

2013 Diocesan Convention



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

November 8 & 9, 2013

*Cathedral Church of St. Paul
Burlington, Vermont*

Convention Journal

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57th ANNUAL MEETING VERMONT DIOCESAN ALTAR GUILD

Tuesday, May 16, 2013
Trinity Episcopal Church
Rutland, Vermont

The 57th annual meeting of the Vermont Diocesan Altar Guild was held on Thursday, May 16, 2013 at Trinity Episcopal Church in Rutland, Vermont, beginning with registration and coffee time at 10am. Sarah Maynard, directress opened at 10:30 am with a prayer reading from a book by Ed Hayes, Prayers for the Domestic Church.

- The minutes of the 56th meeting were read and accepted. Note that the 2013 annual report cover says 56th Annual Meeting, it is actually the 57th annual meeting. Please correct.
- Ann Davis, treasurer, presented her report which was accepted.
- Sarah reported that Ruth Perkins of St. Paul's Church in Windsor was sponsoring sending hymnals to the Philippines, and had asked for publicity and participation.
- Ann Davis, who had agreed to be treasurer for a year, said that she was willing to stay on indefinitely, since it had been problematic in getting the books turned over to her after the death of Carol Walter. She offered to help Martha Holden as co-note taker. Martha consented to be "unofficial" co-directress with Carolyn Murray. Carolyn had reported to Sarah that she would be willing to be co-directress with someone from the southern part of the state and said she would be willing to do the reports and publicity. Betty Maynard, outgoing secretary after 11 years, suggested that people who came to the 2014 meeting might bring about 25 copies of their annual report, which could be collated at the meeting with the 2013 minutes and treasurer's report and a cover made by Carolyn. Although this was not voted on, several people thought that this might be a good way to facilitate making the annual report.
- Sarah Maynard was thanked for being the directress for the past six years.
- The 2014 annual meeting will be held at Christ Church in Montpelier at a date to be set at the convenience of Bishop Thomas Ely.
- It was decided to give \$100 to the VNA Hospice program in memory of the late Carol Walters, longtime treasurer of the DAG.
- Questions were raised about repairing chalices, (contact a silversmith) cleaning chasubles (local dry cleaner) and albs (washer and dryer), getting rid of stains (hair spray may be blotted, not rubbing in) and protecting fair linens from candles dripping or ash (a square of Plexiglas under the altar candles). It was noted that flower fresh provided by florists should not be used in metal containers. Lacquer removed professionally from candles makes them easier to keep polished.
- Helen Thomas introduced Carolyn Meub of Pure Water for the World. Carolyn said that she had run around Trinity Church as a little girl while her mother worked as a member of their Altar Guild as was pleased to be talking to us. Pure Water was organized by the Rotary Club about twelve years ago. There are 26 workers in Haiti, Honduras and those working out of Carolyn's Rutland home.

About one quarter of the world's people do not have good water, 2,000 a day die. 40% of diarrheal disease would be eliminated by washing hands. If you have contaminated water, parasites and bacteria cause bones to not grow right, stunting brain capacity and malnutrition, food doesn't nourish and goes right through the body.

- Funded by individuals, churches, etc.
- The Bishop led the Eucharist service, assisted by the Rev. Christopher David, Eucharist Minister Alan Grace and Organist James Cassarino. He brought to our attention a book written by Donna Hicks entitled Dignity and read excerpts from it, stating that this book could be used to interpret any of the scripture readings for this day.
- The Bishop's discretionary offering was given to Pure Water for the World. \$125 was collected and given to the treasurer to send to Carolyn Meub.
- The women of Trinity Church furnished a delicious lunch of assorted quiches, salad, cookies and drinks, as well as coffee, tea and breakfast breads, muffins and cakes, at registration.
- I thank the Diocesan Altar Guild for the 11 years I have been its secretary. I researched and found that I was installed as secretary on May 22, 2002 at the Church of our Savior in Killington. It has been a rewarding experience and I've gotten to know so many wonderful people. Of course, I will remain an inactive part of the DAG and look forward to seeing all of you at the 2014 annual meeting.

Peace –

Betty Maynard, secretary, 2002-2013

Attending:

Hostesses from Trinity Church, Rutland: Helen Thomas, Jenness Terenzini, Elaine Foskett, Catherine Williamson, Nancy Blosser, Linda Barcomb, Joan Susmann

From Christ Church, Montpelier: Patricia DuPont, Martha Holden

From Immanuel Church, Bellows Falls: Diana Leitgeb, Barbara Plumley

From St. Andrew's, St. Johnsbury: Betty Maynard, Sarah Maynard, Nicole Stevens

From St. Martin's, Fairlee: Ann Davis

From Zion Church, Manchester Center: Sarah Brown, Kathie Peltz

Guests: The Right Reverend Thomas C. Ely, Bishop of the Episcopal Diocese of Vermont; Carolyn Meub, speaker; the Reverend Christopher David, Interim Rector; Organist James Cassarino; Eucharist Minister Alan Grace and George Blosser, all of Trinity Church.

BISHOP'S REPORT OF OFFICIAL ACTS

July 1, 2012 – June 30, 2013

On July 23, 2012, Letters Dimissory accepted from the Diocese of New York on behalf of The Rev. Earl Kooperkamp (Church of the Good Shepherd, Barre).

On September 17, 2012, Letters Dimissory accepted from the Diocese of Southern Ohio on behalf of The Rev. Justin Lanier (St. Peter's Episcopal Church, Bennington).

On October 4, 2012, Secularization of St. Mary's in the Mountains at 95 East Main Street in Wilmington, and the Consecration of St. Mary's in the Mountains at 13 East Main Street, Wilmington.

On October 24, 2012, Secularization of Trinity Church in Poultney.

On October 31, 2012, Letters Dimissory accepted from the Diocese of Michigan on behalf of The Rev. Dr. Susan E. McGarry (St. Stephen's Episcopal Church, Middlebury).

On November 16, 2012, Letters Dimissory issued to the Diocese of Southwestern Virginia on behalf of The Rev. Daniel Riddick.

On December 16, 2012, The Rt. Rev. R. Stewart Wood ordained Todd McKee as a transitional deacon (St. Paul's, White River Junction) on behalf of the Bishop of Vermont.

On December 22, 2012, ordained The Rev. Auburn Lynn Watersong to the Priesthood (Christ Church, Montpelier).

On December 23, 2012, ordained Jakki Renee Flanagan as a Transitional Deacon (Cathedral of St. Paul, Burlington).

On March 20, 2013, consent was given to the sale of Saint Mary's in the Mountains (95 East Main Street, Wilmington)

On March 26, 2013, Letters Dimissory issued to the Diocese of South Carolina on behalf of The Rev. George Moyser.

On April 16, 2013, Sean Lanigan (St. James' Episcopal Church, Arlington) admitted as a Candidate for Holy Orders.

On April 16, 2013, Mark Genszler (St. Michael's Episcopal Church, Brattleboro) admitted as a Candidate for Holy Orders.

On April 16, 2013, Jimmie Sue Deppe (Cathedral Church of St. Paul, Burlington) admitted as a Candidate for Holy Orders.

On May 14, 2013, Letters Dimissory accepted from the Diocese of Pennsylvania on behalf of The Rev. Mark Preece (St. Paul's Episcopal Church, White River Junction).

On May 14, 2013, Letters Dimissory accepted from the Diocese of Connecticut on behalf of The Rev. John M. Miller (St. Mark's-St. Luke's Episcopal Church, Fair Haven).

On May 31, 2013, Susan Berry Taylor (St. Peter's, Bennington) ordained to the Transitional Diaconate.

On May 31, 2013, Keith Franklin Patterson (St. Peter's, Bennington) ordained to the Transitional Diaconate.

In this twelve month period (July 1, 2012 through June 30, 2013), The Rev. Dr. Susan McGarry was called as Rector at St. Stephen's Church in Middlebury, The Rev. Justin Lanier was called as Rector at St. Peter's Church in Bennington, The Rev. Mark Hatch was called as Interim Dean at Cathedral Church of St. Paul in Burlington, The Rev. Carole Wageman was called as Interim Rector at St. Luke's Church in Chester, The Rev. Mark Preece was called as Interim Rector at St. Paul's Church in White River Junction, The Rev. Donna Reidt as Priest-in-Partnership at St. Mary's in the Mountains, Wilmington, The Rev. Cameron Miller was called as Priest in Partnership at St. Mark's, Newport, and The Rev. John Miller was called as Priest in Partnership at St. Mark's-St. Luke's in Fair Haven.

In this twelve month period (July 1, 2012 through June 30, 2013), the following Clergy Licenses were issued: 56

In this twelve month period (July 1, 2012 through June 30, 2013), the following Lay Participants in the Liturgy Licenses were issued: 349 Eucharistic Ministers, 115 Eucharistic Visitors, 52 Lay Preachers, and 90 Worship Leaders.

In this twelve month period (July 1, 2012 through June 30, 2013), 28 official Visitations were made. At these Visitations, 1 child was baptized, 8 adults and 31 youth were confirmed, 3 adults were received into the Episcopal Church, and 6 recorded reaffirmations of Baptismal promises.

In this twelve month period (July 1, 2012 through June 30, 2013), consent was given to the ordination and consecration of 4 diocesan bishops (Southwestern Virginia, Eau Claire, Lexington, New Jersey), 1 bishop suffragan (North Carolina), and 1 assistant bishop (Alabama). Consents were given for the elections of 1 diocesan bishop (Western Michigan), 2 suffragan bishops (Maryland & New York), and 1 bishop coadjutor (Massachusetts). Consents were given to the resignations of 3 diocesan bishops (East Carolina, New York, & Pennsylvania). In addition, consent was given for the reunion of the Diocese of Quincy and the Diocese of Chicago.

Respectfully submitted,



The Right Reverend Thomas Clark Ely
10th Bishop of Vermont

BISHOP BOOTH CONFERENCE CENTER

July 1, 2012-June 30, 2013

The Bishop Booth Conference Center continued to operate throughout the year in the same manner as previous years. After several lean years, BBCC continued its more positive trend, booking groups most weekends as well as hosting events during the work week, showing a healthy profit at the end of the fiscal year. Among the highlights, BBCC:

- Scheduled and hosted events throughout the year for a variety of religious, educational, environmental and social services groups. Feedback about the center and the dining room operation from the vast majority of groups was uniformly very positive
- Scheduled events for the remainder of calendar year 2013 as well as 2014, making it appear that the center will remain on a very healthy footing going well into the future
- Partnered with the Rock Point Summer Camp to ensure a positive camp experience for the youngsters attending camp for both the 2012 and 2013 sessions
- Continued to make improvements to the facility to the extent possible, including installing a gas insert in the Van Dyck lounge fireplace to compensate for the fireplace that could no longer be used for wood fires and replacing some chairs in the Kerr meeting room
- Extended Wi-Fi access to all three buildings
- Maintained its finances in good order and made monthly reports to the Finance Committee, documenting activities at BBCC
- Entered into discussions with the board about needed long range upgrades and repairs to the three main buildings as well as to the camp structures
- Made the board aware that a new BBCC manager would need to be hired in May 2014, giving the board adequate time to explore the long range mission of BBCC and make any needed adjustments.

While things went very well during the period in question, most people are aware that the center suffered severe flood damage in the Butterfield building in early July 2013 as a result of a break in the sprinkler line outside the building, requiring all three buildings to be closed down for a period of time. Extensive repairs were required for the electrical, alarm and heating systems, fortunately all covered by insurance. Some events were resumed in mid-August and it appears that we will be fully operational again by early September thanks to major efforts by everyone involved.

Please do not hesitate to contact me if additional information is needed.

Respectfully submitted,

Stephen Antell

Manager, BBCC

BROOKHAVEN TREATMENT & LEARNING CENTER

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

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

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

Our comprehensive treatment program includes therapeutic milieu services, intensive behavior management, individual, group and family therapy, case management services and psychopharmacological intervention. As Brookhaven works closely with families to ensure a successful transition to the family setting, we also offer the Family Retreat. This is a place for our residents and their families to come together on campus for overnights and intensive family focused treatment. Over the past year we have had continued success with this program enhancement. Multiple families have taken part in the Retreat services offered. This program enhancement has allowed families to prepare for lasting transitions. In May we started offering Therapeutic Crisis Intervention training for families. TCIF provides families with the necessary skills and knowledge they need to become the catalyst through which the child changes old habits, destructive responses, and maladaptive behavior patterns. The goal of this training program is to give adults the resources to help children develop new responses to their environment that will enable them to achieve a higher level of social and emotional maturity.

This year the Brookhaven Learning center was full with 21 boys, 5 teachers, 4 support staff and our compliment of amazing counselors and clinical staff. It was a busy year, with lots of growth in academics, programming and cooperative learning. Boy's had the opportunity to participate in incentive based field trips this year including the Tunbridge Fair, Eaton's Sugar House, Morse Sugar House, Upper Valley Aquatic Center, Knapp Airport, Vermont Historical Society, Fairbanks Museum, and Ben and Jerry's factory.

Other note worthy events at the Learning Center included our three well-attended Open House nights, including one focused on showcasing science in a Science Night. Visitors were treated to displays of life science, physical science and a lively chemical reaction experiment outdoors shooting 15' in the air! In November, students made several dozen cards to send to Vermont Veterans in care boxes coordinated by a local service group. In May the boys helped the White River Partnership plant 88 trees along our

riparian zone, along the river behind the school. Literacy is extremely important at the learning center and collectively the students read 492 books over the course of the school year! This was truly an outstanding accomplishment. Our teachers also initiated a "Bully Club" to help eliminate the rise of bullies in our learning environment. With tremendous support from the clinical team, students were encouraged to take accountability and make amends for actions or statements that bullied peers or adults. It was very effective and by the end of the year, bullying had decreased significantly.

