming from TEC but by diocesan contributions starting in 2018 and some small fees associated with programs
- The province has utilized well web and video resources to maintain communications and programs
- Bishop Lane’s term is over, and Kit Wang VP will move to President
- Province I has been flexible and creative and will likely continue to serve well

Treasurer Report

- Budget for 2018 is $98,528 with modest reserves, $20,000 is used for Province Programs ($7,000) and Sowing Seeds Grants ($13,000)
- Most of the balance is for office, staff, social justice advocacy, and communication

Executive Director Report – Julie Little
Julie began with the priorities of the Province which since 2013 are:

1) Offer a Prophetic Voice/Be Social Witnesses,
2) Support Communities of Practice as they emerge, and
3) Provide Resources (Sowing Seeds grants, web conferencing, educational offerings, and personnel).

Julie then provided highlights of the many activities supported by the province including eFormation Bootcamp, Faith Formation Connect, River of Life Pilgrimage, Godly Play Outside the Box, Preparing for General Convention and the initiation of the Task Force on Small Churches

**Executive Council Report – Tanya Wallace**
Tanya summarized how the Executive Council operates as the Board of Directors for TEC. Tanya’s area of focus has been Local Mission and Ministry Grant. Most significant change in focus is from the Five Marks of Mission to the three pillars of The Jesus Movement – Evangelism, Reconciliation and Creation Care.

**Spring Elections**
Kit Wang moved from Vice President to President, Bishop Ian Douglas is Vice President and Aaron Perkins of Maine is elected Clergy Rep to TEC Executive Council to succeed Tanya Wallace. At present there is no treasurer for the Province.

**Resolutions from Province and Dioceses to go to General Convention – All passed**
- Calling all Dioceses and Parishes to Respond to Opioid Epidemic – Team of Provincial representatives drafted, Heidi Shott and John Hennessey presented
- Amending Parochial Report (to include energy usage on all Church property)) – presented by Steve MacAusland
- Safeguarding the Rights of Palestinian Children – presented by Heidi Shott

**General Convention Orientation – Ian Douglas MC**
- Introduction of Michael Hunn (Canon to the Presiding Bishop) and Greetings from the Presiding Bishop
- Steve Lane – PB&F video and Q/A
- Panel – Gay Jennings and Michael Barlow
- Questions and Responses
The obvious routine activities of sorting and filing old and new records and documents and, answering a variety of questions about the history and activities of the Diocese, its members, and former congregations, have continued for this year.

In reviewing all these activities, these are the most significant:

- The enthusiasm of two members of Christ Church, Montpelier, as they began their plans for the celebration of the 150th anniversary of their building’s consecration by researching the Church records and holdings in our Archives. During their research, they were surprised to discover that this festive day also included a parade through downtown Montpelier, the consecration of William Henry Augustus Bissell as Bishop Hopkins' successor, and the meeting of the Annual Diocesan Convention. Not only did they take copious notes, they borrowed several photographs to be included in an historic display.

- The discovery of a certified list which includes the charter dates and number of shares in each of the original Vermont towns chartered by Governor Benning Wentworth between 1749-1764. Dated and Compiled by J. D. Lyman, New Hampshire's Secretary of State, it should replace once and for all the various incomplete lists and end all discussions concerning the number of towns which he chartered during this time.

- The beginning of a conscious effort toward ending the assumption that the Royalty Dague 54 Lease's income is derived from an SPG parcel located in Washington County, Pennsylvania. Although our extensive research of the various lists of gifts and property received by the Trustees has found no documentation of the origin and purpose of this "gift," initial indications are that this income is a royalty from the sale of oil or gas from a well owned by a small firm located in southwestern Pennsylvania's Washington County.

- The review of the holdings of the Archives and their appropriateness to the its mission will continue to completion. An immediate result will be the elimination of duplicate copies which will create more space in the vault and other storage areas.

Once again, I extend my appreciation for the assistance of Alice Van Buren especially in the review of our holdings.

Respectfully submitted,

Elizabeth E. Allison
CONVENTION JOURNAL

BISHOP’S ADDRESS TO CONVENTION

In the Bible we read: "There is a time for everything, and a season for every activity under the heavens." (Ecclesiastes 3:1) On April 28, 2001, when I was ordained and consecrated as the 10th Bishop of the Episcopal Diocese of Vermont, little did I know that today would be the time for offering my final Convention Address to the people of the Episcopal Church in Vermont, who I love and cherish. But it is that time and it is that season. I am grateful for all the times and all the seasons in which we have ministered together in the service of God's reconciling mission.

At the risk of being too nostalgic, I thought a fitting and interesting way to begin this Convention Address would be to look back upon our life and ministry together through the lens of the Diocesan Conventions we have shared. Let’s see how many you remember.

The journey begins in 2001 when the theme was "Living the Covenant:" The covenant was, not surprisingly, the Baptismal Covenant, where I sought to rehearse and deepen our understanding and experience of Baptismal Ministry and Baptismal Living in our common life. We gathered in Convention that year in the wake of the 9-11 tragedy, and shortly after the gathering of the House of Bishops in this very hotel.

The following year we gathered around the title "Wade in the Water: Living more fully into our Baptismal Covenant." That year also saw the US invasion of Afghanistan.

2003 brought the Right Reverend Barbara Harris to Vermont. "Engaging God's Mission" was the theme that year, and upon which we have built ever since. By way of reminder, that was also the year of the Space Shuttle Columbia disaster, Bishop Gene Robinson's consecration, and the year of Saddam Hussein's capture.

In 2004, "Stewards of God's Mission" was our theme, with Bishop Margaret Payne joining us. It was then that we launched the Diocesan Strategic Plan for Growth and Ministry. That year we also saw increased tension in the Anglican Communion and the publication of the Windsor Report. Mark Zuckerberg launched Facebook from his Harvard dormitory room that year, and Massachusetts became the first State to legalize same-sex marriage.

In 2005, we gathered at the Lake Morey Inn for a lively Convention focused on Global Mission. Bishop Martin Barahona, Bishop of El Salvador, was our Convention preacher. This Convention featured global ministry workshops, highlighting global connections to our ministries here in Vermont. You will recall, this Convention came on the heels of Hurricane
Katrina, which devastated much of the US Gulf Coast from Louisiana to the Florida Panhandle.

We returned to Burlington in 2006 and focused on "Connecting Communities." The Very Reverend David duPlantier, Dean of Christ Church Cathedral in New Orleans, joined us and we celebrated our connections with our own Cathedral here in Burlington. That was also the year in which Bishop Katharine Jefferts-Schori was elected and installed as the 261 Presiding Bishop of the Episcopal Church.

The following year, the year of my Sabbatical which took me to South Sudan and El Salvador, we welcomed the new Presiding Bishop to Vermont with the theme "What One Can Do: Changing the World." Bishop Jefferts-Schori keynoted a Community Forum on Global Reconciliation at UVM's Ira Allen Chapel. That was also the year in which we celebrated the 175th Anniversary of the Diocese of Vermont.

In 2008, Vermonter Bill McKibben joined us for our Convention in Rutland, addressing the theme "Tending God's World, NOW!" He inspired us, inviting us to recommit ourselves to actively caring for creation. I announced the creation of a Task Force to study and plan for what it will take to bring renewable energy projects to Rock Point and to make Rock Point a model of energy conservation and efficiency. That initiative led to the Solar Orchard that now provides all the electricity consumed on Rock Point. We also welcomed Bishop Mary Adelia McLeod back to Vermont as our preacher for the conclusion of our 175 Anniversary celebration.

Using "local talent" from the Episcopal Church in Vermont, in 2009 we engaged the theme "Formed for Ministry: Transforming Our Culture." Our Ministry Fairs and Convention featured workshops focused on formation with children and youth, stories of transformation in Vermont, formation around social justice issues and the importance of spiritual practices as part of our Christian formation. That was also the year Marriage Equality became the law in Vermont.

In 2010 we welcomed the Rev. Emily Scott, from Saint Lydia's in Manhattan, for our theme "Praying Our Life, Living Our Prayer." She introduced us to the concept of Dinner Eucharist, and we experienced that model during our Convention Banquet. That year, we faced the need to scale back our diocesan Ministry Support Team, even as many congregations faced similar realities due to the economic crisis and its impact on so many in our country. This was also the year of the massive Earthquake in Haiti, which led to a generous financial response from the people of our diocese.

We held two Conventions in 2011, both around the theme "I Love to Tell the Story." The first, in June that year, featured the Reverend Anthony B. Robinson, Author of Changing the Conversation: A Third Way for Congregations, a book that many of us read and discussed in our local congregations. This was also the Convention during which we determined that it
was not the right time to move forward with a major Capital Campaign, but instead to focus on some internal concerns.

The second Convention in 2011, was our Annual Diocesan Convention, with the continuing theme, "I Love to Tell the Story." Bonnie Anderson, President of the House of Deputies of The Episcopal Church, was our special guest. During this Convention, we presented President Anderson with more than $34,000 for the Episcopal Church Relief effort in Haiti from the congregations of this diocese. That was right on the heels of Tropical Storm Irene, which hit Vermont on August 28, and which propelled us into some of the most intense and meaningful ministry response during my years as your bishop.

Bishop Michael Curry was our Convention speaker the following year in 2012. Our theme was, "What About Jesus?" Bishop Curry lead a preaching workshop on Friday morning and a forum on discipleship Friday afternoon. He then preached a rousing sermon on Saturday and spent time with the youth of our diocese at Rock Point. Little did we know that three years later he would be serving as our Presiding Bishop and the "Jesus Movement" would be front and center in the life of The Episcopal Church, just as it was that weekend in Burlington! Sadly, 2012 was also the year in which we saw the devastation of Superstorm Sandy and witnessed the tragedy of gun violence at Sandy Hook Elementary School.

The next year, our Convention focused on a new initiative called "Stirrings of the Spirit." The Reverend Tom Brackett joined us for this Convention and Ana Hernandez led us in song throughout the weekend. The Stirrings of the Spirit initiative launched some wonderful and creative ministries throughout the Episcopal Church in Vermont, several of which continue today. 2013 was also the year Pope Francis was elected! Another Stirring of the Spirit?

In 2014, I returned from my second sabbatical to welcome Bishop Ian Douglas as our Convention guest for our gathering at Jay Peak. The theme was "Equipped for the Journey: Formation for Mission." This Convention featured great workshops focused on how best to engage in God's Mission here in Vermont. This was also the Convention when we arrived in warm sunshine and left in sleeting, freezing snow!

In 2015 the Reverend Gay Clark Jennings, President of the House of Deputies, joined as our Convention guest, and she helped us be "Jazzed About God's Mission." That was the Convention during which we focused attention on three topics: local mission approaches, how we fund our mission, and the future of Rock Point; all three of which figure prominently in our mission today.

In 2016, we welcomed the Reverend Becca Stevens and her colleagues from Thistle Farms under the theme, "Love Heals." We also heard from many Vermont agencies engaged in the work of healing broken lives. The Most Rev. Christopher J. Coyne brought greetings from the Roman Catholic Diocese of Burlington and the inspiring artwork of Janet McKenzie.
was on display throughout the Cathedral. This was also the year that our newest grandchild, Madelyn, was born two days before the Convention, and you saw this newborn picture of her in grandpa's arms.

Then last year, at Jackson Gore, in Ludlow, Vermont, Donna Hicks shared Convention with us as we explored the theme: "Declare Dignity." She reminded us that every small act of dignity can make a huge difference! This Convention featured a dignity focused Exposition of various ministries and organizations.

Now, this year, we have greeted the Reverend Stephanie Spellers, along with her colleagues, Jeremy Tackett and The Reverend Fred Vergara, to help us explore the topic of Evangelism through the theme: "Go Tell it on the Mountains: Evangelism Vermont-Style. I like this theme because it is forward-looking, and I am very grateful to our Vermont Green Mountain Witness Team, led by the Reverend Titus Pressler, for all they have done and are continuing to do to keep this theme before us in the months and years ahead. I'll say more about this later in my Address.

Well, that’s quite a journey through time and the years of our ministry together. I hope you can appreciate, as I do, how these years of missional engagement and exploration have shaped us, inspired us and strengthened us for our common life and mission as the Episcopal Church in Vermont. For me, it has been a delightful and meaningful journey. It has bought great pleasure to my life and ministry, as well as a more senior look to my appearance.

So, as Carol Burnett used to say, "I'm so glad we had this time together."

Moving from a rehearsal of our shared history, I now want to say a few words about the people with whom it has been my privilege to share this common life and mission. One of the great joys of this ministry has been the opportunity to meet so many people and to work closely with so many of you at the local, diocesan and wider-church levels. I can't name everyone by name, so this slide is the best way to express the deep thanks from my heart to all with whom I have had the pleasure of sharing in ministry here in Vermont, including all the Committees, Commissions, Boards, Wardens, Vestries, and countless parishioners whom I have met over these past 17+ years. Here, I also and especially include the talented women and men who serve and have served as members of the diocesan Ministry Support Team over the years. What a privilege it has been to work with such wonderful and dedicated colleagues.

It is a real blessing to recall the many lives which have intersected with mine over the years of my episcopate. There are those I have baptized, confirmed, received, ordained, commissioned, or with whom I have simply shaken hands, exchanged greetings, or shared a meal with during my Visitations. "Thank you" seems an inadequate expression, but these are the only words that can express the gratitude I feel in my heart and soul today.
That said, there are three people who I do want to single out and name in gratitude for their collegiality and ministry. These three people have been with me as partners all the years of my episcopal ministry, and each in their own way has helped shape and supported my ministry as your bishop.

First, the source of incredible historical knowledge, who offers her ministry as our volunteer Historiographer and Registrar, is Elizabeth Allison. Beside knowing where all the bodies are buried, literally and figuratively, Elizabeth is always at the ready to provide historical information about the Episcopal Church in Vermont (and beyond) to me and to anyone who reaches out to her for help. I never worry about "fake news" when dealing with Elizabeth. She is all about the facts but is also quite willing to provide colorful commentary on our history. I don't think she is here today but thank you Elizabeth for sharing this journey with me.

Second, when I went to the new Bishop’s orientation (some call this baby bishops school) one of the points that was emphasized repeatedly was to make sure you have and maintain a good relationship with your Chancellor. Thank God, I was blessed to inherit someone I consider to be the best Chancellor in the Episcopal Church, Thomas A. Little, Esquire. Tom has served me and this Diocese with incredible generosity and wisdom for over 20 years. Tom, few, if any, know better than I what a blessing your friendship, ministry and devotion to service means to the Episcopal Church in Vermont. Thank you!

You all probably know who I am going to name as the third person in this trinity of colleagues with whom I have shared ministry every day of my episcopate. My only regret is that Canon Lynn Bates is not here in person to hear these words, although I think she may be watching online from home, with Marley. As with Elizabeth and Tom, I "inherited" Lynn upon my election and arrival as your bishop, and gladly so!

Each of these three are precious gifts in their own way, but Lynn is the gift that just keeps on giving as we share the close day to day ministry relationship that bishops have with their Canon to the Ordinary. Lynn is my trusted colleague, confidant and friend. Our gifts complement each other well and, in this ministry, I count on her like I count on no one else (except perhaps God, and that might be a tie) for wisdom, strength, inspiration and a kick in the pants when I need it.

As most of you know, Lynn is currently on sabbatical, a sabbatical that got off to a rough start with her hospitalization in Nova Scotia. She is at home now, resting and awaiting further consultations with her doctors, and still planning to engage some of the continuing education segments of her sabbatical. She sends her best, and I know we send our love and prayers back to her.

The final topic to which I turn in this Convention Address is the current and future mission of the Episcopal Church in Vermont. While I am still very much "at work" as your bishop, it is not really my place at this point in my ministry to talk much about the future focus and
direction of the Episcopal Church in Vermont, although I continue to believe that there is much
to celebrate and much important ministry ahead for this great diocese.

I think the Profile for the next Bishop of Vermont does a good job of laying out current
realities and challenges. I commend the work of the Bishop Discernment and Nominating
Committee and the Standing Committee, and especially the listening process that was so key
to this work. We will hear more from them and the Episcopal Transition Committee later in
this Convention.

Part of what I do think we must celebrate is the success of the Partnership Campaign for Rock
Point. Here, I want to give a huge shout out to Ellen McCulloch-Lovel, who served as our
Legacy Minister for this effort. Without her leadership and guidance, I would not be standing
before you today reporting that we have exceeded our $1.7 million-dollar goal, by over
$250,000 and are closing in on the $2 million-dollar mark. Ellen is not here today, but later
we will have the opportunity to express our thanks to her with one of our courtesy resolutions.
Her ministry among us has been phenomenal.

Of course, Ellen was not alone in this effort. Yes, I spent a considerable amount of time
focused on this work, but I did so alongside the Rock Point Board, the Campaign
Advisory Committee, the Trustees of the Diocese, the members of the diocesan Ministry
Support Team, the Diocesan Council and many volunteers, as well as all the generous donors
and the participation by 44 of our congregations in the Parish phase of the Partnership
Campaign we called "Upon This Rock." While there is still much to do as we build upon this
investment, the future of Rock Point is far more secure now, for which I give thanks to God
and to all of you who have made this possible. I also give thanks for the ministries of Craig
Smith, David McKay, Chuck Courcy, Tony Drapelick, Sherry Osborne and the Rock Point
Camp Staff, Michelle Sandul, C.J. Spirito and the staff of Rock Point School, who all serve
Rock Point so well.

I want to celebrate something else that I've experienced in our faith communities, especially as
I have been extending my visitation cycle to include weekdays. That something is a vitality
for mission and ministry, both in terms of in-reach and outreach. The Episcopal Church in
Vermont is filled with caring, loving, generous, faithful people who strive to live the Jesus
life that springs forth from baptism and a commitment to our baptismal vows. My experience
is that you strive to witness to, and share deeply in, that loving, liberating and life-giving
reconciling mission of God that our Presiding Bishop has identified for us as the work of the
Episcopal Church branch of the Jesus Movement. This vitality is real and very much alive and
evident in ministries from prayer and meditation, to engaging adult formation, to missional
connections in local communities, to generous use of your buildings and the generous offerings
of your time, talent and treasure. Thank you for that witness!
At the same time, I am mindful of the uncertainty many feel. Uncertainty about money and budgets; uncertainty about the human capacity needed to continue with structures and programs as they now exist; uncertainty about the number of members and worshippers in our churches, and uncertainty about our capacity to thrive amidst changing ecclesiastical and secular landscapes. I share those uncertainties, but I think the vitality I see is far more indicative of the missional spirit of the people of our diocese. It is on you and that vitality and commitment to mission that I rest my hope.

The final thing I want to celebrate in this Address is the theme of this Convention and its significance to our present and future common life in Christ - Evangelism. During this time together, we have heard from the Reverend Canon Stephanie Spellers, Canon to the Presiding Bishop for Evangelism, Reconciliation and Stewardship of Creation, the workshop leaders, including Jeremy Tackett (Digital Evangelist for the Episcopal Church), Fred Vergara (Missioner for Asia America Ministries of the Episcopal Church) and members of our Vermont Green Mountain Witness Team, about the importance of re-claiming evangelism as part of our charism as people of faith. For too long, we have let others define evangelism, and many have done so in ways that make many of us cringe and want to avoid using the "E" word all together.

Hopefully, this Convention has renewed in us the confidence we need to claim the promise of evangelism that is part of our Baptismal Covenant: "Will you by word and example proclaim the Good News of God in Christ?" When we answer this question with the words, "I will, with God's help," we are placing ourselves squarely in the middle of the story of God's great love for us - the Gospel - the Good News story of Jesus Christ. My hope is that we are open to sharing our story, open to listening to the story of others and then seeking connections in those life stories to God's story of reconciling love and dignity for all.

Our Convention theme is "Go Tell it on the Mountains: Evangelism Vermont Style." Ask yourselves what it means for you and for how you will bring this theme back into the life of your local faith community and your individual ministries of witness. Trust me, I will be watching, and hopefully sharing in this work in a new way as Ann and I make our way to Newfane and the next season in our lives, ever grateful for the many ways you have welcomed us into your lives and ministries.

If we all embrace the gifts we have been given in this Convention, I know there is promise for our own transformation and power for the next chapter in the transformation of the Episcopal Church in Vermont. That will be a wonderful gift to our next bishop.

"There is a time for everything, and a season for every activity under the heavens." Living into the fullness of our baptismal identity and ministry has been the focus of my entire ordained ministry and particularly here in Vermont as your Bishop. You have blessed me with the honor of this office in which I have been privileged to proclaim this foundational..."
understanding of our life as disciples of Jesus Christ. For that gift and the gifts of your confidence, love, respect, forgiveness and forbearance, I can only, and from the depth of my heart, say thank you, thank you, thank you.

©The Right Reverend Thomas C. Ely, Bishop of Vermont

MINUTES OF THE 218TH CONVENTION OF THE EPISCOPAL CHURCH IN VERMONT
BEING THE 175TH ANNUAL CONVENTION OF THE DIOCESE OF VERMONT

Saturday, October 27, 2018

8:30 a.m. Holy Eucharist

At 10:00 a.m. Bishop Ely called to order the 218th Convention of the Episcopal Church in Vermont, being the 176th Annual Convention of the Diocese of Vermont.

Establishment of a Quorum
As of 9:45 a.m. the Chair of the Credentials Committee, the Rev. Lisette Baxter, reported that 40 of 45 congregations were represented and 55 of 78 eligible canonically resident clergy were present. A quorum was established.

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

Prayer for a Convention #12, BCP, page 818

Bishop’s Address

Bishop Ely’s address was titled “There is a time for everything, and a season for every activity under the heavens.” In Bishop Ely’s final address, he looked back at the Episcopal Church’s life and ministry over the eighteen years of his episcopate. He further expressed his love for the people of the Diocese he has visited over the past eighteen years and his gratitude for the people who worked with him all 18 years of his episcopate: Elizabeth Allison, the church’s historiographer and registrar; Thomas Little, the Chancellor for the Diocese; and Lynn Bates, Canon to the Ordinary. He finished with a look at what the future may bring as we embrace the theme of this Convention—Evangelism. The Bishop’s address, in its entirety, can be found on the Diocesan website.
The Bishop introduced those sitting at the head table:
   Chancellor and Parliamentarian, Thomas A. Little
   Secretary of Convention, Joshua Cheney
   Recording Secretary, Susyn Dees

Election of Secretary of Convention and Recording Secretary
The Bishop called for a motion to elect Joshua Cheney (All Saints, South Burlington) as Secretary of Convention and Susyn Dees (St. Andrew’s, Colchester) as Recording Secretary. The motion was made, seconded, and approved by voice vote.