The school introduced a science lab this year which was extremely popular with the boys. Through this experience the participating boys memorized the first 30 elements, and constructed Solar Heating Panels - which raised the temperature of the classroom over 40 degrees, using simple soda cans. They performed laboratory experiments in Physical Science, making eggs drop into milk bottles and ping-pong balls fly out of paper tubes as if by magic. The class used chemical reactions to build their own fire extinguishers, made green "flubber," and a special goop that is both solid and liquid at the same time!

Each December Brookhaven hosts a Christmas party that the Brookhaven Board of Trustees are invited to attend. This year Board Members arrived and joined one of the three classrooms where they spent time with the boys listening to Christmas stories or creating Christmas arts and crafts. At lunch Board members, staff, and children gathered in the dining room to enjoy the delicious holiday meal prepared by our cook. Before leaving, everyone gathered together by the Christmas tree as boys presented each Board member with a homemade gingerbread house to take home. Our students enjoyed the new books selected by their teachers and supported by the Board and Administration that were so generously provided to them

June 11th, 2013 Brookhaven held its annual graduation ceremony for the students of the Brookhaven Learning Center. Brookhaven Learning Center has a growing reputation for providing a small, highly structured learning environment. We have stable professional staff members who stay at Brookhaven because they care deeply about the mission of our program. We attract students who are ready to make a change in the trajectory of their lives. We are proud of the important work we do and appreciate the support we receive from the community at large. At Graduation memories of the school year are reflected on posters on the pavilion walls for the boys, families and staff to enjoy. The ceremony provides a moment of praise for each child as their teacher speaks to the growth and accomplishments they witnessed during the year. This ceremony allows the boys to feel pride in their hard work as they are celebrated by their families, loved ones and Brookhaven staff. We were honored that once again President of the Board of Trustees, Reverend Diana Collins was in attendance. Diana gave an opening prayer and shared heartfelt remarks.

Summer of 2013 we kicked off of our 6 week summer program "Camp Haven". The boy's explored hands on activities that were based off this year's theme of "Around the World: Global Exploration". Boys will be provided with the opportunity to explore North and South America, Europe, Africa, Asia and the South Pacific. Throughout the summer boys will hear stories from around the world, and end each week with a cooking project from the continent of study.

Each week the boys had the opportunity to earn a field trip and boys were motivated and excited to do just that! They made memories this year by visiting the Montshire Museum, Echo Science Center, Hood Museum, Green Mountain Rock Climbing Center, and Silver Lake!

This past year has been memorable, and we look forward to all the successes and milestones that will be accomplished in the months ahead! On behalf of the children and staff, I offer our heartfelt gratitude to the Episcopal Diocese of Vermont for their ongoing support and generosity.

Respectfully submitted,

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

CATHEDRAL CHAPTER

It has been noted by many that, in the words of Dean Douglas Stone, of the Cathedral Church of St. James (Toronto, Ontario), cities “are now the dominant unit in contemporary culture,” and the churches within them serve an essential role as “incubators of social, environmental, economic and spiritual resilience.” Here at the Cathedral Church of St. Paul, in the decidedly smaller but no less vital city of Burlington, we as the Cathedral Chapter see as our mission the support, encouragement, and uplifting of the Cathedral in its many ministries, near and far. In our ministry as a Cathedral Chapter we strive to share the message of vitality, creativity, openness and welcome that is St. Paul’s, in its unique character both in our Diocese of Vermont and in the wider world.

There are a number of central ministries to which we offer our prayers, support, invitation, and resources. These include:

- Innovative and inclusive liturgies, including *Enriching Our Worship*, the Sunday 8:00 AM Contemplative Eucharist, Taizé Evening Prayer, noonday mid-week Eucharist and Healing, and a regular sacramental cycle consistent with the spirit of the Church Year;
- Christian Meditation, offered at a variety of times and reaching well into the secular and ecumenical world, as an expression of quiet, silence, renewal, and embrace of the Holy.
- A large and vibrant music ministry of all ages, with a variety of choral expression including a busy youth choir program, Choral Evensong, and a regular round of Sunday choral liturgy.
- Cathedral Arts, an ongoing invitation to instrumentalists and singers from a wide range of settings such as UVM, the Burlington Choral Society, and others both local and national, who offer musical programming to the city and beyond, here at St. Paul’s. Also, Cathedral Arts embraces a vital ministry of exhibiting visual art in the Cathedral’s nave. Some of this work is shown in conjunction with the Episcopal Church and Visual Arts; other work is independently offered. All of it is imbued with the power of art to touch the soul.

- Regular diocesan hospitality in the form of Diocesan Convention; the Holy Week Clergy Quiet Day, Renewal of Vows and Blessing of Oils; Province I gatherings of Bishops and Staff, and other such offerings.
- The Hopkins Bookshop, a unique and deeply valued resource for all those, of many interests and of many faiths, who find here materials, books, devotionals, gifts, scripture, and other important expressions of the Spirit, for themselves and for others;
- Jubilee Ministry, St. Paul's being the only recognized Jubilee Center in the Diocese of Vermont, based in part on its long and wide breadth of urban and social justice ministries, with such programs as VIA (Vermont Interfaith Action), JUMP (Joint Urban Ministry Program), BAMA (Burlington Area Ministerial Association), Integrity, and a range of initiatives in the area of refugee services. In addition, St. Paul's continues to build bridges in global mission, primarily in El Salvador, with its support of Cristosal and the sending of a Youth Group in April 2013 for a Transformational Trip of learning, volunteerism, and support.
- Cathedral Staff and their role as resources to the wider Diocese and beyond, especially in the areas of music and liturgy, spiritual direction, and diaconal formation.

In every way, we as the Cathedral Chapter joyfully affirm and celebrate that St. Paul's is ***"Your Cathedral, Our Cathedral."*** Knowing Christ and making Christ known through these creative, exciting, innovative, spirit-filled, and inclusive Cathedral ministries is our joyful mission, to which we invite the love, support, prayers and participation of all.

Submitted

The Right Reverend Thomas C. Ely

THE CATHEDRAL CHURCH OF ST. PAUL

The year now passed since last Diocesan Convention has been a rich and rewarding time for the Cathedral Church of St. Paul. In the midst of transition, reflection, discernment and imminent call of a new Dean and Rector, the varied ministries of the congregation and its numerous components have felt active, vibrant, expansive, growing, energetic and most of all hopeful. Remarkably, at least in my long experience as a trained Interim, there has been no evidence of stasis, dormancy, fatigue or insularity during this time of transition; there has been no evidence of that "holding pattern" experience which is very common to most if not all parishes and institutions as they undertake a major leadership search. Instead, it seems and feels as if this interim time has in fact invited and welcomed new expressions of worship, vitality, spirituality, study, service work both domestically and abroad, and continued support for major initiatives both within the Diocese and in the wider areas of Chittenden County and indeed the entire state of Vermont.

Of equal importance has been the careful attention to the ancient rhythms, eternal longings, abiding mysteries, and the ever-deepening journey toward the heart of God. Like congregations large and small, urban and rural, we have celebrated baptisms and burials, weddings and ordinations, healing and pastoral and Eucharistic ministries which touch lives and manifest love. We undertook a profound, multi-faceted Lenten and Holy Week journey which once again culminated in transcendent spiritual

affirmation at the Easter Vigil. Our ongoing program of music and choirs, across the age range, has continued to flourish. The Christian Meditation program has remained a deep and quiet reservoir of loving-kindness and grace sent out to the wider world and deep into the human soul. Our weekly Adult Forum has invited a wide variety of topics, views, opinions and insights to be explored, examined and shared. Our Cathedral Arts program, and our offering of major downtown space (with parking) for a vast array of artistic displays, sung works, and instrumental performances has continued to open doors and hearts. Our quarterly Taizé worship draws seekers, searchers, the lost and the found, guided toward light and chant and mystical encounter with The Holy.

And all the while, the dedicated staff (The Rev. Stan Baker, Anthony Galas, Sarah Gallagher, Canon Mark Howe, and The Very Rev. Diane Nancekivell), along with a very deep bench of dedicated volunteers and community service participants, assure that all these ministries, and others, are tended to with love and tempered with grace. Of particular import this past year, the Buildings and Grounds Committee has worked diligently, patiently and very hard to address major physical plant and structural issues at St. Paul's, from energy efficiency, lighting and insulation to upgrading of the St. Francis Chapel, replacement of major glass in the Nave, and general refurbishment of heavily used areas such as the Nursery. Much of this would not be possible without the profound generosity of the cathedral's Capital Campaign which is reaching its conclusion as we speak, in November of 2013.

It has been my personal and professional honor and privilege to serve alongside so many, and in so many ways, during this fruitful time at St. Paul's. I would wish and pray for all of you to embrace "Your Cathedral, Our Cathedral" as a special, diocesan, community-wide and all-encompassing locus for sharing with one another in the joys and sorrows, learning and explorations, of the life of the Spirit. Even more, I would hope and pray that in whatever way you find yourselves here, to this lovely lakefront sanctuary on the corner of Battery and Cherry Streets, that you know the love, care, prayers, welcome, kindness and grace which I have been so fortunate to receive during my brief sojourn among you.

We are deeply blessed. And I wish that same blessing, many times over, for each and every one of you. All children of God, created in God's image, redeemed in God's love.

A handwritten signature in black ink, appearing to be 'M. Hatch', with a long, sweeping flourish extending to the right.

In peace and faith,
The Rev. Mark H. Hatch, Interim Rector

COMMISSION ON MINISTRY—COMMITTEE ON DISCERNMENT

Report for 2013

At the Bishop's request, the Commission on Ministry-Committee on Discernment (COM-COD) meets to interview those seeking ordination and reports its observations and recommendations to him. Its reports become one source of information for the Bishop in deciding whether the person continues in the ordination process. The Committee also discusses and advises the Church in Vermont on general issues having to do with ordained ministry.

The COM-COD meets regularly four times a year. The first meeting of each year, in January, is a joint retreat with the Diocesan Standing Committee to which are invited all Persons-In-Process (PIPs) in the diocese who are in various stages of the formal process of discernment regarding ordination.

The COM-COD and the Standing Committee of the diocese each have a role in recommending to the bishop candidates for ordination to the diaconate and transitional deacons for ordination to the priesthood. This retreat serves as a way for members of both committees to familiarize themselves with Persons in Process (PIPs) in a more extended and less formal setting. The theme for this year's retreat was "Second Responders", the role that the Church and its leaders play in supporting those who are "first responders" to victims of catastrophic events.

In its subsequent meetings, the COM-COD recommended three postulants for candidacy, two candidates for ordination to the transitional diaconate, and two transitional deacons for ordination to the priesthood.

Progress in electronic capabilities made it possible for some of the business of the COM-COD to be conducted on the internet and by telephone conference call. Given the constraints of the monetary and time costs of travel, two interviews for candidacy with seminary students were conducted utilizing "Skype". This worked very satisfactorily both for the committee and the interviewees. Three of the meetings of the COM-COD also were held by telephone conference call, when no interviews with PIPs were needed.

At the request of Bishop Ely, two meetings of the COM-COD were held by conference call on June 20, and July 10, focused on the task of revising *The Diaconal Handbook* to consolidate and update previous iterations, including forms, to reflect current protocols, canons and practices.

A meeting of the COM-COD to review the status of PIPs and progress on *The Diaconal Handbook* will be held on September 28, at St. John's Church, Randolph.

Respectfully submitted,
The Rev. David G. Hamilton,
Chair

THE COMPANION MINISTRY

The Companion Ministry (established 2007) is based on the theological principles found in the Baptismal Covenant. Companion Ministry encourages and supports a shared ministry for mission that calls all baptized Christians to be ministers of God's reconciling love in the world.

Companions are an expression of the *Bishop's ministry to congregations, participants in the shared episcopacy* lived out in Vermont. Companions walk alongside a congregation as partners, offering an incarnation of Baptismal Ministry as they demonstrate their own ministry as baptized persons and celebrate the ministry of others.

Companions serving this year were Ann Cooper (from St. Stephen's, Middlebury), Jean Hancock (St. Luke's, Chester), Beth Hilgartner (St. Barnabas, Norwich), Laura Hunter (St. Mary's, Wilmington), Rolfe Lawson (Gansevoort, NY), Jean Smith (St. Michael's, Brattleboro), and Steve Smith (St. James, Arlington). The Companions worked with 14 congregations, focused primarily on supporting the transition of clergy partners in a congregation. Since 2010 when Lynn Bates, Canon to the Ordinary, took on the additional responsibility of Transition Ministry (working with congregations when they are seeking a new priest and with clergy when they are seeking a new ministry), the Companions have extended the Bishop's ministry to congregations in a unique way during these transition times. We try not to be "one size fits all" but, through the Companions, adapt the process to fit each congregation's needs.

In 2012-13 Companions also supported vestries and clergy in their relationships and leadership development; facilitated exit interviews and mutual ministry reviews; and provided conflict transformation training to Covenant Groups as part of their formation in leadership.

A new type of ministry was added this year, that of an ordained Companion providing pastoral oversight to two congregations which have Local Ministry Support Teams and locally-formed ordained leaders. Beth Hilgartner serves as the Companion to Immanuel Church, Bellows Falls, and Christ Church, Bethel. Beth's primary relationship is with the Senior Warden in these congregations, offering support and connection to the wider church, the "more than local" of The Episcopal Church that has traditionally been offered by the seminary-trained priest in a congregation.

Lynn Bates supports and oversees the Companions as they work with congregations going through a clergy transition; Susan Ohlidal works with the Companions in other areas of their ministry. Lynn closed out this program year and is now on sabbatical through mid-October 2013. Steve Smith and Thad Bennett are working with the Companions regarding transition ministry during Lynn's sabbatical.