The Bishop shared the following clergy transitions:
The Rev. Veronika Travis was ordained as a transitional deacon on December 17, 2017. She was ordained a priest on September 26, 2018. She is serving at St. Luke’s Church in Alexandria, VA.


The Rev. John Miller was called to serve as Interim Rector at St. James, Arlington, effective January 1, 2018.

The Rev. Lisette Baxter retired and resigned as Rector of St. Andrew’s Church, Colchester, effective January 31, 2018.

The Rev. Angela Emerson was called to serve as Interim Priest at St. John’s, Randolph, effective February 1, 2018.

The Rev. John Perry was called to serve as Rector of St. John the Baptist, Hardwick, effective June 1, 2018.

The Rev. Robert Leopold was called to serve as Interim Priest at St. Andrew’s, Colchester, effective July 1, 2018. Bob and his wife Lisa became parents on Sunday night, October 21—Robert Woodward Leopold, called “Woody.”

The Very Rev. Jeanne Finan retired and resigned as Rector and Dean of The Cathedral Church of St. Paul, effective September 30, 2018.


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

A prayer for clergy who have died in the past year was offered.
The Rev. Congreve Quinby, licensed clergy, died on June 14, 2018. And any other clergy or laity who died this past year.

A motion was made, seconded, and passed to grant courtesy seats to licensed clergy serving congregations in order that they may sit with their delegates.

Diocesan Communications Minister Maurice Harris was recognized by Bishop Ely for his work on the pre-convention website.

Secretary of Convention Joshua Cheney reviewed the proposed order of business as follows:
1. Nominations and Elections
   Mission District Council Elections
2. Canons Committee Report and Resolution
3. The Trustees of the Diocese
4. Episcopal Transition Report
5. Diocesan Treasurer Report—Dr. Gerry Davis
6. Resolutions:
   • Resolution Regarding the FY2019 Budget and Alleluia Fund
   • A Resolution Establishing Minimum Clergy Compensation for 2019
7. Other Reports: Rock Point Camp, Rock Point School, Disaster Preparedness
8. Brookhaven Annual Meeting
9. Other Resolutions
   • Application of the Leahy Laws to Israel
   • Freedom of Speech and the Right to Boycott
   • Regarding Israeli Occupation of Palestinian Lands and Israel’s Apartheid Policies toward Palestinian People
   • A Resolution for a Financially Sound Future
10. Bishop’s Appointments
11. Courtesy Resolutions
12. 2018 Convention Minutes
13. General Convention Resolutions referred to Diocesan Council
14. Final Announcements
15. Blessing and Dismissal
Other presentations and reports as may come up throughout the day.

Rules of Order
The Rules of Order for the Diocesan Convention were made available by the Secretary of Convention and made available on the website. The motion was made, seconded and passed to approve the Rules of Order as distributed.
Appointment of Tellers
Bishop Ely appointed the tellers for this Convention, Head Teller Chuck Bongiorno, Cathy Dohen, Jamison Dunne, Ann Guillot, Frank Guillot, Jennifer Knowles, Linda Maloney, Kathleen Moore, and Chad Wohlers.

Chuck reviewed voting procedures, including voice voting, voting using red and green cards, and paper balloting.

Written Reports
Secretary of Convention Joshua Cheney reminded Convention participants that written reports are in the Pre-Convention Journal. The motion was made, seconded and approved to accept the written reports as filed.

Legislative Process
Chancellor Thomas Little reviewed the guidelines for discussion on the budget and resolutions. There were no additional resolutions to be considered.

Nominating Committee Report
The Rev. Lisette Baxter, Chair, reported on behalf of the Nominating Committee. The motion was made, seconded, and approved to close nominations at the conclusion of her report. The motion was made, seconded and approved to cast one ballot for the uncontested nominees. There was one election between the Rev. Jennie Anderson and the Rev. Susan McGarry for a 4-year term on the Standing Committee, which was voted on by paper ballot. The election results were as follows:

FINANCIAL OVERSIGHT AND AUDIT COMMITTEE
   Elected to complete a 2-year term to 2020
       Laura Buel

ROCK POINT BOARD
   Elected to a 3-year term to 2021
       Robert Wright

ROCK POINT SCHOOL TRUSTEES
   Elected to 3-year terms to 2021
       Dr. Ronald Chesbrough
       The Rev. Kathy Hartman

STANDING COMMITTEE
   Elected to complete a 3-year term to 2021
The Rev. Kim Hardy  
Elected to a 4-year term to 2022  
The Rev. Jennie Anderson

TITLE IV DISCIPLINARY BOARD  
Elected to 1-year terms to 2019  
Ann Cooper  
John Hartman  
The Rev. Mark Preece

TRUSTEES OF THE DIOCESE  
Elected to a seven-year term to 2025  
Ellen McCulloch-Lovell

Mission District Council Elections  
The Bishop recognized current and retiring Council representatives and called for the election of new Council Representatives by Mission District:

MISSION DISTRICT 1  
Current representatives:  
The Rev. Rob Spainhour (Holy Trinity, Swanton), 1st term expires 2019  
Edith Hawksworth (St. Matthew’s, Enosburg Falls), 1st term expires 2020  
Retiring representative:  
Rick Taylor (St. Andrew’s, Colchester)  
Elected representative:  
Alice Daley (St. Andrew’s, Colchester), 1st term expires 2021

MISSION DISTRICT 2  
Current representatives:  
Marjorie Strong (Church of the Good Shepherd, Barre), 1st term expires 2019  
The Rev. Paul Habersang (Christ Church, Montpelier), 1st term expires 2020  
Reelected representative:  
Jean Wilson (St. Mark’s, Newport), 2nd term expires 2021

MISSION DISTRICT 3  
Current representatives:  
Barbara Johnson (St. James, Woodstock), 1st term expires 2019  
The Rev. Kathy Hartman (Christ Church, Bethel), 1st term expires 2020  
Reelected representative:  
The Rev. Mark Preece (St. Martin’s, Fairlee), 2nd term expires 2021

MISSION DISTRICT 4  
Current representatives:  
The Rev. Dr. Fred Moser (Trinity, Shelburne), 1st term expires 2019
Lisa Newton (Trinity, Shelburne), 2nd term expires 2020
Reelected representative:
The Rev. Liam Muller (Trinity, Rutland), 2nd term expires 2021

MISSION DISTRICT 5
Current representatives:
The Rev. Heidi Edson (St. Luke’s, Chester), 1st term expires 2019
The Rev. Paul Gratz (St. James, Arlington), 2nd term expires 2020

Retiring representative:
Deb Moser (Zion, Manchester)

Elected representative:
Colleen Gates (St. Peter’s, Bennington), 1st term expires 2021

All Mission District Council Elections were approved.

Resolution to Amend Canon I, Section 1.9
SPONSOR: Steven D. Marshall, Esq., Chair of Diocesan Canons Committee

Resolved, that Canon I, Sec. 1.9 be amended to read as follows:
A quorum of the Convention, except as otherwise provided, shall be not less than one third of the Clergy entitled to vote and Delegates from not less than one-third of the Parishes and Missions entitled to representation, provided the Bishop or Bishop Coadjutor (if there be one) be present. But in their absence, such number shall not have power to do more than receive the usual reports and elect the ordinary officers. In the election of a Bishop, a majority of the Clergy entitled to vote in that Convention shall be present, and two-thirds of all Parishes and Missions entitled to send Delegates shall be represented, before the Convention can proceed. A Parish or Mission shall be entitled to send Delegates to a Special Convention when a Bishop is to be elected if it was represented by Delegates in at least two out of five immediately preceding conventions.

EXPLANATION: The Canons Committee recommends that the following amendment to Canon I, Sec. 1.9 be adopted under the provisions of Canon 37.2, which requires a 2/3rds majority vote in each order for adoption so that it will take effect prior to the Special Election for Bishop in 2019. It appears to the Committee that the language of Canon I, Sec. 1.9 was inadvertently modified in the 1998 Convention Journal by the omission of an important clause resulting in a nonsensical sentence regarding the quorum required for the election of a Bishop, to wit: “In the election of a Bishop, a majority, of the Clergy entitled to send Delegates shall be represented, before the Convention can proceed…” In as much as Clergy don’t send Delegates, the sentence does not parse. Unfortunately, this error was not “caught” until recently read by the Chancellor in anticipation of next year’s Special Convention. In Journals prior to 1998 the sentence read as follows: “In the election of a Bishop, a majority of the Clergy entitled to vote in that Convention shall be present, and two-thirds of all Parishes and Missions entitled to send Delegates shall be represented, before the Convention can proceed…” Since the incorrect language has persisted
for 20 years, the Committee recommends that the language be re-adopted in its correct form, and that a clarification also be made regarding how many Conventions a parish or mission may miss before they are not entitled to send delegates to a Special Convention when a Bishop is to be elected. This latter clarification will align the electing convention voting eligibility of congregations with that of clergy.

**Steve Marshall, Chair of the Canons Committee, called for a motion to amend Canon 1, Sec. 1. It was moved, seconded and approved.**

The Board of Trustees
Amy Hastings, outgoing President of the Board of Trustees confirmed that investments are doing well. She reminded convention goers to visit the Trustees’ table in the lobby.

Amy asked Bishop Tom and Ann Ely to join her at the podium. At the September 2018 meeting the Board of Trustees passed a resolution while in Executive Session. Amy announced that the solar orchard at Rock Point will be named the Thomas C. Ely Solar Orchard and that the access trail being improved as part of the trail upgrades at Rock Point will be re-named the Thomas C. and Ann W. Ely trail in thanksgiving for Bishop Ely’s and Ann Ely’s ministry in the Diocese of Vermont over the past 18 years.

**A Courtesy Resolution Expressing Gratitude to Amy Hastings for her Service as a Trustee**
Resolved, That, this 228th Convention of the Episcopal Church in Vermont and 186th Convention of the Diocese of Vermont, express its gratitude for the service of Amy Hastings upon completion of her seven-year term on the Board of Trustees of the Diocese of Vermont. Amy has served as president of that board for the last five years. Her service has been marked by persistent focus, quietly seeking and bringing out the talents of individual board members and many other people.

Amy’s leadership and service have also been marked by humility and generosity.

In particular, she oversaw the revision and implementation of the new socially responsive investment statement for the diocese. She also oversaw the implementation of permanent conservation easements on the Rock Point property.

Amy Hastings, thank you also for your joyful and patient leadership.

**The resolution was adopted by acclamation.**

**A Courtesy Resolution Honoring the Right Reverend Thomas Clark Ely, 10th Bishop of Vermont, upon this “eve” year of his retirement and his last convention as our bishop, and Ann Wiggins Ely who has accompanied Bishop Tom in his walk with Jesus as our bishop.**
Resolved, That this 186th Convention of the Episcopal Diocese of Vermont offer our love and
gratitude to Bishop Tom Ely for many things said and done during his 18 years as our bishop.