Respectfully submitted,

Susan Ohlidal
Canon for Ministry Development

Steve Smith
Companion

Thad Bennett
Transition Minister, Interim

CONGREGATION SUPPORT & RESOURCES COMMITTEE

Annual Report for the period of 9/2012 thru 8/2013

The committee met throughout the year and the following are the results:

The amount of grants awarded:

Initiative 11	\$16,648
Initiative 111	\$35,462
Irish Fund	\$23,491
Total	\$75,601

The parishes that received awards are:

- Calvary – Underhill
- Cathedral Church of St. Paul – Burlington
- Christ Church – Montpelier
- Church of the Good Shepard – Barre
- Immanuel – Bellows Falls
- St. James – Essex Junction
- St. John's – Hardwick
- St. Luke's – Chester
- St. Mark's – Springfield
- St. Mary's – Wilmington
- St. Michael's – Brattleboro
- St. Paul's – Windsor
- St. Peter's – Lyndonville
- St. Stephen's – Middlebury
- St. Thomas and Grace – Brandon

The awards were to be utilized for such uses as attending conferences, youth programs, music programs, mold remediation, replacing furnaces, building renovations, new websites, promotional programs, small churches bookkeeping project, sign enhancement, and other projects.

The members of the committee are Don Crofut, Betty Elwell, Winnie Grace, Bob Halverson, Rev. M.P. Schneider, Steve Smith, Linda Wirts, and Larry Yarbrough. Cannon Lynn Bates is the Diocesan Representative.

Respectfully submitted,

Don Crofut, Chairman

REPORT FROM DIOCESAN COUNCIL 2012-2013

Council Met on July 16, 2012, St. Paul's in White River Junction

2012 Diocesan Budget Conversation: Much information was heard in the morning Budget Summit. This information will be gathered together and used by the Executive Committee of Council as they prepare the 2012 Budget. It was stated that the current Annual Appeal of \$100,000 was about 50% there, approximately \$50,000 pledged or received thus far.

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

Clergy Compensation: A small group is gathering data from around the Province as well as The Episcopal Church regarding current stipend amounts and ways to calculate those amounts. This data will be examined and hopefully a recommendation will be drawn up to address the 2006 resolution helping to bring the Diocese of Vermont minimum starting stipend into line with the rest of the ECUSA. Wally reported that the COLA amount is an increase of 4.2 %.

Annual Appeal: \$47,985 has been pledged with approximately \$38,000 actually collected thus far.

Diocesan Council Position Description: New version accepted. Nomination committee chairs were named. Each chair person will identify 2 other people from with their district to serve on the nominations committee.

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

Council Met on August 11, 2012 at Trinity Church in Rutland

Bishop's Report: Tom attended the General Convention of The Episcopal Church in Indianapolis from July 3-13, 2012. A Work Group has formed to address the future diocesan direction, policy and practices related to health insurance continues to meet and is working on decisions and policies related to our participation in the denominational health plan. Mission strategy conversation continue with the six congregations of the Episcopal Church located in the Northeast Kingdom of Vermont as we try to imagine and build a strong future for the Episcopal Church in that part of our diocese. Plans are moving ahead in good fashion for our Diocesan Convention – "What About Jesus?" – and the various Ministry Fairs. We will welcome Bishop Michael Curry, from North Carolina, as our Convention guest.

Annual Appeal: Council adopted Annual Appeal and FUNdraiser day to help balance line item budget. 125 pledges to date @ about \$35,000, more than half from last year have recommitted.

Alleluia Fund Concept: Angie Emerson presented the new concept; will occur during Easter and supports only items identified in the Fund; this would replace the Annual Appeal. Council members were excited about this approach!

Council Met September 8, 2012 at St. Paul's in White River Junction

Bishop's Report: was Anne Brown last day. The Bishop attended the installation of the new Bishop of New Hampshire, The Rev. A. Robert Hirschfeld.

Health Insurance Plan: Medical Trust will be the administrator of plan; a national BCBS health plan; changes to premium, deductible, co-pay, and employee contributions--employee is responsible for deductible and for co-pay, an additional cost to employee; people working more than 1,500 hours MUST participate, working less than 1,500 hours MAY participate; cost to parishes should look about the same. Council accepted this plan.

2013 Budget: Council discussed changes to the draft budget, including Fund Raising becoming the Alleluia Fund, areas of congregational support, salary and benefits, and reinvested funds. Council passed the draft budget. Council motioned to accept the creation of the Alleluia Fund. Council passed the Narrative Budget.

Clergy Compensation: Council approved the 2013 Clergy Compensation Resolution to go before Convention; recommended 6% cola and 1.66 years of service; set minimum to \$38,517 includes 2.6% cola and travel reimbursement set by IRS; continued course of 2006 clergy comp resolution that reflects years of service at 1.6 %. ; housing allowance of at least 7%.

Spiritual Direction: considered because all candidates for Holy Orders need spiritual directions. And recognition that many persons have expressed need; a hand book was created; Council approved with pending changes by Chancellor.

Council Met October 12, 2012, at St. Paul's in White River Junction

Communications Task Force reported that the diocesan website has been upgraded and all links will take you to the new website; the older website is still available via a link on the new one.

Congregational Support & Resources awarded grants to six congregations: three for the Small Church Treasurers project, St. Thomas in Brandon for their rectory, Immanuel Church in Bellows Falls for re-purposing of the rectory. An Education for Ministry (EfM) scholarship was also awarded.

Strategic Plan Review: the Vision and Communications sections were reviewed by the work group; all Council members are to review the Communications section and offer input to the Task Force. Discussion of the VT response to Tropical Storm Irene and the use of communications/ social media for this as effective tools, underscoring communications as diocesan priority.

Council reviewed its Convention resolution “In response to Special Convention action in June 2011”; to be presented at this year’s Convention.

Council Met January 12 and 13, 2013 at Bishop Booth Conference Center, Rock Point

This was the orientation meeting for the new 2013 Council.

Members decided to use Windows Live *SkyDrive*, a file storage and sharing service in the computing cloud, and will access all future Council communications and resources from the *SkyDrive*.

Canon Lynn Bates provided an overview of Council: responsibilities, role, expectations, and working priorities from 2013. The Bishop led discussion of the 2012 priorities; small groups then convened to generate 2013 priorities; the work of subcommittees was also identified.

Council also agreed that a “focus on poverty” will be offered during opening prayers, supporting the deacons’ work on this, and will try to find ways projects during the year connect with this theme.

Alleluia Fund has formed a leadership team and is moving forward: campaign will start on Easter Sunday and end on Pentecost; a collaborative effort, Council members need to support and be leaders; goal is \$60,000.

Episcopal Family Fun Day & Golf Tournament: this year there will be two separate events, Aug, 3rd – family fun day, Sept. 14th – Golf Event.

Communications Task Force: group is responsible for *Vermont Voices*, the website, and the *Mountain Echo*; the Bishop is now tweeting.

Stirrings of the Spirit: Forming a leadership team; Province One grant of \$2,500 has been awarded; applying for Constable Fund (TEC), amount \$25,000.

Council Met February 16, 2013 at St. Paul's in White River Junction

SkyDrive is being used; some troubleshooting.

Budget and Finance Committee has begun work on the 2014 draft budget. The Bishop announced that financial sessions, usually included in the Ministry Fairs, will be held this year via VT Interactive TV.

Council adopted a Position Description and Covenant of Leadership.

Communications Task Force: there is a diocesan FaceBook group.

Social Justice: will have a program together by next Lent to provide education to congregations. This would also include letters to state leaders and President Obama.

Stirrings of the Spirit: Leadership team is formed and will meet Feb. 22nd & 23rd. Council liaison is Susan Taylor; liaison to Cathedral Chapter is Lisa Ransom.

Alleluia Fund: Meeting held of leaders in ministry areas that will be funded; working on design of materials, all to be sent out by March 24th.

Bishop Butterfield Loan was approved for Immanuel Church, Bellows Falls: funds of \$48,000 for 10-year loan to re-purpose the rectory building into use as a retreat facility.

Council Met April 13, 2013 at Trinity Church in Rutland

“Mission and Money in Motion”: overviews offered of the Alleluia Fund and *Stirrings of the Spirit*.

The Alleluia Fund: “Christ is Risen in our deeds” is the theme; goal of \$60,000; reminder of the Alleluia Open—golf tournament-- in September; Council will review a gift from the Cathedral as part of their Capital Campaign of \$25,000.

Stirrings of the Spirit: a PowerPoint presentation by members of the leadership team.

World Café was model for small group discussions.

Council Meeting began in afternoon.

Bishop announced the date of October 26th for Communication Messaging Workshop.

Temporary administrative staff will be in the diocesan office through Convention, end of year for financial ministry support.

Council approved Alleluia Fund distributions of \$20,000 to Rock Point Summer Camp and \$10,000 to Rock Point Board.

Council approved a letter regarding poverty and economic injustice to be brought to Convention, and then sent to Executive Council (TEC) and the Presiding Bishop.

Stirrings of the Spirit: The Bishop pointed out that the main thrust of the *Stirrings* initiative is to explore new and expanded ways of being church in the world. The bishop also pointed to the liturgical resources *Stirrings* web page.

Council Met May 3, 2013 at St. Paul's in White River Junction

The meeting began with prayer and reflections on the "Declaration of Dignity" by Donna Hicks and further reflection on the question "How will what we are doing here affect those living in poverty?"

Bishop Ely reported that 15 rooms have been offered, free of charge, at the Bishop Booth Conference Center for the runners coming to the marathon in Burlington – runners who were unable to finish the Boston Marathon and were invited to participate without charge by the Burlington organizers.

Council approved, with further revisions, the position paper on economic justice.

Stirrings of the Spirit members reported on the "pop-up labyrinth" created at Episcopal Divinity School by *Stirrings* members and seminarians Jimmie Sue Deppe and Susan Taylor; further development of the *Stirrings* Facebook page and their website.

Council approved a communications protocol for meetings.

Alleluia Fund is more than ½ through the Fund drive, and \$32,000 has pledged of \$64,000 goal.

Nancy Eldridge, Executive Director of Cathedral Square Corporation, offered a presentation of this organization's mission and its connection with The Episcopal Church in Vermont.

Council Met June 29, 2013 at Trinity Church in Rutland

The Meeting began with the gathering "Mission & Money in Motion. Presentations were made for the Alleluia Fund and *Stirrings of the Spirit*.

The Alleluia Fund: goal of \$60,000 will be met and does not include the potential income that will be raised with the Alleluia Open in September; The Church in Vermont received a gift of \$25,000 from the Cathedral as part of their Capital Campaign and Council to determine where this money will be allocated; website is published; bulletin inserts was utilized to "Make a Splash", "Tell a Story", and "Raise Money"; 2014 and Beyond--donor cultivation, leadership education, ministry team investment, ministry stories, expansion of communication tools, web site content, and new delivery strategies.

Stirrings of the Spirit: leadership team members offered a PowerPoint presentation that summarized the work: electronic communications and social media; summer liturgy initiative of "trying on" new models for worship; development of liturgical resources; reaching out to congregational leaders to ascertain needs; Ministry Fairs and Convention planning for the summer/fall.

A World Café event was then held; notes from these conversations were passed to the Budget and Finance Committee of Council.

Council's business meeting then followed.

The Bishop reported that there will be temporary staff members working in the diocesan office.

Alleluia Fund appropriations were approved: \$20,000 Rock Point Summer Camps; \$10,000 to the Rock Point Board.

Council's statement on economic justice was finalized and approved; it will be submitted at this year's convention and a copy given The Most Reverend Katharine Jefferts Schori.

Lynn Bates, Canon to the Ordinary, has begun her sabbatical.

DIOCESAN INSURANCE COMMITTEE

An Insurance Committee of three persons is responsible, to the Bishop and Diocesan Council, for procuring property and liability insurance coverages for the diocese and its congregations, and for advising them regarding insurance coverage and claims issues. Current members of the committee are Steven Smith of St. James, Arlington; Ned McElroy of St. Mary's, Wilmington; and Franklin Sanders of St. James, Woodstock. In recent years, comprehensive property and liability insurance coverage's have been obtained from Church Insurance Company of Vermont (CIC-CT), an affiliate of Church Pension Group. The current program was written for the three calendar years 2012-2014, and was negotiated prior to Tropical Storm Irene in 2011. Three congregations had significant losses from TS Irene; their claims were settled on a mutually satisfactory basis.

Since TS Irene, three notable claims have been made. One claim was for serious bodily injury to a tenant in rental property who fell through a defective railing on a second-floor landing. Another claim was for water damage from pipes which froze after failure of a furnace. Over the recent Fourth of July holiday, Bishop Booth Conference Center suffered extensive water damage. A broken water main flooded the Conference Center damaging the basement of the building and the electrical and alarm systems. CIC-VT's product partner, Great American Insurance Company, responded to the claim, and a settlement is nearing agreement.

Respectfully submitted,

Franklin D. Sanders
Committee Chair

EARTH STEWARDS

The following is a list of some of the things the Earth Stewards have been involved with during the past year:

- Selling compost pails and raising awareness about composting for individuals and congregations
- Assisting the Diocese with reducing waste at: Ministry Fairs, Diocesan Convention, Ministry Expo.
- 3 R's 4 3 C's* (debuted at the meeting formerly known as the "Budget Summit")
 - *Reduce, Reuse, Recycle for Committed Creation Care
- Assisting with Alleluia Fund appeal
- Advocating for parish environmental plans

Ongoing:

- Updating/redesigning the web page so that it becomes a more effective communication tool – especially for sharing the stories of Earth Stewardship projects and initiatives from congregations and individuals around the Diocese
- Advocating alternatives OTHER than commercially bottled water at Diocesan and parish meetings (and, of course, for individuals)
- Participating in Creation Care workshops, meetings, and initiatives offered by other organizations and judicatories, and seeking opportunities to cooperate and share energies and resources
- Developing networking contacts beyond and within the Diocese
- Being a resource and inspiration for local congregations, and facilitating Diocesan-wide conversations and action around 3R's 43C's, community gardens, energy audits, reducing carbon footprints, and a host of other Earth Stewardship ideas and initiatives

Respectfully submitted,

The Rev. Beth Hilgartner

The Rev. Norman MacLeod, co-chairs

EPISCOPAL RELIEF & DEVELOPMENT MINISTRY REPORT

As diocesan coordinator I've sought to keep all parishes informed about the global mission and work of ERD by emailing regular updates and making myself available for parish visits. I encourage all in the diocese to check regularly the organization's **NEW** website (<http://www.episcopalrelief.org/>) with its easy-to use format, extensive program information, plus its handy tools for congregational engagement.

Important ERD programs, initiatives, and events this past year included the following:

ERD's role in Irene Recovery in Vermont – Conclusion of Funding but ongoing work of many parish churches. Although the funds (\$150,000) awarded by ERD to the Diocese in Vermont for long-term recovery have been awarded, the work of the parishes (e.g. Bethel, Killington, Wilmington, White River Junction, Fairlee, Montpelier) involved steadily continues. These projects emphasize rebuilding, long-term recovery, and establishing church partnerships in affected areas. With amounts ranging from \$1800 to \$12,000, these grants (well detailed on the Diocesan website) are helping individuals and businesses rebuild their lives and livelihoods, and are a demonstration of ERD's encouragement of building strong faith partnerships in long-term disaster response.

National (US) Disaster Relief operations: ERD's most significant work this year on the national level lay in its work after Hurricane Sandy (Oct 2012) and the massive tornadoes in Texas and Oklahoma (Spring 2013). As it did with the Vermont diocese after Irene, E.R.D.'s US Disaster Response team began immediately in these affected areas to bring immediate relief as well as to assist dioceses in creating longer-term recovery plans. Further, this past year, Episcopal Relief & Development has expanded its Disaster Preparedness Program, holding training sessions and conferences in 15 different dioceses to enable them to quickly respond in the event of a catastrophe.

International Work of ERD. On an international level, ERD has to sponsor initiatives that address poverty, hunger, disease, economic development and disaster response. Some examples of particular note include: **the continuing strength of the NetsforLife** program (begun in 2006), which at last tally, has distributed over 11 million anti-mosquito nets in its continuing battle against malaria. Though the estimated 45% reduction in the over-all malaria rate in areas where NetsforLife is active (in 17 sub-Saharan Africa) is encouraging, the 650,000 deaths a year due to malaria means that ERD will continue its work fighting the disease. Similarly, the work in meeting the **Millennium Development goals** (promoting health, fighting disease, saving lives) – although the official MDG Inspiration Fund Campaign, begun in 2007, has concluded, ERD's reminds us that the each of the program areas addresses one or more of the MDGs and the Global Needs Fund continues to support this work.

A look at the ERD website illustrates this ongoing work, e.g. Partnering with the Anglican Diocese of Tamale in northern Ghana to improve agricultural resources and small business opportunities; bringing micro-finance services to the indigenous population in rural areas of Peru; participating in the post-conflict healing initiative *Entre Nous* in the Democratic Republic of the Congo. **All of these** responses have, as usual, been undertaken by ERD in conjunction with local Anglican and Episcopal partners.

More detailed information –with plenty of photographs, too -- on these and all of ERD's programs around the globe can be found on its website.

I'd like to extend a "thank-you" to all those individuals and parishes who so generously supported ERD by sending in donations to the various funds or who purchased a goat (or a cow or some seeds) from the *Gifts for Life Catalog*, and especially to all the parish reps for their hard work in uniting Vermont Episcopalians in this essential mission.

Kit Cooke
Diocesan Coordinator, Episcopal Relief & Development
Aug 16, 2013

FINANCIAL OVERSIGHT & AUDIT COMMITTEE

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

From July 1, 2012 through June 30, 2013 we met four times. The first meeting, in September, was to organize after a period of inactivity.

In October we signed an engagement letter with an accounting firm to prepare audits of 2009, 2010, 2011, and 2012. Auditing work was being done but the previous written agreement went only through 2008. The audits cover the Diocese, Rock Point Board, and the Unit Fund. The Bishop Booth Conference Center, previously covered in a separate audit, will be covered by this engagement letter for 2011 and 2012.

Audits submitted by parishes were reviewed. Work is ongoing to make these reviews consistent and improve our communication with parish treasurers and vestries.

The Internal Controls (IC) checklist form used for future audits was reviewed for possible changes. The committee reviewed a loose leaf binder system being considered for providing instructions to parish auditors and receiving results from parish auditors. Our diocesan financial administrator has adapted this from a diocese which has used it with favorable opinion and significantly increased percentage of parish response in submitting timely audits.

Respectfully submitted,

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

Members: the Bishop and the Diocesan Treasurer, each ex officio, Suzanne Bacon, Beth Davis, The Rev. David Veale, Channing Smith, The Rev. Mark Preece.

REPORT OF THE HISTORIOGRAPHER AND REGISTRAR

The daily routine continues with the largest share of time spent in working with the Trustees of the Diocese, lawyers, paralegals and individuals to trace ownership of the SPG leases, answering questions about the gifts and endowments held by the Trustees as well as a variety of requests for information about the history of the Episcopal Church in Vermont, the Diocese of Vermont and its various congregations.

Our archives, especially the issues of the *Mountain Echo*, were utilized for research by Steven Pinel and Edgar Boadway, members of the Organ Historical Society, preparing its most recent publication, *The Bicentennial of the Pipe Organ in Vermont, 1814-2014*. Best described as an atlas of the locations and description of pipe organs description, among the 17 organs features in its "A Gallery of Vermont's Most Beautiful Organs" with portrait quality photographs were these 8 organs: St. Paul's Church, Windsor; Grace Church, Sheldon; St. Mary's Church, Northfield; St. Paul's Church, Vergennes; St. Luke's Church Chester; St. John's Church, Hardwick; the Cathedral Church of St. Paul, Burlington; and St. James' Church, Woodstock.

The significant change for the Archives is the acquisition of the use of the income from the Bishop's Library Fund as a result of the review of all of the gifts, endowments and special funds held by the Trustees in the Unit Fund. While the annual amount of available funding for the Archives remains about the same as in previous years' budgets, the advantage of this arrangement is a carryover of the accumulated interest from year to year, thereby eliminating the heretofore loss of unexpended funds before the end of the budget year.

In June, I attended the Tri-History Conference, the triennial meeting of The Historical Society of the Episcopal Church, The Episcopal Women's History Project, and The National Episcopal Historiographers and Archivists. The emphasis of the Conference was the work of the Church in the Southwest and Mexico with trips to the Texas Military Institute, now a co-ed secondary school and St. Phillip's College which has grown from a boarding school for teen age Afro-American girls to a post-secondary institution granting associates degrees for vocational programs as well as the traditional bachelors degree granting college as part of the San Antonio school system.

Once again, the overall benefit of attending a Tri-History Conference as well as a NEHA Conference is the opportunity to meet, talk and network with and to discuss mutual problems as well as successes with other Archivists and Historiographers, and to be reminded once again of what a small world the Episcopal Church is. Having heard Essex Junction mentioned in a mealtime conversation, I asked the person how he knew Essex Junction. His answer was that he and his wife owned land in Wolcott! In a subsequent conversation, I learned that he was the brother of the Bishop of Western Mexico of La Iglesia Anglicana de Mexico.

As a NEHA Board member, I attended its three meetings, participated in three telephone conferences, and attended its annual meeting. At the Board's organizational meeting. I was reelected its Secretary.

Respectfully submitted,

Elizabeth E. Allison
Historiographer and Registrar

LIVING STONES PARTNERSHIP & ANNUAL MEETING

Living Stones is a partnership of dioceses and communities of faith engaged in Christian mission, committed to the ministry of all the baptized. In the context of theological reflection, the Living Stones Partnership exists to support, challenge, and strengthen local ministry in our respective jurisdictions. In 2013, the Partnership has 21 members from Episcopal and Anglican dioceses, seminaries, and communities of faith in the U.S. and Canada. *The Living Stones Annual Meeting engages us in intensive consultation with bishops; ministry developers; seminary deans, faculty and professional staff; spiritual directors and religious, all reflecting on specific and localized work in baptismal ministry settings.* The Episcopal Church in Vermont is one of the “senior members” of Living Stones, having participated since 1997.

Susan is now in the final year of a three-year term on the Leadership Team of Living Stones (LS), the small group who works throughout the year to maintain the partnership of LS members. She participates in an on-going conversation and reflection of baptismal ministry and mission in the Episcopal Church; guides and supports the planning for the 2014 LS Meeting; facilitates a group of ministry developers from throughout Canada and the U.S. in areas of professional development, mission, and renewal of LS; and is a member of the planning team for the 2015 International Symposium on baptismal ministry for leaders from throughout the Anglican Communion.

Portions of the following appeared on the diocesan website, “Living Stones, Living Proof” by Maggie Thompson.

In February, our Vermont team participated in the Living Stones Annual Meeting: Paul Habersang, Steve Reynes, and Maggie Thompson, all from Christ Church Montpelier; Susan Ohlidal, Canon for Ministry Development, and Bishop Tom Ely. We offered a case study of Christ Church, Montpelier describing the evolution of mutual ministry and focused on how our clergy leadership model has changed from a traditional Rector to the Priest-in-Partnership.

At Living Stones Annual Meeting, among colleagues throughout the U.S. and Canada, through dialogue, question and answer, role-play, prayer, and theological reflection, we listened to where the Spirit might be moving us, both in our conversations and in our own evolving expressions of organic mutual ministries. Our working group included representatives from the Diocese of Northern California and academic leaders from the Episcopal Divinity School in Cambridge, MA.

The Vermont team described both the successes and the challenges that have gone hand in hand recently at Christ Church. Targeted areas of challenge included addressing conflict and change in an evolving system; making strides toward becoming a cathedral in the city; and further exploring the Priest-in-Partnership model. The consulting partners advised us, offering insights about conflict being a healthy opportunity for innovation, noting the importance of honouring new ministries emerging, encouraging us to review and reflect periodically, and offered creative ways to tend to the evolution of the Priest-in-Partnership model of leadership.

Our keynote speaker and daily worship facilitator at Living Stones was The Rev. Donald Schell, founder of St. Gregory of Nyssa Church in San Francisco, and President of All Saints Company. (You might remember that Donald then came to Vermont for the Ministry Expo in April.) He delights in deliberate, innovative experiment and discovery in congregational worship, including movement, music,

unaccompanied singing, dance, a variety of texts, and flexible use of space. Our worship was improvisational, playful, and at times chaotic, but always spirit-filled.

By representing the Episcopal Church in Vermont at Living Stones, another positive dimension was palpable – that of Christ Church being a contributing, valuable partner in baptismal ministry with our diocesan leaders and our wider faith community in Vermont. Seen in the broader context of many other dioceses, we have much to give thanks for in the integrity and open heartedness that permeate our Church in Vermont – *living proof of the stirrings of the Spirit*.

Living Stones remains of the highest value for our local return to congregations and diocesan organizations, in gifts we offer others, our connection with the wider church, and opportunities for professional enrichment among diocesan ministers and other leaders.

More about Living Stones at <http://livingstonespartnership.net/> and on Facebook <https://www.facebook.com/pages/Living-Stones-Partnership/218053968209108>

Respectfully submitted,

Maggie Thompson
LS Team 2013
Christ Church, Montpelier

Susan Ohlidal
Canon for Ministry Development

DIOCESAN LOAN REVIEW COMMITTEE

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

Loans are for periods up to ten years and come from the Butterfield fund. At June 30, 2013, the Fund had total assets of \$1,261,000, of which \$751,000 represented the then outstanding amount of loans to congregations. Loan interest rates are determined by a formula based on changes in the cost of living index. Recently the interest rate has been around 3.3%.

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

Over the last twelve months the committee received and considered one Butterfield request.

- Immanuel-Bellows Falls was loaned \$48,000 to repurpose its rectory and parish hall into a Christian retreat and conference center to be used for personal and social formation in religion, spirituality and the arts.

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

Our Committee consists of Episcopalians with strong financial backgrounds. Two new members joined the Committee in 2013: Bill Bridges (Zion-Manchester) and Chris Chapman (St. Michael's-Brattleboro). Continuing on the committee with me are Kevin Bisaccio (St. Peter's - Bennington), Bob Brower (St. James - Arlington), and Ned McElroy (St. Mary's - Wilmington). We receive terrific support from Julie Giguere, Diocesan Financial Administrator.

If you have a background in finance or banking and would be interested in serving on the Committee, contact me at smiste@mac.com. We meet as needed, either by phone or at a parish in the southern half of the diocese.