Eighteen years ago he knocked on the door of his Cathedral, bringing us his magnificent
presence and voice. He came to us a master of musical theatre, a disciple of Tevye among others,
and brought with him his awesome singing and speaking voice, offered to God and God’s
Episcopal family in moving chant and powerful sermons at our worship services, and in song
with youth.

We have benefited from his pastoral presence in times of joy and times of challenge. His
connection with children and youth is legendary; many young people, on parish visitation days,
have excitedly tried on his miter to see what it feels and looks like to be bishop. He has
encouraged and buoyed his deacons, naming them not a group of deacons, but more fittingly, “A
Disturbance of Deacons!” He loves Rock Point, the Bishop Booth Conference Center and Rock
Point Summer Camp, for which he has been a consummate cheerleader. He is deeply connected
to the marvel of creation that is Rock Point. A major part of his legacy will be the preservation
and use of that land for countless generations to come. He has shared his home with us, made
sure we understand the intricacies of Yankee Swaps, and been an evangelist for that esoteric
game that involves clubs, small projectiles, and 18 swaths of green space. The Diocese of
Vermont is known throughout the Anglican Communion for our place in Anglican golf history.

Further, Bishop Ely is beloved and respected throughout The Episcopal Church for his
courageous stands for equal rights for all: especially women, people of color, LGBTQ+ people,
children, Immigrants, the displaced, and the outcast. He has been honored by Integrity USA as a
tireless champion for LGBTQ+ rights and equal access to marriage. He is fond of saying, and
rightfully so, that “there has never been a time during his tenure as Bishop of Vermont that
LGBTQ people did not have equal rights in Vermont.” He has shown the larger Episcopal
Church what equality and celebration of difference looks like. He supported Bishop Robinson at
the most trying and crucial time in his election as Bishop of New Hampshire. He is a dear friend
and supporter of the Sudanese Community here in Vermont. Bishop Tom is often called on for
support, reconciliation and mediation in the world of bishops and the larger church. He is a
leader in Bishops United Against Gun Violence, lending his presence and voice to this cause.
And, if all that is not enough, he is a leading voice in the interfaith movement here in Vermont.
His friendship with the Jewish and Muslim community, and his monthly lunches with the Roman
Catholic Bishop here in Vermont are a testament to this.

Be it known to all who hear or read this resolution that Bishop Tom Ely is beloved and
appreciated in our diocese, in Vermont and in the larger church. His presence among us has left
an indelible mark that will reverberate throughout The Episcopal Church in Vermont and the
larger church for generations to come. We are grateful for the time we have left with Tom as our
bishop and wish him Godspeed at the time of his retirement, and we thank him for our work among us. And be it further

Resolved, That we honor Ann Wiggins Ely, a force to be reckoned with in her own right. Together they have travelled from their disco-era roots to leading us here in Vermont. Though she and Tom have radically different height perspectives, Ann casts a long shadow. She has been a welcoming, thoughtful, humorous, voice in the diocese. Her words, though gentle, often bring each of us to a deeper understanding of life and the world around. Ann served as an EFM mentor, a choir member, parish volunteer, and worked at The Rock Point School. She made us feel welcome over and over at the Bishop’s House. She quickly figured out the complex world of The House of Bishops, and the even more esoteric world of Bishop’s Spouses. She has served with distinction on the House of Bishops staff at General Convention. She is a mother and grandmother extraordinaire, as well as a tender – and even fierce – mother and protector to more than a few cats. Without Ann there would be no Tom; without Tom there would be no Ann. We are grateful for Ann’s presence among us, want her to know how influential she has been in the diocese and in our lives. We wish her great success in the many new chapters yet to be written in her life.

This resolution was immediately followed by a surprise video of Presiding Bishop Michael Curry wishing Bishop Tom and Ann well as they head into retirement.

The Resolution passed by extended and enthusiastic acclamation.

Episcopal Transition Report

The Rev. Rick Swanson, Chair of the Standing Committee, reminded attendees that they can follow the transition process on the Diocesan website.

The Rev. Rick Swanson, President of the Standing Committee; Maggie Thompson, Chair of the Bishop Discerning and Nominating Committee; and the Rev. Todd McKee, Chair of the Transition Committee reviewed the process of the Episcopal transition thus far with an entertaining presentation. The Rev. Dr. Gary Butterworth is a consultant for the election process. The Bishop Discernment Nominating Committee was formed in March 2018. They held 38 listening sessions across the Diocese, created a profile, and appointed a Transition Committee. The profile was published in October, with an application deadline of November 16, 2018. On March 23, 2019, the final candidates will be announced. At that point the baton of duties will be passed to the Transition Committee. A petition process will be open from March 25, 2019 to March 29, 2019 at 4:30 p.m. Any petition must be in the original paper copy format and delivered to the Diocesan office.

The Transition Committee will invite candidates to visit during the second week of Easter for Walkabouts. The Electing Convention will take place May 18, 2019. Clergy and Lay Delegates vote on candidates. The Committee is inviting each congregation to contribute $150 to support the transition process.
Following the completion of this process, the focus will turn to a celebration of Bishop Tom and Ann.

A question was asked regarding Delegate voting for the election of the new Bishop. The question was whether Delegates should vote their personal conscience or be representing the wishes of their parish. Bishop Ely suggested that the Delegates are representatives of their parish and hence, should vote their consciences. It will be important along the way for the Delegates to communicate with the Vestry. Ultimately, he reminded all that the Spirit is at work in this entire process.

The Bishop called for a vote by acclamation to receive, embrace and give thanks for the work of the Standing Committee, the Bishop Discernment and Nominating Committee, and the Transition Committee, which was moved, seconded and approved.

**Diocesan Treasurer Report**

Diocesan Treasurer Dr. Gerry Davis reported on the current 2018 budget. With nine completed months, over $570,000 in revenue has been received. Mission support is thus far 3% less than budgeted. Thirty-seven of the Diocese’s forty-five congregations are current with their mission support. The small deficit is due to parishes not being current with their support. Dr. Davis feels the current budget is reasonable and on track.

Dr. Davis gave a comprehensive verbal and PowerPoint presentation on the 2019 Budget, highlighting that the budget is balanced this year due to some keen budget management. The Alleluia Fund has received $35,000 which is 88% of the $40,000 goal. The budget for 2019 is essentially level funded. Contributions from congregations will also be level funded in their assessments. There is currently $18,000 available in the Alleluia Fund for grants.

**Resolutions Regarding the FY 2019 Budget and Alleluia Fund, Approved by Diocesan Council on September 15, 2018**

PROPOSER: Diocesan Council

**Resolved**, That the 176th Convention of the Diocese of Vermont approve the recommendation of the Diocesan Council and adopt a balanced diocesan operating budget for the calendar year 2018 in the amount of $1,009,691; and be it further

**Resolved**, That a congregation’s contribution be based on a real time 4-tier percentage of Operating Income reportable on Line A of the Parochial Report, the tier being determined by an average of the preceding 3 years (FY2015, FY2016, FY2017) Line A Parochial Report Operating Income; for 2019, these tiers based on the average above will be 11% [$1- $39,999]; 13% [$40,000-$99,999]; 15% [$100,000- $199,999]; and 16% $200,000 or more; and be it further
Resolved, That if actual mission support from congregations (budget line 1) is a surplus of greater than 5% or a deficit of greater than 5% compared to Diocesan budgeted revenue, Diocesan Council will make an appropriate adjustment with each parish; and be it further

Resolved, That the 2019 Alleluia fund goal be $40,000 to fund mission programs and ministry activities established by Diocesan Council, including Rock Point Camp (at least $11,000), Rock Point Board/Property (at least $9,000), and the balance for grant distribution through the Grants & Loans Committee for ministries broadly embracing the General Convention priorities of reconciliation, evangelism and creation care.

Anne Brown, Chair of the Resolutions Committee, moved the Resolution regarding FY2019 and Alleluia Fund. The motion was seconded. There was no discussion and it passed unanimously.

Resolution Establishing Minimum Clergy Compensation for 2019, Approved by Diocesan Council on September 15, 2018
PROPOSER: Diocesan Council

Resolved: That the 176th Convention of the Diocese of Vermont approve the recommendation of the Diocesan Council that the minimum 2019 full time Total Clergy Compensation (TCC) for priests receiving compensation in the Diocese of Vermont be $64,875 of which $43,920 (67.7%) represents the stipend portion. This minimum TCC is all-inclusive and has been designed to compensate for stipend, housing, utilities, SECA reimbursement and equity allowance, when applicable. For clergy living in church provided housing, the actual total value of the Fair Rental Value of the property plus actual utilities provided will be used when determining minimum TCC. Travel allowance shall be reimbursed at the current IRS standard rate; and be it further

Resolved: That the 176th Convention of the Diocese of Vermont endorses a corresponding minimal increase for the year 2019 of 2.0% in monetary compensation to all compensated clergy and lay employees throughout the Episcopal Church in Vermont. EXPLANATION: Canon 6.7 of the Episcopal Diocese of Vermont requires that Diocesan Council annually review the minimum stipend for full-time equivalent clergy and the travel allowance and make recommendations to the Convention. Such a minimum shall be binding on all parishes and missions upon ratification of the Convention. The recommended TCC for 2019 represents a 5.5% increase from the 2018 TCC minimum and is based on figures supplied by the Church Pension Fund of the 2017 median TCC in Province One for clergy serving congregations with less than 75 Average Sunday Attendance (ASA). This was the agreed upon formula for determining minimum Total Clergy Compensation adopted by the 2016 Diocesan Convention.
Anne Brown moved the Resolution Establishing Minimum Clergy Compensation for 2019. The motion was seconded. There was no discussion. It passed with 1 dissenting vote.

Lunch Recess: 12:30 – 1:15

A Courtesy Resolution Thanking the Staff of the Hilton:
Resolved, That this 218th Convention of the Episcopal Church in Vermont and 176th Convention of the Diocese of Vermont, thank the staff of the Hilton for its superb and dedicated service and individual attention to helping make this Convention successful. In particular, we thank you on behalf of those who claim that they cannot live without coffee or tea. But most of all as Christians we are impressed with the very subtle way you reminded us of the Trinity when you changed one room into three and then the three back into one, thus affirming the importance and awareness of the Trinity in life to accomplishing successful purpose and making us more aware of the importance of community and unity. The Resolution was adopted by acclamation.

Floating Reports

**Green Mountain Witness Team:** Titus Presler, Robert Barton, Jamison Dunne, Joseph Fortner, Kathleen Moore, Jenny Ogelby, Katie Runde, Lyndsey Huddle, Liam Muller

The Green Mountain Witness Team attended the Evangelism Matters Conference, held in March 2018, in Ohio. The team secured a $6,000 Episcopal Evangelism grant to support attending the conference and the next phases of this mission. The Diocese has videos available that teach and support this effort. The team will be contacting parishes for visitations to share the goals of this church-wide effort.

A Courtesy Resolution Thanking the Green Mountain Witness Team and Workshop Leaders
Resolved, That this 218th Convention of the Episcopal Church in Vermont and 176th Convention of the Diocese of Vermont commend the members of the Green Mountain Witness Team,

- Titus Presler, Coordinator, and vicar of St. Matthew’s, Enosburg Falls
- Robert Barton, St. Mark’s, Springfield
- Jamison Dunne, Trinity, Shelburne
- Joe Fortner, St. Mary’s in the Mountains, Wilmington
- Lindsey Huddle, St. James’, Essex
- Kathleen Moore, St James’, Arlington
- Liam Muller, Trinity Rutland
- Jennifer Ogelby, St. James’, Essex
- Katie Runde, Christ Church, Bethel
for their care and wisdom in planning a day of learning and sharing that will liberate us all to be more joyful and effective witnesses to the love of God in our lives and to the movement of Jesus in our world; and for their “Spread the Word” articles published in the Mountain over the last several months; and be it further

Resolved, We thank the leaders of Friday’s workshops, many of whom are members of the Green Mountain Witness Team,

   - Kathleen Moore and Jennifer Ogelby — Telling My Story
   - Lindsey Huddle and Titus Presler — Sharing My Faith
   - Jeremy Tackett (Presiding Bishop’s Staff) — Evangelism: Online and Incarnate
   - Fred Vergara (Presiding Bishop’s Staff) and Jamison Dunne — Evangelism Through Healing
   - Robert Barton — A Biblical Basis for Evangelism; and Contemplation and Discipleship: Foundations for Evangelism
   - Katie Runde — Evangelism for Shy People
   - Maurice Harris (Vermont Communications Minister) — Digital Evangelism
   - Mark Preece (St. Martin’s, Fairlee) — Living Evangelism: Theological Perspectives and a Practical Approach
   - Jamison Dunne — Evangelism with Younger Generations

for educating, inspiring, and challenging participants, and giving us all tools for carrying out our ministries as part of the Jesus Movement.

And we thank the members of the Green Mountain Witness Team, along with Mark Howe, Bishop Ely, Judith McManis, Liz Thompson, Rose Bacon, and others, for their efforts in planning the beautifully contemplative Taizé evening prayer service and Saturday’s Convention Eucharist, keeping our business grounded in prayer and worship.

We commend the Team for obtaining a grant from the Episcopal Church’s evangelism initiative, and we encourage them to continue their efforts to stir us to witness in our congregations and communities.

The Resolution was adopted by acclamation.

A Courtesy Resolution Thanking Our Guests from the Presiding Bishop’s Staff

Resolved, That this 218th Convention of the Episcopal Church in Vermont and 176th Convention of the Diocese of Vermont, express profound gratitude to the Rev. Canon Stephanie Spellers, Canon to the Presiding Bishop for Evangelism, Reconciliation, and Creation Care; Jeremy Tackett, Digital Evangelist for the Episcopal Church; and Fred Vergara, Missioner for AsiaAmerica Ministries for the Episcopal Church for their energy, their enthusiasm, and their gracious presence with us.
We thank Stephanie for her two plenary addresses, talk after dinner, and sermon. She told us that we are “the canaries in the cave,” facing the same challenges faced in the rest of the church, and she affirmed us as risk takers “standing up for the vulnerable, the ministry of the baptized, and the way of love.”

Having affirmed us, Stephanie challenged us to live into evangelism as a central ministry of the Jesus Movement, to let go of fear and anxiety about evangelism, and to “speak with generosity, curiosity, openness, and gratitude.” “It’s worth it,” she said, “if just one person’s heart is healed because you spoke the words.”

Stephanie further challenged and inspired us to reclaim evangelism by practicing the way of love and, through sharing her personal story, to reclaim Jesus and use our voices to proclaim the way of love out loud and in public. Jesus, she said, “is too good, and too big and too beautiful to be confined in boxes shaped by human fear.”

We thank Jeremy for having embraced so well a job description with the “two scariest words for Episcopalians,” and for reminding us that, “If it’s not good news for everybody, it’s not good news for anyone.” We thank him also for his workshop, “Evangelism: Online and Incarnate,” in which we learned the value of, and the platforms for, engaging our congregations in social media, the 21st Century public square. Jeremy emphasized that the key is understanding what story we are trying to tell, reassured us that we don’t have to do it all, and encouraged us to “jump in the pool and swim around.”

And we thank Fred for his workshop, “Evangelism through Healing,” in which he introduced participants to Tai Chi prayer, told the story of his personal healing and call to ministry, and explained how a ministry of healing contributed to the revitalization of two congregations. Jesus, he said, has a PHD—in preaching, healing, and delivering, and Fred shared a compelling vision of evangelism as healing of the whole person, a trinity of spirit, mind, and body, by the whole church.

The resolution was passed by acclimation.

Rock Point School
CJ Spirito, Head of School, introduced students Rebecca Page-McGraw and Jesse Ruigomez who gave powerful testimony to the difference Rock Point has made in their lives.

Rock Point Camp
The Rev. Sherry Osborne presented a video of highlights from the summer of 2018 and thanked the community for the support of Rock Point Camp.

Disaster Preparedness
Harry Kendrick spoke to the work the committee is doing to provide structure and process for churches to work toward disaster preparedness. On the website, under the Clergy and Lay Link, is a link to Disaster Preparedness. A video can be found there which explains response, ERD support and church security. This committee would like more volunteers.

**Invitation to a Mighty Outcry**
St. Michael’s Church in Brattleboro will perform a play, A Mighty Outcry, at Christ Church in Montpelier on November 18, 2018 at 3:00 p.m. Two youth from the cast extended an invitation to all. The proceeds will benefit the Alleluia Fund.

**Convention Eucharist Offering for Cuba Pensions**
The total, with some additional funding from the Bishop, is $5,000.

**Courtesy Resolution Honoring Ellen McCulloch-Lovell**
Resolved, That this 218th Convention of the Episcopal Church in Vermont and 176th Convention of the Diocese of Vermont offer our heartfelt thanks to Ellen McCulloch-Lovell who, as Legacy Minister, so successfully led our Partnership Campaign for Rock Point to surpass its goal by almost 15%. More than a mere development officer, she took on this campaign as very much a ministry out of her commitment to land conservation and deep appreciation for the beauty of Rock Point.

She helped to inspire board and committee members, staff, and the many volunteers and donors who responded to the campaign by articulating the vision for Rock Point in such a way as to connect the giver's passion to Rock Point's mission, resulting in generous giving and opening doors for us that we did not even know were there. We are most grateful that, thanks to Ellen's guidance, “Good Old Rock Point” can continue to serve as a welcoming sanctuary in the heart of Burlington.

The Resolution was passed by acclamation.

A motion was made, seconded and approved to recess Diocesan Convention and convene as the Annual Meeting of the Incorporators of Brookhaven Home.

**Annual Meeting of the Incorporators of The Brookhaven Home**
The Rev. Lisette Baxter, Chair of the Nominating Committee, reporting for the Committee, shared the names of the nominees for the Brookhaven Board. There were no additional nominees from the floor.

The motion was made, seconded and unanimously approved to elect Dr. Elizabeth Kooperkamp, Julie Jones-Susmann, and Nancy Wuttke to three-year terms on the Brookhaven Board, expiring 2021.
The motion was made, seconded and approved to adjourn the Annual Meeting of the Incorporators of the Brookhaven Home.

The Bishop called back to order the 218th Convention of the Episcopal Church in Vermont, being the 176th Annual Convention of the Diocese of Vermont.

Additional Resolutions

Three resolutions were considered, all sponsored by Mr. John Heermans and the Rev. Craig Smith, titled 1) Application of Leahy Laws to Israel, 2) Freedom of Speech and the Right to Boycott, and 3) Regarding Israeli Occupation of Palestinian Lands and Israel’s Apartheid Policies toward Palestinian People.

In addition, the Resolution for a Financially Sound Future (Substitute) was considered.

Resolution: Application of the Leahy Laws to Israel
SPONSOR: Mr. John Heermans and the Rev. Craig Smith

Resolved, That the 176th Convention of the Diocese of Vermont request the Office of the Presiding Bishop of the Episcopal Church and the Vermont congressional delegation to urge the United States Departments of State and Defense to apply the Leahy Laws to Israel and immediately cut off all military aid to Israel in view of its blatant past and ongoing “gross violations of human rights,” including the use of torture and numerous incidences of extrajudicial killings.

EXPLANATION:

Since its founding in 1948, Israel has received nearly $125 billion in aid from the US; the current rate amounts to over $10 million a day.

The Leahy Laws, or Leahy Amendments, are U.S. human rights laws that prohibit the U.S. Department of State and Department of Defense from providing military assistance to foreign security force units that engage in “gross violations of human rights” (GVHR). The laws are named after their principal sponsor, Senator Patrick Leahy (D-Vermont). A recent State Department fact sheet on the Leahy Laws notes that, “The U.S. government considers torture, extrajudicial killing, enforced disappearance, and rape under color of law as GVHR when implementing the Leahy law. Incidents are examined on a fact-specific basis.” [The text of the fact sheet is below.]
On May 15, 2018, The Center for Constitutional Rights joined a coalition of Palestinian and U.S.-based human rights groups in submitting a letter to U.S. Secretary of State Pompeo demanding that the State Department investigate Israel’s use of lethal force against Palestinians in Gaza, and halt any further assistance to Israeli military units involved in the shootings. [Excerpts from the letter are below.]

The focus of the letter was the demonstrations leading up to May 15, Nakba Day, which marked 70 years since more than 750,000 Palestinians were forcibly displaced from their homes. It notes that human rights organizations documented that since the protests began, the Israeli military killed 103 people and injured almost 7000 others, including children, paramedics, journalists, and people with disabilities. Over 3,500 people were reportedly shot with live fire.

On Nakba day itself, Israel reportedly killed 57 protesters and injured over 2000 more, while they demonstrated against the Trump administration’s decision to move the U.S. embassy to Jerusalem, stressed their internationally recognized right of return to their homes, and demanded an end to the 11-year closure of Gaza. The letter notes that Israeli military units were likely using U.S.-made Remington M24 sniper rifles to fire on Palestinian protesters.

**Resolution #1 was discussed, amended noted, and adopted as follows:**

The *Resolved* was amended with the following deletion: and immediately cut off all military aid to Israel in view of its blatant past and ongoing “gross violations of human rights,” including the use of torture and numerous incidences of extrajudicial killings.

Resolution as amended: Application of the Leahy Laws to Israel

**SPONSOR:** Mr. John Heermans and the Rev. Craig Smith

*Resolved, That the 176th Convention of the Diocese of Vermont request the Office of the Presiding Bishop of the Episcopal Church and the Vermont congressional delegation to urge the United States Departments of State and Defense to apply the Leahy Laws to Israel.*

**Resolution: Freedom of Speech and the Right to Boycott**

**SPONSOR:** Mr. John Heermans and the Rev. Craig Smith

*Resolved, That the 176th Convention of the Diocese of Vermont urge the President of the United States and the Vermont congressional delegation to oppose legislation that would penalize companies and organizations for their participation in nonviolent boycotts on behalf of Palestinian human rights, as such legislation, at both federal and state levels, would be an infringement on First Amendment rights, based on the Supreme Court's consistent definition of boycotts as protected speech.*

**EXPLANATION:**
I am writing today to express grave concern about a wave of legislative measures in the United States aimed at punishing and intimidating those who speak their conscience and challenge the human rights violations endured by the Palestinian people. [Desmond Tutu, Statement issued through Oryx Media, April 2, 2014; text is below]

Archbishop Tutu’s letter focused on legislation, now adopted by at least 23 states and proposed at the federal level, in opposition to the movement known as Boycott, Divestment, and Sanctions (BDS), a nonviolent movement directed toward American, Israeli, and other companies that support or enable the Israeli occupation of Palestine. Such legislation labels support for boycott and divestment as anti-Semitic and penalizes supportive companies, organizations, and, in some instances, individuals with fines and the loss of state contracts and assistance.