Diocesan Loan Review Committee - Roster

Name		Phone**		Email	Mailing Address				Parish
Last	First	Work	Other		Street	City	State	Zip	
Bisaccio	Kevin	413-743-0001	442-6801	kevin.bisaccio@adamscooperative.com	241 Autumn Acres	Bennington	VT	05201	St. Peter's Bennington
Bridges	Bill		867-0113	swbridges@myfairpoint.net	Danby Mtn Road	Dorset	VT	05251	Zion Manchester
Chapman	Chris	254-9400 x243	579-6407	chris@tcvermont.com					St. Michael's - Brattleboro
McElroy	Ned	464-3578	464-3578	vermontned@hotmail.com	PO Box 1051	W. Dover	VT	05356	St. Mary's Wilmington
Brower	Bob	447-1296	447-1296	vtrebor@sover.net	PO Box 400	N. Bennington	VT	05257	St. James Arlington
Smith*	Steve	867-4047	867-0269	smiste@mac.com	PO Box 144	Dorset	VT	05251	St. James Arlington
<i>*Chairperson</i>									
<i>**area code 802 except where indicated</i>									

Faithfully submitted,

Steve Smith, Chair
July 17, 2013

ROCK POINT SUMMER CAMP

Rock Point Summer Camp 2013 was an interesting one. It was a tale of two summers.

The first summer began on June 18th with counselor training. Half-way through the week a few High School Students arrived to help us get the camp ready for summer. We attended church at St. Andrews in Colchester where all the youth had a role in the service. A few more arrived in the afternoon on Sunday and then we went off to the Burlington Food Shelf to serve dinner. That afternoon we also welcomed a new volunteer The Rev. Paul Habersang from Christ Church in Montpelier. He led the high school youth in many wonderful discussions based on the DVD "I Am". Almost the whole time the high school youth were at Rock Point it was raining.

The next week we welcomed 6 campers to Day Camp I. There were 2 new campers! Our theme for the week was "God's Blue Earth: Celebrating the Sacred Gift of Water". Again it continued to rain ...we went to the beach every time the sun showed its face. On July 4th in the afternoon the fire alarms went off indicating that we had water in the basement. We made the decision to cancel the rest of Day Camp! Early in the morning on July 5th the water had risen to 6-8 feet causing the fire dept to turn off all power and shutting down the 3 main buildings of BBCC. That afternoon we arranged a telephone conference so that we could look at all our choices for the next week. In the end we decided to cancel the Elementary Camp which was scheduled to begin on July 7th. The counselors and staff spent the next week giving the craft cabin a facelift which included throwing out old stuff and scrubbing and painting the walls so that it would be able to be used as camp central for the rest of the camp schedule.

Then the second summer began. On Sunday, July 14th we welcomed 18 Intermediate Campers. The good news was that it had stopped raining and we spent most of the week outdoors in the sunshine. Rock Point School fed us lunch and dinner and we prepared our own breakfast. Bonnie Fournier and family provided us with a water cooler, and Holy Trinity Swanton bought us some new picnic tables. Rock Point School lent us 2 other picnic tables and the Udell family gave us a refrigerator. Often after dinner we stopped and played sports in the fields near the school and across from the Diocesan Office. One warm evening we watched a movie in the Diocesan Office. A lot of changes were made to our schedule but we came together as a community and WE DID IT!! Thanks also goes out to our volunteers for Inter. Week—The Rev. Peggy Mathauer (All Saints in So Burl) and The Rev Lisette Baxter (St. Andrew's, Colchester)

Junior High Camp led by Peggy and The Rev. Craig Smith (Trinity, Shelburne) was another wonder filled week. The kids spent the whole week exploring their story and God's Story. They created a beautiful mosaic cross which resides in the chapel in the Kerr building. During Junior High Week Bonnie Fournier our faithful friend and camp cook came down from Swanton and made our dinner so that we only walked to the school for lunch. You could often find us in the evenings gathered around a campfire making s'mores, singing songs and doing Compline.

Day Camp II had five new campers. They had a great time learning some of the Rock Point Summer Camp customs including how to play 4-square. The weather for Day Camp II was beautiful and the campers got to enjoy canoeing out of Eagle Bay and swimming at Fred's Beach which borders North Beach.

The staff ended their time at Rock Point by helping with the Diocesan Family Fun Day which was held at Rock Point on August 4.

It was really clear this summer that Rock Point Summer Camp is not about the buildings but about the community that is built, the friendships that are made and memories that are cherished! When the time comes around next year please consider volunteering for Rock Point Summer Camp and please, please spread the word and send our children and youth to Rock Point Summer Camp!

Respectively Submitted,

Jennifer S. Ogelby
Rock Point Summer Camp Director

STEWARDSHIP OF RESOURCES

"Money and Mission in Motion" – it is not just a slogan, nor is it merely the name of an important gathering held on June 29, 2013 in Rutland. Instead, it describes a relationship between just one asset for ministry – MONEY – and our partnership with God in the world. In this culture, money is an essential part of ministry and our relationship with God.

As Minister of Stewardship and Development, I am acutely aware of the spiritual relationship between us, our money and God's work. The difficulties and joys of this intertwined relationship is revealed in many aspects of stewardship ministry in several distinct areas: Stewardship of Buildings and Grounds,

Vestry Leadership, Diocesan Vision and Ministry, Annual Giving Campaigns including the Alleluia Fund, Planned Giving and last but not least, Earth Stewardship.

PARTNERING WITH SECULAR ORGANIZATIONS

One of the great joys of stewardship ministry in the Episcopal Church in Vermont is the on-going and still developing relationship with The Preservation Trust of Vermont. Many of our congregations have benefited over the past few years from their study grants. The grants provide a thorough and professional assessment and cost estimate of the structural soundness of historic spaces for a cost to the congregation of \$250.

The Trust has also proved a helpful partner in connecting congregations with granting sources in the State system as well as private foundations. Both Island Pond and St. Johnsbury has been the beneficiary of funds available only to churches in the Northeast Kingdom. Help has also been invaluable in negotiating State health and safety regulations as they apply to historic building and connecting congregations with people specializing in historic preservation work. Last but not least, the Preservation Trust is assisting the Trustees of the Diocese with finding new uses and owners for our churches that are no longer in use by a faith community. Trinity Church Poultney is now home to an ecclesiastical sculptor. Efforts continue through community meetings to find new owners and uses for St. John's Poultney and St. Anne's Richford.

Another wonderfully active partnership is with Partners for Sacred Places. Partners continue to have contact with several congregations who took the training including Killington and St. Johnsbury thanks to CS&R grants. Other congregations have accessed information from Partners including Montpelier and Woodstock. One of the major lessons from working with Partners is that after three years some of the training from 2009-2010 is just now getting traction. Traction sometimes comes slowly but to actually see the training bloom into new community partnerships such as Killington's Family Snowshoe Day is exhilarating! Similarly, St. Johnsbury is moving ahead with new partnerships within the Arts Community. And of course Montpelier is making better of use of its facilities with arts organizations than ever before!

Both Partners and the Preservation Trust have included me in community meetings called to engage in common visioning for the use of buildings and grounds owned by faith communities. They are skilled conversation leaders who help to create new possibilities for ministry and new support for congregational building and grounds. The demand by churches for this kind of assistance has prompted the Preservation Trust to conduct a special retreat just for faith communities on September 11-12 at the Grand Isle Lake House.

VESTRY LEADERSHIP TRAINING

After the 2012 vestry Orientation there were requests for a series of short videos that present the interactive TV materials in 1-3 minute formats. The Diocese of Vermont was fortunate once again to be awarded a Roanridge Grant for \$8800 to produce the videos. The learning curve, both on using the camera and editing video is huge but there is money in the budget for professional consultation. Soon a video on vestry best practices around stewardship will be on the diocesan website. This is a huge issue and one which the Episcopal Church Foundation produces good quality materials. They have agreed to partner with the diocese in producing the videos. Another potential partner is Christopher Yaw from the Diocese of Michigan who produces Christian formation classes on line.

SMALL CHURCH BOOKEEPERS PROJECT

Thanks to the generosity and hard work of the CS&R, several of our smaller congregations have been able to avail themselves of the Small Church Bookkeepers Project among them Wilmington, Windsor, Springfield, Lyndonville, and St. Johnsbury. The central and common bookkeeper is able to help train the congregational treasurer to keep better records and is able to implement a chart of accounts that meets all audit requirements. Several congregations have been able to reconstruct or clarify the restrictions on several restricted funds and in general, get a better handle on finances. The project alleviates considerable time pressure on the treasurer of a small church. Julie Giguere, the bookkeeper, and CS&R work closely on developing and improving this program

MINISTRY EXPO

Our fourth Ministry Expo best illustrated the evolution of this event. Originally the Expo was conceived as a way to combine a wide variety of “annual meetings” such as the Treasurer’s and Wardens workshop, Stewardship conference, and Transition Ministry meetings. It has evolved into a day of learning and sharing about what it means to be church in the 21st Century in the midst of a changing culture. The present format consists of a speaker from the national scene to teach and inspire coupled with a wide variety of workshops to deepen faith and equip congregations with new skills and perspectives for ministry. Those who have attended through the years are able to return to their congregations and put something new into practice. The proliferation of dinner/brunch/breakfast churches is but one example as is the number of Taize services beginning to happen. We can look forward to more paperless music experience at Convention this year. Discussions are underway with the UCC to combine our resources for an even deeper and richer event that will help both denominations and explore ways that congregations can collaborate.

ANNUAL GIVING CAMPAIGNS

In 2012 The Episcopal Network for Stewardship (TENS) and The Episcopal Church produced and promoted the first Narrative Stewardship Series “Blessed to be Blessing” consisting of six bulletin inserts with reflections and questions based on the Gospel readings during the fall. TENS also developed supplemental materials including Prayers of the People and blessings of pledge cards. The Series is being repeated this year and is entitled “Flourish in Faith”. It is available via the TENS website. Thanks to a vibrant partnership with the Episcopal Church Foundation, there will be a webinar on September 18 at 7pm on using these materials in the annual giving campaign.

The Stewardship and Development section of the diocesan website is under construction. Soon there will be a special section dedicated to annual giving campaigns. There you can find a link to the stewardship narrative series, RSS feeds from the TENS website, preaching tips based on lectionary readings, and some new hints about planning and executing an annual giving campaign.

This year also saw the initiation of the Alleluiafund on the Diocesan level. Alleluia! We exceeded our goal of \$60,000 and contributions continue to come in. This is an example of how offering an opportunity to support ministry will generate a response of generosity - which is exactly what an annual giving campaign in the local congregation might look like. Continued development of this initiative will take a larger commitment of energy but the initiative can be an example of how to do an effective annual giving campaign. Hopefully, congregations will study the content and methodology and incorporate some aspects of the campaign into the congregational annual giving effort,

Although not a part of Annual Giving Campaigns, a Planned Giving is about to be launched in the diocese. The Trustees are now considering gift policies and other policies that will protect the principal of future gifts to the Diocese. The policies under consideration will also be adapted for use by congregations. The launch will include a brochure also easily adaptable by congregations as well as resources for a liturgical celebration of planned gifts and an evening festive gatherings as well.

MISSION AND VISION – WATCHING MONEY IN MOTION

In 2011 the diocesan budgeting process developed the first diocesan narrative budget. Stewardship ministry now includes that effort as well as active participation on the Budget and Finance committee and attendance at Diocesan Council meetings. It is the Diocesan Budget and Finance committee the greatest challenge lies in understanding the relationship between various and diverse assets and how to utilize those assets in new ways as the ministry contributions from congregation's decreases. There is the deep need to stay spiritually grounded in a theology of thanksgiving abundance and not react out of fear of "not having enough". There is the energy that comes from opening the door to new ways of thinking about the complete package of resources and how to best utilize them as we struggle to clarify and concretize both our vision and more clearly define our "on the ground operations". There is simply learning a language that conveys both sound theology and practical imperatives of the times. It is a year long process that is at times tiresome and draining but also very necessary if God is to be at the center of our discussions about money.

EARTH STEWARDSHIP

The Earth Stewards are promoting the 3'Rs 4 3C's. Reduce Reuse Recycle 4 Committed Creation Care. One goal this year is to begin building on the fine work of Rock Point School in practicing the 3R's so that every activity in every building on the Rock Point property practices the 3R's, such as Family Fun Day AND every diocesan event held off the Rock Point Property will also practice 3R's 4 3C's such as Diocesan Convention. We will be partnering with the Rock Point School students to make an educational video about committed creation care – the 3C's.

In 2014, St. James Woodstock will have its annual liturgy festival and in 2014 the festival will focus on creation themes. The Earth Stewards will be in full force at that gathering. These are the highlights of the current status of the Ministry of Stewardship Development during 2012-2013.

Respectfully submitted,
The Rev. E. Angela Emerson

THE TRUSTEES OF THE DIOCESE OF VERMONT

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

Report of the Investment Committee: The Investment Committee of The Trustees of the Diocese of Vermont manages the Diocesan Unit Fund. The Unit Fund includes accounts of the Diocese and many of its congregations, and amounted to \$23,395,984 at June 30, 2013, the most recent quarterly valuation

date as this report is written. The Unit Fund is invested 60% in equity mutual funds and 40% in fixed income mutual funds, investment quality bonds and money market funds. Hickok & Boardman, an independent registered investment advisor with offices in Burlington, assists the Investment Committee in effecting its investment strategy and in the selection of mutual funds.

Market conditions since 2008 have been highly volatile, and investment returns correspondingly variable. Fixed income returns in the market have been suppressed by the monetary stance of the Federal Reserve Board of Governors, which has kept interest rates low in its attempt to spur improved business conditions. In the twelve months ended June 30, 2013, the unit fund returned 11.84%; for the 36 months then ended, the unit fund earned 10.09%; for the 60 months then ended, the unit fund earned 4.28% per annum. The Investment Committee continually reviews its investment strategy: it seeks to earn equity returns comparable to the Standard & Poor's 500 Stock Index; and fixed income returns comparable to the Barclays Capital US Aggregate Bond Index.

For many years, the Trustees have made quarterly distributions from the unit fund at the rate of 1.25% of the average value of the unit fund for the preceding 12 calendar quarters – an annual rate of 5% of the average unit values. The distribution payment dates are the last days of the four calendar quarters of the year.