Boycotts as nonviolent political actions are an American tradition, with roots extending to the pre-Revolutionary boycott of British tea. As far back as the 1955-56 Montgomery Bus Boycott, the Supreme Court has consistently considered boycotts protected speech under the First Amendment. Some examples of effective boycotts include the 1965-66 grape boycott in the Central Valley that birthed the United Farm Workers, the South Africa boycott, which The Episcopal Church supported in 1985 (Res. 1985-D073), and, most recently, the boycott of North Carolina stemming from its anti-LGBT legislation.

The current anti-boycott legislation at the state and federal levels is opposed by, among others, the ACLU, the Center for Constitutional Rights, and the Anti-Defamation League of B’nai B’rith. In November, 2017, twelve of The Episcopal Church’s ecumenical partner churches and twenty-eight activist organizations released a public letter calling the anti-boycott legislation pending in Congress and in state legislatures “a blatant infringement on First Amendment rights,” and pledged to defend the right of churches and organizations to use economic measures in the specific case of Israel-Palestine.

The Episcopal Church affirmed in Resolution 1991-D122 that legitimate criticisms of Israeli government policies and actions are not anti-Semitic. While the 79th General Convention (2018) did not directly address the anti-boycott legislation, it did adopt Resolution B016 [see text below] to join with the Evangelical Lutheran Church of America in how it sets investment policy. B016 directs the Committee on Corporate Social Responsibility (CSSR) to develop criteria for Israel/Palestine based on a human rights investment screen and past actions of General Convention and Executive Council; to encourage an increase in positive investment in Palestine; and to encourage continued engagement in shareholder advocacy regarding human rights in Israel and the occupied territories.

Any legislation that suppresses legitimate criticism of public policy, and that restricts freedom of expression and the ability to exercise public witness through boycotts or investment and selective purchasing practices violates the U.S. Constitution. While the Church and its members may not be of one mind about which measures are most effective, the Church must collectively affirm
and defend the right of individuals, congregations and organizations to use economic measures in the specific case of Israel-Palestine relations.

General Convention Resolution 2018-B016, Adopt ELCA Action on Israel/Palestine

Resolved, the House of Bishops concurring, That General Convention join with the Evangelical Lutheran Church of America’s action, CA 16.06.31, “Justice for the Holy Land Through Responsible Investment,” and direct our Executive Council’s Committee on Corporate Social Responsibility to develop criteria for Israel and Palestine based on a human rights’ investment screen and the actions of General Convention and Executive Council over the past seventy years; and be it further

Resolved, That General Convention continue to encourage members, congregations, dioceses, and institutions of the Episcopal Church to increase positive investment in Palestine and other under-resourced areas where human rights abuses materially impact the well-being of all people; and be it further

Resolved, That General Convention continue to encourage CCSR to engage in shareholder advocacy in support of human rights in Israel and the Occupied Territories, exercising the right of a shareholder to submit resolutions at a corporation’s annual meeting.

Archbishop Desmond Tutu’s Statement on Boycott, Divestment, and Sanctions (BDS)

[This statement was issued for Archbishop emeritus Desmond Tutu by Oryx Media, April 2, 2014]

I am writing today to express grave concern about a wave of legislative measures in the United States aimed at punishing and intimidating those who speak their conscience and challenge the human rights violations endured by the Palestinian people. In legislatures in Maryland, New York, Illinois, Florida, and even the United States Congress, bills have been proposed that would either bar funding to academic associations or seek to malign those who have taken a stand against the Israeli Occupation of Palestine.

These legislative efforts are in response to a growing international initiative, the Boycott, Divestment, and Sanctions (BDS) movement, of which I have long been a supporter. The BDS movement emanates from a call for justice put out by the Palestinian people themselves. It is a Palestinian-led, international non-violent movement that seeks to force the Israeli government to comply with international law in respect to its treatment of the Palestinian people.
I have supported this movement because it exerts pressure without violence on the State of Israel to create lasting peace for the citizens of Israel and Palestine, peace which most citizens crave. I have witnessed the systematic violence against and humiliation of Palestinian men, women and children by members of the Israeli security forces. Their humiliation and pain is all too familiar to us South Africans.

In South Africa, we could not have achieved our democracy without the help of people around the world, who through the use of non-violent means, such as boycotts and divestment, encouraged their governments and other corporate actors to reverse decades-long support for the Apartheid regime. My conscience compels me to stand with the Palestinians as they seek to use the same tactics of non-violence to further their efforts to end the oppression associated with the Israeli Occupation.

The legislations being proposed in the United States would have made participation in a movement like the one that ended Apartheid in South Africa extremely difficult.

I am also deeply troubled by the rhetoric associated with the promulgation of these bills which I understand, in the instance of Maryland, included testimony comparing the boycott to the actions of the Nazis in Germany. The Nazi Holocaust which resulted in the extermination of millions of Jews is a crime of monstrous proportions. To imply that it is in any way comparable to a nonviolent initiative diminishes the horrific nature of that genocidal and tragic era in our world history.

Whether used in South Africa, the US South, or India, boycotts have resulted in a transformative change that not only brought freedom and justice to the victims but also peace and reconciliation for the oppressors. I strongly oppose any piece of legislation meant to punish or deter individuals from pursuing this transformative aspiration. And I remain forever hopeful that, like the nonviolent efforts that have preceded it, the BDS movement will ultimately become a catalyst for honest peace and reconciliation for all our brothers and sisters, both Palestinian and Israeli, in the Holy Land.

**Resolution #2 was discussed, amended as noted, and adopted as follows.**

The *Resolved* was amended with the following deletion: “based on the Supreme Court’s consistent definition of boycotts as protected speech.”

**Resolution as Amended: Freedom of Speech and the Right to Boycott**

**SPONSOR:** Mr. John Heermans and the Rev. Craig Smith

*Resolved, That the 176th Convention of the Diocese of Vermont urge the President of the United States and the Vermont congressional delegation to oppose legislation that would penalize companies and organizations for their participation in nonviolent boycotts on behalf of*
Palestinian human rights, as such legislation, at both federal and state levels, would be an infringement on First Amendment rights.

**Resolution: Regarding Israeli occupation of Palestinian Lands and Israel’s Apartheid Policies Toward Palestinian People**

**SPONSOR:** Mr. John Heermans and the Rev. Craig Smith

*Resolved, That the 176th Convention of the Diocese of Vermont support the rule of international law and condemn the ongoing occupation of Palestinian lands that is illegal and in direct violation of United Nations Security Council Resolution 242; and be it further*

*Resolved, That the Convention call upon the authority of the United States government and the present Trump administration to immediately support the full implementation of Resolution 242 and desist from blocking any subsequent resolutions of the Security Council that call for an end to the illegal occupation of Palestinian lands; and be it further*

*Resolved, That the Convention condemn laws and policies of the state of Israel that discriminate against Palestinian citizens of Israel and have inevitably led to the current state of apartheid, under which Jewish Israelis enjoy full civil and human rights while the civil and human rights of Palestinian citizens are diminished; and be it further*

*Resolved, That the Convention condemn the system of military justice applied in the occupied Palestinian territories that subjects Palestinians to detention without charges or counsel, detains minors without parental presence, deprives their right of peaceful assembly, and results in lethal violence against unarmed Palestinians without effective accountability; and be it further*

*Resolved, That the Convention support the right of Palestinians to self-determination, freedom of movement, property rights, unrestricted access to water, electricity, medical care, primary and secondary education, economic opportunities, permission to build and retain homes, and commerce; and be it further*

*Resolved, That the Convention urge members of The Episcopal Church in Vermont to pray, reflect and openly discuss how the policies of the Israeli government toward Palestinians contribute to a state of militarization and apartheid, and whether such conditions are consistent with our Baptismal Covenant to strive for human dignity and freedom for all people in the region.*

**EXPLANATION:**

A. The Episcopal Church through our General Convention has supported the protection of human rights for Palestinians over the course of three decades, including:

The 70th General Convention of the Episcopal Church called upon Israel to secure the human rights of indigenous Arabs within Israel and Palestinian territories through a) ending the
violation of civil and human rights; b) stopping the brutalities committed against individuals, families, and groups which now occur; c) restricting the use of military force to measures and practices proportionate to the situation and suited to the control of civilian populations; d) causing the State of Israel to discontinue the use of administrative detention and collective punishment; e) the permanent reopening of schools, universities, and other educational institutions for Palestinians in the occupied territories; f) causing the State of Israel to be even handed and fair in the recognition and enforcement of the rights and interests of Palestinians with respect to their personal safety, property rights, water rights, and rights of access to commercial markets; and g) reestablishing and safe-guarding the City of Jerusalem as an inter-religious municipality in which full respect is accorded the rights and interests of Christians, Jews, and Muslims (Resolution 1991-A147).

The 71st General Convention of the Episcopal Church recognized that Israeli settlements in the Gaza Strip and the occupied territories of the West Bank and East Jerusalem are illegal under international law (United Nations Security Council Resolution 242, Nov. 22, 1967) and an obstacle to peace (Resolution 1994-D065).

The 73rd General Convention of the Episcopal Church affirmed the right of Palestinians and Israelis to self-determination, independence, and sovereignty based in justice, peace, and security for the two peoples (Resolution 2000-B016).

The 79th General Convention of 2018 discussed and voted on D039 regarding Occupation and Apartheid. The resolution was passed by the House of Deputies and rejected by the House of Bishops.

B. The Episcopal Church through its General Convention has long supported its opposition to apartheid systems, as found in South Africa, including:

1) The Episcopal Church expressed its opposition when such conditions of apartheid as described above existed in South Africa (1976-D036).

2) The 68th General Convention of the Episcopal Church adopted a resolution calling for an unambiguous, coherent policy in opposition to apartheid in the Republic of South Africa (D029 – 1985).

C. The policies in place by the government of Israel constitute an apartheid system, as documented by independent objective studies. In particular, a study commissioned by the government of South Africa in 2009 examined the question: Do Israel’s practices in occupied Palestinian territory, namely the West Bank, East Jerusalem and Gaza, amount to the crimes of colonialism and apartheid under international law?
An international team of legal and human rights scholars conducted a fifteen-month study used the following criteria to determine their findings:

Definition of apartheid: *Apartheid is defined as an institutional form of racism in which states enact laws which function as the apparatus to commit inhuman acts for the purpose of establishing and maintaining domination by one racial group of person over any other racial group of person and systematically oppressing them. The practice of apartheid is a crime under international law.*

The 3 Pillars of Apartheid Regimes:

The state codifies into law a preferred identity

The state segregated the population into geographic areas based on identity

The state establishes security laws and policies designed to suppress any opposition to the regime

This commissioned group published their findings in a pamphlet entitled, “Is Israel an Apartheid State?” This study commissioned by the South African government was published by the organization, *If Americans Knew*, in 2009. The aim of this project was to scrutinize the situation from a nonpartisan perspective of international law, rather than engage in political discourse and rhetoric.

Using these criteria, the South African study concluded that “Israel, since 1967, is the belligerent Occupying Power in occupied Palestinian territory, and that its occupation of these territories has become a colonial enterprise which implements a system of apartheid.

(The full study is posted at: [http://www.hsrc.ac.za_Media_Release-378.phtml](http://www.hsrc.ac.za_Media_Release-378.phtml))

Another publication that analyzes Israel’s apartheid policy is Jimmy Carter’s 2007 book, *Palestinian Peace not Apartheid*. This book was denounced by the Israeli lobby as anti-Semitic for denouncing the ongoing racist apartheid policies of Israel.

D. Current actions by the state of Israel continue to violate international law and illustrate its perpetuation of the unjust system of apartheid.

Currently in 2018, the Israeli government continues its oppression of Palestinians and suppression of those that support elimination of its system of apartheid, as recently demonstrated by its action to deny entry into Israel to individuals and organizations protesting its apartheid policies and laws.

On July 19, 2018, the Knesset passed The Nation-State bill wherein Israel would be defined as the nation state of the Jewish people and the right to self-determination in Israel would be unique to the Jewish people, a direct example of Pillar 1 of an apartheid regime as defined above.
Resolution #3 was discussed at length.

It was initially amended to omit the 2nd, 3rd, and 4th resolve.

It did not pass as resolved by show of voting cards.

Resolution: Regarding Israeli Occupation of Palestinian Lands and Israel’s Apartheid Policies toward Palestinian People

SPONSOR: Mr. John Heermans and the Rev. Craig Smith

Resolved, That the 176th Convention of the Diocese of Vermont support the rule of international law and condemn the ongoing occupation of Palestinian lands that is illegal and in direct violation of United Nations Security Council Resolution 242; and be it further

Resolved, That the Convention support the right of Palestinians to self-determination, freedom of movement, property rights, unrestricted access to water, electricity, medical care, primary and secondary education, economic opportunities, permission to build and retain homes, and commerce; and be it further

Resolved, That the Convention urge members of The Episcopal Church in Vermont to pray, reflect and openly discuss how the policies of the Israeli government toward Palestinians may contribute to a state of militarization and apartheid, and whether such conditions are consistent with our Baptismal Covenant to strive for human dignity and freedom for all people in the region.

A Resolution for a Financially Sound Future

SPONSOR: The Vestry of St. John’s in the Mountains Episcopal Church, Stowe, Vermont

Resolved, That the 176th Convention of the Episcopal Diocese of Vermont urge the Bishop of Vermont, the Treasurer, and the Diocesan Council to recognize the shared financial constraints brought on by the trend of increasing expenses without the benefit of increasing revenues, and continue to make it a priority to explore new and inventive ways to do the work of the Episcopal Church in Vermont together in efficient ways that would lead to reduced assessments on individual parishes.

Resolved, That the Convention recommend formation of a working group to explore ways to expand the visibility of the Episcopal Church in Vermont so as to attract new members and reinvigorate current and former Episcopalians.
The Resolution was discussed and amended. The first resolve was removed since efforts are being made already in this regard. In the past year, the budget was level funded. The resolution was moved, seconded, and passed as amended.

A Resolution as Amended for a Financially Sound Future

SPONSOR: The Vestry of St. John’s in the Mountains Episcopal Church, Stowe, Vermont

Resolved, That the Convention recommend formation of a working group to explore ways to expand the visibility of the Episcopal Church in Vermont so as to attract new members and reinvigorate current and former Episcopalians.

Courtesy Resolution in Response to Bishop Ely’s Address

Resolved, That this 218th Convention of the Episcopal Church in Vermont and 176th Convention of the Diocese of Vermont, thank our Bishop, Thomas Ely, for his address to this gathering. Through your words we have seen the Holy Spirit at work in The Episcopal Church in Vermont over the last seventeen years and found encouragement for our common life going forward.

Thank you, Bishop, for consistently setting our sights on living our baptismal covenant; engaging in mission on all levels, from local to global; and spreading the good news of Jesus Christ in ways that feel authentic to us as New England Episcopalians.

Thank you also for bringing to our conventions over the years some of the most influential leaders in our church today to share their perspectives with us. Through your generous invitations, you have provided the people of this diocese access to inspirational people we otherwise would not expect to see in our small state and exposed us all to life in the wider Episcopal Church.

Thank you for helping us to recognize our own vitality for mission and ministry and your guidance as we strive to live the Jesus life that springs forth from Baptism and a commitment to our baptismal vows.

The Resolution was adopted by acclamation.

Courtesy Resolution Commending Church of Our Saviour at Mission Farm, Killington

Resolved, That this 218th Convention of the Episcopal Church in Vermont and 176th Convention of the Diocese of Vermont, commend Church of Our Saviour at Mission Farm for the completion of Phase I of a five-year plan to rehabilitate the vicarage (the 201 year-old Josiah Wood, Jr. farmhouse) and other structures at Mission Farm.
Mission Farm is important to the history of both the Episcopal Church in Vermont and the Killington community, and the convention gives thanks for a successful fundraiser that resulted in over 10% of the Killington community contributing to this effort.

The convention recognizes joyfully the new partnerships that Church of Our Saviour is forging with the Killington Pico Area Association and the Town of Killington, as demonstrated in the new farmers’ market held regularly at Church of Our Saviour.

The 176th Convention wishes the congregation and leadership the very best as they move forward in Phases 2-5 of their Rehabilitation Campaign and commends their careful stewardship of the land and buildings that their founder, Elizabeth Wood Clement, gave to the Episcopal Church in Vermont in 1894.

**The Resolution was adopted by acclamation.**

**Courtesy Resolution for Rock Point Campaign**

Resolved, That this 218th Convention of the Episcopal Church in Vermont and 176th Convention of the Diocese of Vermont, commend the many groups and individuals responsible for the successful Partnership Campaign for Rock Point: Building a Sustainable Future Together. The campaign exceeded its goal of $1.7 million by raising nearly $2 million to fund improvements and provide for a more secure future for this treasure that belongs to, and benefits, all members of the Episcopal Church in Vermont, as well as members of the surrounding community.

We give thanks for the love, dedication and faithful work of Legacy Minister Ellen McCulloch Lovell, the Partnership Campaign Advisory Committee, the Rock Point Board, the Trustees of the Diocese, Bishop Ely, the Diocesan Council, the Ministry Support Team, the 44 congregations who contributed, the Rev. Craig Smith, C.J Spirito, Rock Point Property Manager Chuck Courcy, and countless volunteers. Your commitment to preserving this patch of God’s good earth is a gift to future generations.

**The Resolution was adopted by acclamation.**

**2018 Convention Minutes**

Secretary of Convention Josh Cheney reported that the Dispatch of Business Committee approved the minutes of the 2017 Annual Convention.

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

**General Convention Constitution Resolutions**

The Secretary of Convention reported on 9 resolutions proposed by the 79th General Convention pertaining to changes to the Constitution of the Episcopal Church:
A063 Amend Article X regarding the Prayer Book (1st reading)
A089 Amend Article VI and VIII regarding Full Communion
A122 Amend Article IX to change Removal to Admonition
A150 Amend Article I.2 regarding bishops
A151 Amend Article I.4-8 regarding suffragan bishops
A152 Amend Article III regarding election of bishops to foreign lands
A153 Amend Article IV regarding Diocesan Standing Committees
A176 Amend Article V regarding formation of a new diocese
A183 Amend Article IX regarding Courts of Trial for Bishops

A motion was made, seconded and approved to waive reading the resolutions to the Delegates and guests and to post them on the Diocesan website.

Bishop’s Final Announcements

The Bishop announced the upcoming conventions:

2019 Special Electing Convention for Bishop: May 18, 2019 at 10:00 a.m. at the Cathedral Church of St. Paul, Burlington.

2019 Diocesan Convention: October 26, 2019 at The Hilton, Burlington

The Bishop then gave a heartfelt thank you to all who had participated in Diocesan Conventions through the years and for all the accolades given throughout the day. He tapped the gavel to conclude his last Convention as Bishop.

The meeting was adjourned at 4:35.

Respectfully submitted,

Susyn Dees

Recording Secretary
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### DIOCESAN BUDGET FY2019 - Convention Approved