Report of the Real Estate Committee: Since Convention 2012, the Real Estate Committee, with the consent of the full board and the Standing Committee, has granted four quitclaims for SPG land and approved the sale of the former Trinity, Poultney church building. In addition, the committee has been involved in ongoing deliberations concerning churches in Barre, Brandon, Castleton/Fairhaven, Poultney, Richford and St. Albans.

Respectfully submitted,

Franklin D. Sanders
President of the Board of Trustees

UNITED THANK OFFERING REPORT 2013

As I write this UTO report I am feeling a bit discouraged. I know I can be doing more, I could be visiting churches and encouraging giving to UTO, having a table a convention but to be truthful life keeps getting in the way. It is not that I don't still feel passionate about UTO I just keep running out of time. Please feel free to contact me at any time with concerns or questions (donnaabramov@yahoo.com).

There have been changes in UTO but there will still be grants awarded. Any information can be gotten from their website. Grant application are available through the Diocesan Office. The contribution for 2013 are listed below, as you can see they are down from last year.

Donna Abramov UTO Coordinator

UTO Contribution for 2013:

St. Paul's - Burlington	\$992.00
St. Luke's - Chester	\$295.33
St. Peter's - Lyndonville	\$ 97.00
Trinity - Rutland	\$989.66
Trinity - Shelburne	\$911.37
Grace - Sheldon	\$172.81
St. Andrew's - St. Johnsbury	\$235.22

BISHOP'S CONVENTION ADDRESS

Stirrings of the Spirit in a Time of Adaptive Challenge

Diocesan Convention: Bishop's Address – November 8, 2013

One of my favorite characters in the theatre (and the role I enjoyed portraying most, at least so far) is Tevye from *Fiddler on the Roof*. Nearly fifteen years ago I had the great joy of performing as Tevye in a ten week run at a community dinner theatre in Connecticut. Every Friday and Saturday night, I was Tevye. Every Sunday morning I was Father Tom.

If you are familiar with *Fiddler on the Roof*, you know that Tevye was challenged (pushed, cajoled, forced?) to look at things in a new ways by his five daughters and the changing realities of the world in which he lived. What I came to appreciate most about Tevye during that run was the way he struggled with his grounding in the traditions of the past and his awareness that something new was emerging that meant he had to “pay attention.”

To me, everyone of his “on the one hand, and on the other hand” soliloquies expresses so well the tension I feel in myself and in so many of you as I travel and listen to your hopes and dreams, fears and concerns, about the future of your local church, the Episcopal Church in Vermont and even the Christian faith as we know it.

Routine problem solving for Tevye usually meant doing things the way they had always been done before – “Tradition!” But as life unfolds and changes come to the village of Anatevka, Tevye’s “ways” stop working for him. Throughout the play we encounter Tevye as he “tries on” new ideas, new ways, new concepts, and new “traditions,” even as his three oldest daughters move him further and further away from the customs of his culture and faith by their marriage choices.

One dramatic instance of this occurs during the wedding celebration for Tzeitel and Motel near the end of Act One. During the dancing, Perchik, the “stranger” in town from Kiev whom Tevye “employs” to teach his daughters, breaks with tradition. He crosses the barrier between the men and women to dance with Tevye’s daughter Hodel, whom he will later marry. Soon, Tevye too, crosses the barrier to dance with his wife, Golde.

Another favorite scene for me comes later when Tevye is sitting with his daughter Hodel waiting for the train that will take her to Siberia where her fiancé Perchik is imprisoned. Not sure of what the future holds she says to Tevye, “Papa, God alone knows when we shall see each other again.” Tevye replies, “then we will leave it in God’s hands.” That awkward and tender moment speaks volumes to me of the awkward yet tender moments we experience ourselves engaging an uncertain future. At the heart of Tevye’s conviction, I find *my* conviction. God is in the mix!

To be sure, there is deep struggle in all of this for Tevye, often expressed in his “conversations” with God. At the end of the day, however, it is his love for his daughters, his abiding faith in God and his own mindfulness about the changing times and the reality in which he is living that makes all the difference.

As the father of two bright, loving and modern daughters, and now as a bishop in the Episcopal Church for over 12 years, I know Tevye's journey well. It is the journey of adaptive challenge that folks like Ron Heifetz and others write and speak about, work that some of you know well.

Let me read a bit from a chapter of the book *Diagnose the Adaptive Challenge: Understanding the Human Dimensions of Change*, by Ron Heifetz and colleagues. See if it doesn't "ring true" to your experience:

"Adaptive challenges are difficult because their solutions require people to change their ways. Unlike known or routine problem solving for which past ways of thinking and operating are sufficient, adaptive work demands three challenging human tasks: figuring out what to conserve from past practices, figuring out what to discard from past practices, and inventing new ways that build from the best of the past. Your analysis of an adaptive challenge must take into account the human dimensions of the changes required--the human costs, pace of adjustment, tolerance for conflict, uncertainty, and risks, and the resilience of the culture and network of authority and lateral relationships necessary for carrying the organization through the pain of change.

I think the Episcopal Church, indeed all so called "mainline" Christian denominations, are experiencing a Tevye moment, and it is not a brief moment. It is a watershed moment. And, like Tevye we are challenged to do our adaptive work around those three challenging human tasks: figure out what to conserve from past practices, figure out what to discard from past practices, and invent new ways that build from the best of the past.

This adaptive challenge is about our capacity to continue as faithful disciples of Jesus Christ, engaged in God's reconciling mission, amidst the changing realities of the times in which we live. How are our traditions (indeed everything about us) being questioned, and in some cases challenged to speak a word of hope and new life to a world that is so rapidly changing? What does it really mean to have our church sign out there in our neighborhoods saying "The Episcopal Church welcomes you?"

I've spent all my life as an Episcopalian, at least so far! I love our church and I love the way it calls us to embrace a faith perspective that invites questions, encourages seekers, reaches out to those in need, offers the best worship in town, speaks out for justice and respects the dignity of every human being. I love that we engage the Biblical story deeply, practice a democratic, collaborative polity, and do not shy away from the global, economic, environmental and other justice challenges of our day. When we are at our best, the Episcopal Church offers a welcome to all and a place at the table under a big tent for each and every person. I'm proud to be an Episcopalian. How about you?

At the same time, I worry about our church, about our future, about who and what we are becoming, about how our voice will continue to speak hope and how our actions will serve God's mission. And, at times I wonder if I really have the courage of Tevye to struggle with these new realities and find the possibility of something good there. When I look for comfort and inspiration in times of change and uncertainty, as I am now, I return again and again to the 16th chapter of the John Gospel, verses 12-13, where we read:

"I still have many things to say to you, but you cannot bear them now. When the Spirit of truth comes, he will guide you into all the truth; for he will not speak on his own, but will speak whatever he hears, and he will declare to you the things that are to come."

One way to read this passage is to imagine Jesus saying, "Get ready for some adaptive challenges along the way and trust that the Spirit will be there to guide you in that work."

The theme of our Convention is "Stirrings of the Spirit." This theme grows out of the work we have been doing in our diocese over the past several years, with folks like Anthony Robinson, Donald Schell (and I should have mentioned Emily Scott) and Tom Brackett, who is back for an encore this year with the amazing and gifted Ana Hernandez. And here it seems like a great time to pause and give thanks to Tom and Ana for their ministry among us this weekend!

And while we're at it, how about a shout out for Sean Lanigan, a Candidate for Holy Order from Saint James', Arlington, who traveled from California to share first hand his experience of emergence and his ministry with Beach Progressives in Long Beach, California. By the way, as long as Sean is in the neighborhood it seems a good occasion to ordain him as a Transitional Deacon, and we will do that on Sunday at Saint James', Arlington.

In addition to engaging with good people like Tom and Ana and Sean, folks in our diocese have been reading and discussing books related to this adaptive challenge. Books like *Changing the Conversation*, by Anthony Robinson, *The Great Emergence* by Phyllis Tickle, and *Christianity after Religion* by Diana Butler Bass, to name just three.

At last year's Convention we passed a resolution launching the Stirrings of the Spirit initiative, which you can read more about in "Turning the Page," the Narrative Budget publication from Diocesan Council. Tomorrow we'll hear a report from the Stirrings leadership team. All of this is to say that we have been on this adaptive challenge journey here in Vermont for some time. My hope is that we will continue to deepen our commitment to God's future emerging in our midst, and that we will trust the Holy Spirit to indeed guide us in this work.

So with this as our context, along with Tevye and the Holy Spirit as our companions, I want to turn our attention to some of the practical ways in which this theme of adaptive challenge connects to our life as the Episcopal Church in Vermont. Feel free to tweet away!

Three words frame my continuing remarks: Money, Mission and Motion; words that echo the title of our budget building gathering in Rutland this July. First money: I think we are all familiar with these words from Jesus: "*Where your treasure is, there will your heart be also.*" Over the years, Ann and I have really tried to stay true to that connection between our hearts and our money.

We seek to be good stewards of our finances in keeping with the values and commitments that matter most to us. What I have discovered over the years is that there is great joy in lining up our finances with our hearts. If the work of our lives is somehow an expression of the passion of our hearts then our money is one of the treasures we have, along with our time and talents, by which we give expression to our heart's desire.

In 2012 the combined total revenue of all the Episcopal churches in Vermont was \$7,701,657, of which the total operating revenue was a combined \$5,398,208. When you think about the "budget" of the Episcopal Church in Vermont, I invite you to think in terms of those numbers, not just the \$1,090,390 diocesan operating budget upon which we will vote tomorrow.

In 2012 the Episcopal Church in Vermont had 7.7 million dollars from personal giving, investments, gifts and grants to use in the service of God's mission. In 2012, membership in the congregations of our diocese stood at 6,706, with an average Sunday attendance of 2,354. If Jesus is right, and I believe he is, then where and how we spend our treasures - our money, our time and our abilities - will tell the world much about our hearts.

One place where the connection between heart and money is apparent to me right now in our diocese is the Alleluia Fund; an initiative we inaugurated this year in response to the adaptive challenge of funding our ministry. You can read more about the Alleluia Fund in the Narrative Budget document and go to our website for stories and examples of the Alleluia Fund at work. What delights me is that given the opportunity to make direct gifts in support of ministries about which people in our diocese care deeply, people responded with generosity. Our goal was \$60,000 and to date we have received over \$68,000 and people continue to give. Thanks to all of you who have contributed.

During the business session tomorrow you will be asked to support the Diocesan Council's recommendation of a \$75,000 goal for the Alleluia Fund in 2014. Not only do I hope you will vote YES, but I also hope you will leave this Convention with a commitment to support the Alleluia Fund and the ministries it makes possible with your own generous gift, and a willingness to encourage others to align their heart and treasure in support.

Mission is next: Mission is a huge topic, of course, and often has a direct relationship to our money, as in the case of the Alleluia Fund. You have heard it said in many ways, but it remains a basic conviction of mine that the Church's only mission is participation in God's mission. The Five Marks of Mission, widely embraced throughout the Anglican Communion, including The General Convention of our Episcopal Church, offers a helpful framework for describing our participation in the *missio dei*, that Mission of God. God's core mission is reconciliation. We rehearse God's mighty acts in history when we celebrate Eucharist, and there at the center stands the reconciling ministry of Christ crucified and risen.

The Five Marks of Mission are included in the Narrative Budget document, *Turning the Page*, but let me name them here:

1. To proclaim the Good News of the Kingdom
2. To teach, baptize and nurture new believers
3. To respond to human need by loving service
4. To seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation
5. To strive to safeguard the integrity of creation and sustain and renew the life of the earth

In our Narrative Budget, Thom Rock from Saint Mark's, Newport, the principle author of that document, offers us a useful alliteration for the five Marks of Mission using the letter "T" (for Thom?) that I like a lot: Telling, Teaching, Tending, Transforming and Treasuring: The five T's of mission.

Our ministries in service of God's mission take place both within our communities of faith, and beyond, as we engage the world. Our ministries are not just confined to what we do "for" the church, but are much more about what we do "as" the church. As members of Christ's body our mission field is not within our church buildings alone, although they can be very effective centers of mission if we choose to make them so.

Our primary mission field is God's mission field - the world. It begins with our own households and moves out from there into our local communities and beyond. Most especially, I believe, we participate in God's mission by what we do as people of faith in our daily lives and living.

The collective ministry of the Episcopal Church in Vermont is what its 6,706 members do in and with their daily lives. I wonder if we can re-imagine our ministry as a diocese in this way?

Some of you know that I am very much taken by the work and writing of Donna Hicks on the subject of dignity. Some of you, including members of the Diocesan Council, have read her book, *Dignity*. I'm hoping that my sabbatical starting in July of next year will provide an opportunity to delve more deeply into this subject as a key to understanding and practicing the reconciling ministry to which God in Christ calls us. I commend her work to you and invite you to visit www.declaredignity.com to learn more.

For me, our Vermont church-wide commitments to environmental justice, economic justice and global justice spring forth from the baptismal promises, especially those that call us to seek and serve Christ in all persons and to respect the dignity of every human being.

We have some resolutions before us tomorrow that invite us to explore and express our deepening awareness and commitment to God's mission in these areas. The efforts our Deacons make to keep these matters before us, and the commitment of our Earth Stewards Committee, and the newly formed Economic Justice coalition in our diocese, are all indicators of our continued resolve to make matters of justice important aspects of our ministries in service to God's mission.

Motion is next: For me, motion brings us full circle back to the subject of adaptive challenge. To be in motion in the church these days is to find ourselves, like Tevye, deciding which new emerging patterns we will engage. The church of our past is past. We know it, and while many mourn the loss of certain cherished parts of that past, most seem to realize that something new is emerging and something new is being asked of us. What that something is remains uncertain and so we find ourselves in that place of adaptive challenge.