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<td>755,570</td>
<td>794,374</td>
<td>795,000</td>
<td>100%</td>
</tr>
<tr>
<td>Unrestricted Investment Income</td>
<td>67,000</td>
<td>76,348</td>
<td>55,434</td>
<td>78,294</td>
<td>141%</td>
</tr>
<tr>
<td>Restricted Investment Income</td>
<td>124,000</td>
<td>107,348</td>
<td>127,302</td>
<td>110,897</td>
<td>87%</td>
</tr>
<tr>
<td>Admin Support from Trustees for Unit Fund MGMT</td>
<td>15,000</td>
<td>15,000</td>
<td>16,000</td>
<td>16,000</td>
<td>100%</td>
</tr>
<tr>
<td>Support for Resource Persons working with Congregations</td>
<td>7,500</td>
<td>3,792</td>
<td>7,500</td>
<td>7,500</td>
<td>100%</td>
</tr>
<tr>
<td>Bank Interest, Other Income</td>
<td>5,547</td>
<td>11,410</td>
<td>3,000</td>
<td>2,000</td>
<td>67%</td>
</tr>
<tr>
<td><strong>TOTAL REVENUES:</strong></td>
<td>1,046,355</td>
<td>969,468</td>
<td>1,003,610</td>
<td>1,009,691</td>
<td>101%</td>
</tr>
<tr>
<td><strong>Diocesan Ministry Support Team</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ministry Support Team Salaries - Personnel</td>
<td>396,200</td>
<td>371,944</td>
<td>390,570</td>
<td>403,094</td>
<td>103%</td>
</tr>
<tr>
<td>Ministry Support Team Benefits - Personnel</td>
<td>152,033</td>
<td>149,011</td>
<td>154,630</td>
<td>152,421</td>
<td>99%</td>
</tr>
<tr>
<td>HRA Payments</td>
<td></td>
<td></td>
<td></td>
<td>500</td>
<td></td>
</tr>
<tr>
<td>Transition Minister Network</td>
<td>3,000</td>
<td>3,000</td>
<td>2,000</td>
<td>3,000</td>
<td>150%</td>
</tr>
<tr>
<td>Resource Persons working in Congregations</td>
<td>7,500</td>
<td>3,792</td>
<td>7,500</td>
<td>7,500</td>
<td>100%</td>
</tr>
<tr>
<td>Payroll Service Fee</td>
<td>1,300</td>
<td>1,147</td>
<td>1,300</td>
<td>1,600</td>
<td>123%</td>
</tr>
<tr>
<td>Worker's Compensation Insurance</td>
<td>2,650</td>
<td>4,567</td>
<td>2,600</td>
<td>5,750</td>
<td>221%</td>
</tr>
<tr>
<td>Continuing Education - Bishop</td>
<td>1,200</td>
<td>1,200</td>
<td>1,200</td>
<td>1,200</td>
<td>100%</td>
</tr>
<tr>
<td>Travel - Bishop</td>
<td>11,000</td>
<td>13,128</td>
<td>12,000</td>
<td>12,500</td>
<td>104%</td>
</tr>
<tr>
<td>Travel - Ministry Support Team</td>
<td>10,000</td>
<td>10,968</td>
<td>10,000</td>
<td>12,500</td>
<td>125%</td>
</tr>
<tr>
<td>Utilities (Does not include Office/Bishop House Maintenance)</td>
<td>20,000</td>
<td>21,336</td>
<td>20,000</td>
<td>20,400</td>
<td>102%</td>
</tr>
<tr>
<td>Property Insurance for Bishop's House and Diocesan Office</td>
<td>2,500</td>
<td>2,054</td>
<td>2,500</td>
<td>2,880</td>
<td>115%</td>
</tr>
<tr>
<td>Professional Development - Ministry Support Team</td>
<td>1,000</td>
<td>687</td>
<td>1,000</td>
<td>1,200</td>
<td>120%</td>
</tr>
<tr>
<td>Subscriptions and Dues</td>
<td>750</td>
<td>405</td>
<td>750</td>
<td>400</td>
<td>53%</td>
</tr>
<tr>
<td>Diocesan Historiographer (Archives)</td>
<td>3,000</td>
<td>198</td>
<td>3,000</td>
<td>1,500</td>
<td>50%</td>
</tr>
<tr>
<td>Office/Bishop House Maintenance Actual Expense</td>
<td>7,500</td>
<td>4,118</td>
<td>7,500</td>
<td>7,650</td>
<td>102%</td>
</tr>
<tr>
<td>Current Episcopal Transition (see Sched D)</td>
<td></td>
<td></td>
<td></td>
<td>17,206</td>
<td></td>
</tr>
<tr>
<td>DMST Sabbatical Fund - Current Year Reserve</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100%</td>
</tr>
<tr>
<td>Bishop's Vehicle - Current Year Reserve</td>
<td>5,000</td>
<td>5,000</td>
<td>5,000</td>
<td>5,000</td>
<td>100%</td>
</tr>
<tr>
<td>Total MST:</td>
<td>624,733</td>
<td>592,653</td>
<td>621,650</td>
<td>656,401</td>
<td>106%</td>
</tr>
<tr>
<td>Formation and Mission Support</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fresh Start Program for New Clergy</td>
<td>1,000</td>
<td>0</td>
<td>1,000</td>
<td>1,000</td>
<td>100%</td>
</tr>
<tr>
<td>Safe Church Training</td>
<td>4,000</td>
<td>3,204</td>
<td>3,000</td>
<td>3,800</td>
<td>127%</td>
</tr>
<tr>
<td>Episcopal Network for Stewardship - TENS Membership</td>
<td>1,000</td>
<td>1,000</td>
<td>1,000</td>
<td>1,000</td>
<td>100%</td>
</tr>
<tr>
<td>Support for Seminarians</td>
<td>2,000</td>
<td>2,000</td>
<td>2,000</td>
<td>2,500</td>
<td>125%</td>
</tr>
<tr>
<td>Commission on Ministry - Discernment</td>
<td>2,500</td>
<td>1,414</td>
<td>2,500</td>
<td>2,600</td>
<td>104%</td>
</tr>
<tr>
<td>Local Ministry Approach and Committee</td>
<td>45,000</td>
<td>10,000</td>
<td>15,000</td>
<td>2,000</td>
<td>13%</td>
</tr>
<tr>
<td>Communications Programs</td>
<td>2,500</td>
<td>3,609</td>
<td>3,000</td>
<td>3,000</td>
<td>100%</td>
</tr>
<tr>
<td>Triennial EYE - Current Year Reserve</td>
<td>500</td>
<td>500</td>
<td>500</td>
<td>750</td>
<td>150%</td>
</tr>
<tr>
<td>Triennial Deployment Conf - Reserve Avail from Prior Year</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Total F&amp;M:</td>
<td>58,500</td>
<td>21,726</td>
<td>28,000</td>
<td>16,650</td>
<td>59%</td>
</tr>
<tr>
<td>Administration/Information/Technology</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Oversight &amp; Audit</td>
<td>18,000</td>
<td>21,852</td>
<td>18,000</td>
<td>21,000</td>
<td>117%</td>
</tr>
<tr>
<td>Dispatch of Business</td>
<td>3,000</td>
<td>3,000</td>
<td>3,000</td>
<td>3,000</td>
<td>100%</td>
</tr>
<tr>
<td>Committees, Commissions, Board Support</td>
<td>5,000</td>
<td>3,184</td>
<td>3,000</td>
<td>3,000</td>
<td>100%</td>
</tr>
<tr>
<td>Diocesan Chancellor</td>
<td>1,500</td>
<td>1,500</td>
<td>1,500</td>
<td>2,000</td>
<td>133%</td>
</tr>
<tr>
<td>United Thank Offering Coordinator Expense</td>
<td>100</td>
<td>69</td>
<td>100</td>
<td>100</td>
<td>100%</td>
</tr>
<tr>
<td>Episcopal Relief &amp; Development Coordinator Exp.</td>
<td>250</td>
<td>0</td>
<td>250</td>
<td>100</td>
<td>40%</td>
</tr>
<tr>
<td>Telecommunications</td>
<td>7,500</td>
<td>8,130</td>
<td>7,500</td>
<td>7,650</td>
<td>102%</td>
</tr>
<tr>
<td>IT Support Contract</td>
<td>8,000</td>
<td>7,792</td>
<td>8,000</td>
<td>8,000</td>
<td>100%</td>
</tr>
<tr>
<td>Category</td>
<td>Actual</td>
<td>Budget</td>
<td>Reserve</td>
<td>Actual</td>
<td>Budget</td>
</tr>
<tr>
<td>---------------------------------------------------------------</td>
<td>--------</td>
<td>--------</td>
<td>---------</td>
<td>--------</td>
<td>--------</td>
</tr>
<tr>
<td>Computer Technology</td>
<td>2,000</td>
<td>1,528</td>
<td>2,000</td>
<td>2,400</td>
<td>120%</td>
</tr>
<tr>
<td>Postage</td>
<td>4,000</td>
<td>2,383</td>
<td>4,000</td>
<td>3,000</td>
<td>75%</td>
</tr>
<tr>
<td>Printing</td>
<td>3,000</td>
<td>1,179</td>
<td>3,000</td>
<td>1,720</td>
<td>57%</td>
</tr>
<tr>
<td>Office Expenses and Supplies</td>
<td>12,000</td>
<td>11,051</td>
<td>12,000</td>
<td>12,200</td>
<td>102%</td>
</tr>
<tr>
<td>Office Equipment Purchases</td>
<td>3,000</td>
<td>1,910</td>
<td>3,000</td>
<td>3,100</td>
<td>103%</td>
</tr>
<tr>
<td>Liability Insurance (Umbrella, D&amp;O, Misc.)</td>
<td>3,500</td>
<td>3,500</td>
<td>3,500</td>
<td>3,000</td>
<td>86%</td>
</tr>
<tr>
<td>Chaplain to Retired Clergy</td>
<td>15,698</td>
<td>13,931</td>
<td>18,110</td>
<td>15,000</td>
<td>83%</td>
</tr>
<tr>
<td>Retired Clergy Medigap Insurance</td>
<td>2,100</td>
<td>800</td>
<td>100</td>
<td>100</td>
<td>100%</td>
</tr>
<tr>
<td>Title IV Disciplinary Process - Current Year Reserve</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100%</td>
</tr>
<tr>
<td>Legal Expenses - Current Year Reserve</td>
<td>1,000</td>
<td>1,000</td>
<td>1,000</td>
<td>1,000</td>
<td>100%</td>
</tr>
<tr>
<td>Triennial Chancellors Conf. - Current Year Reserve</td>
<td>750</td>
<td>750</td>
<td>750</td>
<td>750</td>
<td>100%</td>
</tr>
<tr>
<td>Episcopal Election - Current Year Reserve</td>
<td>5,000</td>
<td>5,000</td>
<td>5,000</td>
<td>5,000</td>
<td>100%</td>
</tr>
<tr>
<td>Annual Diocesan Convention - Current Year Reserve</td>
<td>3,000</td>
<td>3,000</td>
<td>3,000</td>
<td>3,000</td>
<td>100%</td>
</tr>
<tr>
<td>Office Equipment - Current Year Reserve</td>
<td>2,000</td>
<td>2,000</td>
<td>1,000</td>
<td>1,200</td>
<td>120%</td>
</tr>
<tr>
<td>Total A/I/T:</td>
<td>100,498</td>
<td>93,659</td>
<td>97,810</td>
<td>96,320</td>
<td>98%</td>
</tr>
<tr>
<td>Rock Point Commons Budget Support</td>
<td>90,000</td>
<td>90,000</td>
<td>80,000</td>
<td>80,000</td>
<td>100%</td>
</tr>
<tr>
<td>Total RPC:</td>
<td>90,000</td>
<td>90,000</td>
<td>80,000</td>
<td>80,000</td>
<td>100%</td>
</tr>
<tr>
<td>Episcopal and Wider Church Support</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Episcopal Church Covenant</td>
<td>144,000</td>
<td>144,000</td>
<td>145,000</td>
<td>124,420</td>
<td>86%</td>
</tr>
<tr>
<td>Province One Share</td>
<td>7,224</td>
<td>7,224</td>
<td>7,250</td>
<td>7,250</td>
<td>100%</td>
</tr>
<tr>
<td>Province One Synod Deputies Expenses</td>
<td>200</td>
<td>0</td>
<td>200</td>
<td>250</td>
<td>125%</td>
</tr>
<tr>
<td>VT Ecumenical Council</td>
<td>1,000</td>
<td>0</td>
<td>1,000</td>
<td>1,000</td>
<td>100%</td>
</tr>
<tr>
<td>Ecumenical Cooperative Campus Ministry at UVM</td>
<td>7,200</td>
<td>7,200</td>
<td>7,200</td>
<td>9,000</td>
<td>125%</td>
</tr>
<tr>
<td>Ecumenical Interfaith Officer</td>
<td>1,100</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Global Mission Network Coordinator</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Triennial-Gen Conv &amp; ECW &amp; Youth - Current Year Reserve</td>
<td>12,500</td>
<td>12,500</td>
<td>15,000</td>
<td>15,000</td>
<td>100%</td>
</tr>
<tr>
<td>Decennial Lambeth Conf. - Current Year Reserve</td>
<td>500</td>
<td>500</td>
<td>500</td>
<td>1,200</td>
<td>240%</td>
</tr>
<tr>
<td>Total WCS:</td>
<td>172,624</td>
<td>171,424</td>
<td>176,150</td>
<td>160,320</td>
<td>91%</td>
</tr>
<tr>
<td>TOTAL RESOURCE DISTRIBUTION:</td>
<td>1,046,355</td>
<td>969,463</td>
<td>1,003,610</td>
<td>1,009,691</td>
<td>101%</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>-----------</td>
<td>---------</td>
<td>-----------</td>
<td>-----------</td>
<td>------</td>
</tr>
<tr>
<td>TOTAL REVENUE:</td>
<td>1,046,355</td>
<td>969,468</td>
<td>1,003,610</td>
<td>1,009,691</td>
<td>101%</td>
</tr>
<tr>
<td>SURPLUS (DEFICIT):</td>
<td>0</td>
<td>6</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
</tbody>
</table>