We experience this institutionally, as we struggle with our organizational systems, our buildings, our budgets and even the future shape of ordained ministry. At a diocesan level and for many congregations, steps have been taken to become more nimble, and we have tried to anticipate what resources the church might need in the future.

More adaptive work is needed and I am committed to continuing this effort at the diocesan level and with those of you at the local level ready and willing to do the same.

Culturally, we recognize the church no longer enjoys a place of privilege in our society. We are not the center of things as we once were. We are not looked to for leadership and direction in the way we once were. We are not respected in the way we once were. We are not as influential as we once were. And at the same time I think our voice and perspective in the public square is needed MORE now than ever before. Therefore, our adaptive challenge is to learn what it means to lead from the margins.

And, we see this "religiously," when we deal with the place of faith in our post-modern everything world. The rising number of "none's," those who claim no religious affiliation, and those who claim to be spiritual but not religious represents a huge changing demographic reality for us.

In Vermont, the largest religious denomination is "none of the above." For me, to be in motion in this time of adaptive challenge means to be open to new ways of being the church, new ways of bringing the Good News God's love in Jesus Christ to people, rather than waiting for them to somehow find their way to us. Crossing over this barrier from what is called the "attraction" model of evangelism to a "missionary" model of evangelism challenges us like that wedding barrier challenged Perchik and then Tevye.

One strategy I believe will help us going forward, and I stress that this is but one response to the many adaptive challenges we face, is a more robust communications ministry. Your Diocesan Council has made that a priority for 2014. For over a year now, a dedicated working group has thought about this and planned for the future. Council has embraced their comprehensive communications plan, including the hiring of a part-time communications minister to serve our diocese. A couple of weeks ago we held a strategic communications workshop focused on messaging and audience. We intend that this effort will serve local congregations, as well as our wider diocesan communications needs. I hope this effort will have your support. Keep an eye out for “more to come!”

Money, Mission and Motion: The challenge with any Convention Address such as this (and this is now my 13th) is to cover lots of ground and keep it to a reasonable length. As I said in my remarks to Diocesan Council in July, it seems to me that we are at an important time of transition in the life of the Episcopal Church in Vermont.

I have served as your bishop for over 12 years now, and while I have no immediate intention to step away from this ministry, I am mindful that sometime down the road I will. As a good Eagle Scout, I have always subscribed to the notion that it is important to leave the campground in better shape than when you arrived. I’m not sure that “better” is the appropriate word to use in this context, unless by that we mean being ready to face the next chapter with confidence and having the resources in place to do so.

More and more, I am coming to embrace this time as a time of crisis. I like the definition of the word “crisis” that says “crisis is as a crucial stage or turning point in the course of something, especially in a sequence of events or a disease.” I believe that is where we are.

To use the metaphor from the Narrative Budget, I believe we are poised to “turn a page,” not close the book on the Episcopal Church in Vermont. There is so much more I want to say, but time is running short!

Before I conclude my Address, let me offer a few words of gratitude. First to the Convention planning team and the Stirrings of the Spirit Leadership Team; Next to the Cathedral and it’s incredible staff for hosting us in this season in which we celebrate the 40th year of the Consecration of this building, give thanks for the Interim ministry of Mark Hatch and look forward to the calling of a new Rector and Dean in early 2014;

Next to the members of the diocesan Ministry Support Team: Lynn Bates just back from sabbatical; Susan Ohlidal and Angie Emerson, who will enjoy their well earned sabbaticals in the coming months; Elisabeth Allison for her faithful volunteer ministry as our historiographer; our three dedicated temporary employees, Casey, Florence and Donna, who have carried us through this time of office transition with grace, good humor and wonderful skills; and finally Julie Giguere, our Financial Administrator, who is really much more than that, as she celebrates her tenth anniversary this week as a member of the diocesan Ministry Support Team.

Next, to all who serve on diocesan council, committees, commissions and boards for your faithfulness in our common life and ministry; to our diocesan Companions who provide guidance and support to congregations in clergy transition, and in other aspects of congregational life and development; and finally to each of you for your commitment to our common life and ministry as a diocese.

You are an integral part in our response to the adaptive challenge of what it means to be a diocese today. I’m counting on you to leave this Convention and tell the members of your

congregation what you experienced and learned here this weekend. How else will they know? There are about 200 of you here and some 6,500 other Episcopalians who are not. Promise me you will not keep silent.

If this Convention, this time in our life as a diocese is about anything, I think it is about how ready, willing and able we are to listen and respond to the Stirrings of the Spirit as we face the adaptive challenges of this particular season in the life of Episcopal Church in Vermont. Everyone matters on this journey. None of us is alone. The new is not optional, and it is yet to be fully discovered and embraced.

One of the mantras of the Stirrings of the Spirit leadership team I have tried to make my own is “Try it on.” I am convinced that in our openness to the Spirit, we will find many of the things we cherish about our Episcopal Church’s heritage and identity resonating with seekers and skeptics alike. But it will do so in a truly transformative way, only if we are prepared to be transformed ourselves and like Tevye, leave the place of our past comfort and “tradition” and find that new land of God’s homing where the Fiddler will play upon a new roof top. May God bless each of us in this emerging time, in which I do believe our best days are ahead of us!

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

**The 223rd Convention of the Episcopal Church in Vermont
being the
181st Annual Convention of the Diocese of Vermont
November 8-9, 2013**

MINUTES

The Right Reverend Thomas C. Ely called to order the 223rd Convention of the Episcopal Church in Vermont, being the 181st Annual Convention of the Diocese of Vermont, at 3:35 p.m. on Friday, November 8 and offered the opening prayer.

Introduction of the Head Table and Announcements

The Bishop introduced the Head Table: Chancellor and Parliamentarian, Thomas Little; Canon to the Ordinary, Lynn Bates; Secretary of Convention, Neal Robinson; Recorder, Louise Putnam. Also introduced: Convention presenter and Sunday morning preacher, Tom Brackett; leading in music, Ana Hernandez and Diocesan Partnership Officer from The Episcopal Church John Colón.

Report of the Credentials Committee

The Rev. Lisette Baxter, Member of the Credentials Committee, reported that at 3:30 p.m. there were 34 congregations registered and 54 eligible canonically resident clergy registered, declaring a quorum. A list of canonically resident clergy present and entitled to vote and a list of congregations with lay delegates present and entitled to vote was made available.

Election of the Secretary of Convention

The Bishop introduced Neal Robinson and called for a motion to elect Neal as Secretary of Convention. A motion was made to elect Neal Robinson as Secretary of Convention. The motion was seconded and passed.

Election of the Recording Clerk for Convention

The Bishop introduced Louise Putnam as recording clerk. A motion was made to elect Louise Putnam as recording clerk for Convention. The motion was seconded and passed.

Rules of Order

The Rules of Order were electronically distributed. It was noted that the Rules of Order continue to allow for Convention to determine whether or not it will consider any new resolutions that

may be presented. A two-thirds vote will be required to place a resolution on the agenda. A motion was made to accept the Rules of Order for this Convention. The motion was seconded and passed.

Appointment of Tellers

The Bishop called on Dick Bower of St. Peter's, Bennington, who read the names of the tellers: Dick Bower-Head Teller, Sue Bacon, Chuck Bongiorno, Laurel Bongiorno, Michael Dailey, Debbie Dutcher, Susan Gratz, Amy Hastings, Jennifer Knowles, Betty Packer. The Bishop announced the appointment of the Tellers as noted. Balloting instructions will be provided by the Head Teller as needed.

Written Reports

The Bishop called on Neal Robinson, Secretary of Convention for presentation of reports. Neal noted that reports are found in the Pre-Convention Journal and have been distributed. A motion was made to accept the Reports as filed and reported. The motion was seconded and passed.

Other Organizing Information

Seating: The Bishop reminded that throughout Convention, seating for all canonically-resident clergy and lay delegates is in the Nave; licensed clergy and special guests are seated in the choir; all others should be in the Narthex area or the balcony. If not where you should be, the Bishop asked that people change to the correct seating area for tomorrow. The purpose of specific seating areas is to group those voting on resolutions so Tellers can more easily monitor voting.

Proposed Order of Business: Guidelines for conducting business and other housekeeping announcements were emailed by the Secretary of Convention and are posted. Please be familiar with this information and keep it in mind as business is conducted. Someone from the table will remind if the details are forgotten as this helps conduct business in an expedient way.

Delegated Episcopal Pastoral Oversight (DEPO): The Bishop drew attention to the artwork hung on the walls around the Nave and welcomed guests from the Diocese of Albany. In response to *Stirring the Spirit*, a group of Diocese of Albany area artists requested permission to share their art work here at Convention.

Communications: The Bishop asked for a show of hands of those who use Twitter and send tweets. Participants should feel free to tweet anything that comes to mind during the course of the Convention at #episcopalVT273. Participants are encouraged to "like" the Diocesan Facebook page and post our Convention experiences to parish Facebook pages.

Saturday Schedule: The Bishop outlined the flow of Saturday's worship and business. The whole day is shaped in the context of a Eucharist. Any additional resolutions and nominations will be considered early on Saturday. There are additional nominations from Council Mission District #2 including Bob Meyers of Christ Church Montpelier and Marjorie Strong of Church of the Good Shepherd, Barre. Neal Robinson reported there are two additional resolutions: A

Resolution to Aid Hungry People in Vermont and a Resolution on Transparency. Those two resolutions have been shared electronically and copies are available in the back of the room.

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

Mark Hatch, Interim Rector, expressed what a great privilege it was to have the diocese gathered in Burlington and welcomed one and all to the Cathedral. He warmly thanked the Bishop and all who helped with Convention. Mark gave a wonderful summary of the history of the Cathedral and informed us that Saint Paul's Cathedral was commemorated 40 years ago. He invited everyone to explore and embrace our Cathedral as we gather here with our colleagues.

Follow-up Reports from 2012 Convention

The Bishop reported on progress related to the Immigrant Justice Resolution proposed by Rev. Linda Maloney and others at last Convention and supported throughout the year by many including Lutheran Church Pastor Kim Erno and a number of clergy. The follow-up report will be put in the convention journal. This resolution focused on the unjust and inhumane treatment of undocumented workers and in particular focus fell on the quality of life of undocumented farm workers in counties of Vermont with the greatest number of farms. The Vermont State Legislature passed a bill allowing a way for undocumented workers to obtain driver's licenses. The Bishop asks that we continue to keep this crucial work in mind.

The Bishop followed up on the 2012 Convention Deacon's Resolution on Poverty proposed by Rev. Stan Baker and others. A bookmark created last year contains the core question of this resolution; "How will what we are doing here affect or involve people living in poverty." Simply asking this question has raised consciousness. Bishop asks that in our work we continue to remember this question and what it means.

Rock Point School Report

The Bishop welcomed Rock Point's C.J. Spirito and student Jake Kissinger. CJ expressed appreciation for his work assisting students through a winding path to find their voice and develop confidence. To hear firsthand the benefits of the Rock Point education, Jake Kissinger told of his coming to the realization he needed help and how he came to accept and appreciate the support he received from his enrollment at Rock Point. He noted he has developed as a person and would not have been able to speak in front of this group without the many supports he's received throughout his time at Rock Point. C.J. reported on the challenges of summer flooding and the success of a student video on recycling. CJ invites listeners to contact him with community service ideas.

Bishop Ely addressed the Convention (see full address separate from these Minutes).

Motion to recess Convention until Saturday morning at 8:30 a.m. was made and passed at 5 p.m.

Convention Eucharist with Ana Hernandez leading the music and Tom Brackett preaching began

the day on Saturday at 8:30 am. The Bishop gave thanks to Ana and mentioned we could find Ana's CDs and books for sale in the book store downstairs. The Bishop also thanked Tom Brackett for preaching and said it is great to have him in our midst.

The Bishop called Convention back to order at 9:20 am, welcoming all and led Convention in prayer for The Rt. Rev. Douglas Thuener, Bishop of New Hampshire, who passed away the day before.

Bishop gave reminder to follow the Order of Business and seating requests made yesterday and gave an overview of the day's schedule. Tweeting and posting about the day's events is encouraged.

Bishop gave a shout out to webmaster Steve Eubanks for great improvements to the website.

Those seated at the head table were reintroduced: Tom Little, Chancellor and Parliamentarian; Lynn Bates, Canon to the Ordinary; Neal Robinson, Secretary of Convention and Louise Putnam, Recorder.

The presence of the desk phone in front of Lynn was explained as a line to the technicians up in the balcony.

Introduction of New and Transferred Clergy

The Bishop introduced newly ordained and new canonically resident clergy.

Todd McKee was ordained as transitional Deacon by Bishop Wood acting on behalf of Bishop Ely, December 16, 2012 and ordained as a priest on October 4, 2013; Auburn Watersong was ordained as a priest on December 22, 2012; Jakki Renee Flanagan was ordained as transitional Deacon on December 23, 2012 and ordained as a priest on July 20, 2013; Susan Berry Taylor was ordained as transitional Deacon May 31, 2013; Keith Franklin Patterson was ordained as transitional Deacon May 31, 2013.

Mark Preece transferred from the Diocese of Pennsylvania and is serving as Interim in White River Junction. The Bishop noted that transfers aren't normally done for interim positions but Mark is rooted in Vermont and willing to serve on the Oversight and Audit Committee. John M. Miller transferred from the Diocese of Connecticut and is serving in Fair Haven. Daniel Riddick transferred to Southwestern Virginia; George Moyser transferred to South Carolina.

New Ministries: Carole Wageman, serving as Interim at St. Luke's in Chester.

The Bishop asked the all first-time delegates to stand and be recognized.

The Bishop welcomed the Essex and Saranac Lake, New York representatives and drew attention again to the artwork hung around the walls of the Nave. The Bishop is providing Pastoral Oversight to two parishes in the Diocese of Albany. The Church of St. Luke, the

Beloved Physician, Saranac Lake, NY, which represented by Rev. Ann Gaillard, Mary Lawthers, Carlos and Julianna Caguiat, Laura Duncan, Lee Gaillard, Nita Kohanski, Ann Merkel, Pati Peebles, Michele Raville and Dave Staszak; and St. John's Church, Essex, NY represented by Scottie Gunn, Augusta Gladding, Walt Gladding and the Rev. Margie Shaw.

Updated Report of the Credentials Committee

The Rev. Lisette Baxter, Member of the Credentials Committee, reported that at 8:30 am November 9th there were 91 congregations registered and 57 eligible canonically resident clergy registered. We continue to have a quorum.

Retired canonical resident clergy person, Molly Comeau, reported to the Secretary she had not registered so needs to be added to the list of those present.

Legislative Process

Thomas Little, Chancellor and Parliamentarian, presented cautionary remarks on the legislative process. He emphasized the importance of keeping in mind what the question is and honor the person on the floor. If you have an amendment, bring it to the head table in written form. Each item will be allowed 20 minutes of discussion time with a 2-minute limit on individual statements. The limits can be extended by motion of Convention and a vote.

The Bishop further reminded of guidelines. Tellers would be distributing and collecting ballots and will be asked to count red and green card votes if a vote is close and not clearly in favor for one or the other.

Any resolutions that were not submitted by the deadline would need to be voted on and pass with a 2/3s vote in order to be added to the agenda. First the person presenting the tardy resolution needs to give the resolution in writing to the delegates and explain why the resolution comes in late.

Additional Resolutions from the Floor

Boris von York of St. Mark's Episcopal Church in Springfield requested a Resolution to Aid Hungry People in Vermont be added to the agenda. This request is late because it is in response to an article he read in the October 30, 2013 *Valley News* regarding the negative effects of government stimulus cuts to the food stamp program and the substantial decline of donations being made to the Food Bank. The resolution asks that the Diocesan Council seek out \$10,000 either through reallocation of funds or adding funds to the 2014 budget to donate to the Vermont Food Bank. The Resolution to aid hungry people in Vermont also asks that a committee be formed to study how the Diocese of Vermont might more effectively contribute to the food security of the people of Vermont. Bishop called for a motion to add A Resolution to Aid Hungry People in Vermont to the agenda. A card vote was taken and decision to add this additional resolution to the agenda passed with a 2/3s vote and was referred to the Resolutions Committee.

The Bishop asked if there were any other resolutions from the floor. Sylvia Knight asked if a substitute Resolution on North Korean Prison Labor Camps needed to be added to the agenda but was informed that Resolution is already included.

The Bishop asked if there were any other resolutions from the floor. The Rev. Margo Fletcher, Rector of Grace and St. Thomas in Brandon along with Peter Galbraith, Rick Taylor, Katherine Webster and The Rev. William A. Davidson request a Resolution on Transparency be added to the agenda. This request is for a detailed, line item account of diocesan spending including individual staff compensation so individual parishes are aware of how their assessment is being used and how it benefits the whole community. This procedure would make use of financial gifts transparent to the people who are contributing and allow them to confidently and fairly evaluate the proposed diocesan budget. Bishop called for a motion to add a Resolution on Transparency to the agenda. A card vote was taken and decision to add this additional resolution to the agenda passed with a 2/3s vote and was referred to the Resolutions Committee.

There were no other new resolutions.

Additional Nominees:

The Bishop asked for additional nominations for other than Diocesan Council members. Additional nominations for council members may be made when the Mission district electing committees meet during the lunch recess.

Mission District #2 added nominee Bob Meyers, Christ Church, Montpelier and Marjorie Strong, Church of the Good Shepherd, Barre.

Janet Brown as an ordained member of the Financial Oversight & Audit Committee uncontested.

Title IV Disciplinary Board (VT) - Maggie Thompson, Christ Church Montpelier, uncontested.

Under Robert's Rules of Order, a nomination of a candidate for election does not require a second vote. Nominator must present biographical information in electronic form to the Head Teller at this time, or paper copies (if available) for distribution.

There were no other nominations to be made. A motion to close nominations passed by voice vote.

Report from Nominating Committee

The Bishop asked all nominees present in the room to come forward so people can put a name with their face.

The Bishop thanked the Nominating Committee for their work and called upon Barbara Hoar, Chair of the Nominations Committee, to introduce nominees.

Title IV Disciplinary Board nominees include:

C-1 The Rev. Carole Wageman, St. Luke's Chester
L-1 Maggie Thompson, Christ Church, Montpelier
L-2 Ann Cooper, St. Stephen's Middlebury

Diocesan Council nominees include:

Mission District #1: The Rev. David Veale, St. Luke's, Saint Albans. Susan Ainsworth-Daniels and Paul Leduc are continuing to serve.

Mission District #2: Bob Meyers, Christ church, Montpelier and Marjorie Strong Church of the Good Shepherd, Barre. Rich Swanson and Penny Thomas continuing.

Mission District #3: The Rev. Susan Taylor of St. John's, Randolph. Joyce Mechling and Katherine Webster continuing.

Mission District #4: Richard Jones, Trinity, Rutland and The Rev. Margo Fletcher of Grace, Brandon is completing a 2-year unexpired term with Alan Kittelson continuing.

Mission District #5: Kathryn Wright of St. Luke's, Chester and The Rev. Justin Lanier of St. Peter's, Bennington with The Rev. John Mitchell continuing.

Diocesan Trustee nominee is Clark Anderson of St. Michael's, Brattleboro.

General Convention Deputies – Clergy Order: The Rev. Stannard Baker, Cathedral of St. Paul, Burlington; The Rev. Canon Lee Crawford, Church of Our Saviour, Killington, The Rev. Scott Neal, St. James, Arlington and The Rev. Rick Swanson, St. John's in the Mountains, Stowe.

General Convention Deputies – Lay Order: Anne Brown, Church of our Saviour, Killington, Nanci Gordon, Trinity, Rutland; Thomas Little, Trinity, Shelburne and Jennifer Ogelby, St. James, Essex Junction.

Oversight and Audit nominations include C - The Rev. Deacon David Ganter, St. James, Essex Junction (1 year unexpired term) and L-1 Suzanne Bacon, St. James, Essex Junction.

Rock Point Board nominee is Cameron Keitel, Christ Church, Montpelier.

Rock Point School Trustees are Chuck Bongiorno, Calvary, Underhill and Marilyn May of St. John the Baptist, Hardwick.

Standing Committee nominees are C- The Rev. Mary Lindquist, St. Michael's, Brattleboro and L- Harry Kendrick, St. Paul's, White River Junction.

Provincial Synod Deputies nominee is The Rev. Canon Lee Crawford, Church of Our Saviour, Killington. For Alternate Deputies, C-The Rev. Joel Hill, St. Michael's Brattleboro.

There being no other nominations from the floor, the Bishop called for a motion to have the Secretary cast one ballot for all uncontested offices, with the exception of General Convention Deputies which are required to be voted by orders and paper ballot and Brookhaven Trustees which will be voted during Brookhaven's Annual Meeting later in the day. Motion was seconded and voice vote passed.

General Convention Deputies Balloting

The Bishop asked Head Teller Dick Bower to explain the voting procedures for electing General

Convention Deputies. Those qualified to vote are asked to rank only three out of four nominees so that Deputies can be ranked on the number of votes received and noted that all nominees are being elected.

Tellers distributed the ballots. Ballots for clergy are purple and ballots for lay people are yellow.

Question was asked if the vote is preferential and the answer is, “No.” Explanation is we have collegial deputation; L1, L2, L3, L4 and C1 (head of delegation). Rank determines where a delegate is seated. In each category (lay and clergy), there are four candidates. Vote for up to three – you may vote for less than three. If you vote for more than three, your ballot will be spoiled and not counted.

Ballots for Deputies to General Convention were distributed and collected by tellers for counting. They will report back with results later in the day.

Annual Meeting of the Incorporators of the Brookhaven Home

The Bishop explained the history of recessing Diocesan Convention and convening as the Incorporators of Brookhaven Home. The principal benefactor of Brookhaven, Sceva Spear, was a Congregationalist. The idea of turning Episcopal delegates into incorporators, who elect Trustees of Brookhaven through recessing the Convention for that purpose appealed to Mr. Spear.

The Bishop called for a voice vote to recess Diocesan Convention and reconvene as the Incorporators of Brookhaven Home. Motion was moved and seconded with none opposed.

The Bishop called to order the annual meeting of Brookhaven Home and called on the Rev. Diana Collins to give a short report for the Brookhaven Board of Trustees.

Brookhaven Home Report – Diana Collins

Diana reported that Brookhaven has had fiscal challenges due to increased costs. They negotiated an increased rate (trust income). In August they experienced the death of Jean Peterson. Brookhaven serves boys ages 6 to 14 with severe emotional and psychological issues helping them to grow and heal. Currently there are 14 residents and 12 day students. The residents are boys whose treatment requires that they be removed from their home and put on a full 24/7 program. The day students attend school and go home. Some residents stay for a few months and some for several years. Brookhaven offers the hope of a new beginning by providing an envelope of love. Most students also participate in the 6-week summer camp. This year the camp theme was Around the World and was full. They focused on food and stories from around the world.

Diana shared a story about a boy who graduated. He first came to Brookhaven in 7th grade with disdain for school and education. After just sitting doing nothing but watching other students for three weeks, the young man broke open by writing his name on paper. He was a tough guy to dissolve. He would do an assignment and hide it. Eventually he borrowed a book. By the end of the year he had read 35 books. Then he took a book home. This young man lived in a family

who didn't support education but somehow the boy convinced the family to be accepting. In 8th grade the boy read 65 books, joined his sending schools Basketball team and was transferred back to his high school in 9th grade where he also joined a soccer team and convinced his parents to come watch games. He's now talking about joining Big Brother to help other young men.

Diana reported generous giving of Christmas gifts for the kids and noted that if there are ever too many gifts, some are saved for birthday presents.

The Bishop gave thanks to all for their great service.

Brookhaven Trustees Election, 3 members to serve to 2016

The Bishop called on Barbara Hoar, Chair of the Nominating Committee for report and introduction of nominees. Nominations to the Brookhaven Board of Trustees include Shelie Richardson, Christ Church, Bethel; Walter Rockwood, Chelsea and William Lee Sease, St. John's Randolph.

The Bishop asked for nominations from the floor. There being none, a motion to close nominations passed by voice vote.

Bishop called for a card vote to elect the Brookhaven nominees to three-year terms. A card vote was taken and passed.

Being no other business for this Annual Meeting of the Incorporators of the Brookhaven Home and at 10:34 a.m. on November 9, 2013, the Bishop called for a motion to adjourn as Brookhaven Incorporators and reconvene as the 181st Convention of the Episcopal Diocese. The motion was seconded and passed by voice vote.

Diocesan Trustees Report – Michael Huffman

Mike Huffman reported on behalf of the seven Diocesan Trustees. Franklin Standards wasn't able to attend. Mike summarized Diocesan accounts and acknowledged volatile market conditions over the past year with variable investor return, fixed income with low interest rates. There was an 11.8% return on the Unit fund at Hickok and Boardman. The gain over three years is 10% and over five years is 4.3%. Investment strategy is reviewed. Annual rate 5%.

Question from Sylvia Knight asking whether trustees consider what trust investments are supporting. The response was, yes, this is part of the conversation to be aware of economic and moral divestment. Trustees are aware of economic and moral divestment and follow investments closely and will continue to look at them.

Michael is stepping down as Trustee but will continue as a member of the Investment Committee. The Bishop thanked him for his seven years of service.

Rock Point Summer Camp – Jennifer Ogelby

Jenny expressed great joy to be Rock Point Camp director. It's a wonderful program that

promotes the importance of leadership. She reported on adaptive challenges faced this past July with flood water in the basement in the main building at 3 o'clock in the morning. The fire department declared the building couldn't be occupied as the power was off and the water continued to rise and caused damage. One week of camp had to be cancelled. However, with the help of staff and many volunteers, camp was moved into the 40 year old cabins. The meeting place was scrubbed down and camp was able to resume. It was two months before the main building was able to be inhabited again.

Jenny encouraged everyone to find kids invite them to go to camp. A story was told of being at the last banquet and during the doxology for grace it was noticed the waiter was singing along. A conversation revealed the waiter had attended Rock Point Summer Camp and subsequently he sent his two young boys to Rock Point camp this summer. Camp information and registration details can be found at the Rock Point Center website is www.rockpointcenter.org under the *Summer Camp* tab.

The Bishop expressed the importance church summer camp has on leadership.

Courtesy Resolution Honoring Program Committee

Be it resolved that this 181st Convention of the Episcopal Diocese of Vermont duly commend the following members of the Program Committee for its outstanding leadership in planning an effective Convention:

Susan Ohlidal
Laura Hunter
Susan McGarry
Peggy Mathauer

Lisa Ransom
Sherry Osborne
Mary Lindquist
Paul Moberly

Tom Brackett
Ana Hernandez
Sean Lanigan

And further resolve that we commend Bishop Ely and Mark Howe for their astute discernment in selecting such a committee.

The resolution passed by voice vote.

Courtesy Resolution Honoring Retired Clergy

Resolved, that this 181st Convention of the Diocese of Vermont gratefully acknowledge, honor, and thank those clergy who have retired from their regular ministries here:

Reid Farrell, who – bringing his great warmth and considerable musical comedy talents to bear in his many diocesan roles – has retired from Holy Trinity, Swanton;

John Morris, who, by his example as a bi-vocational priest, shared his great gifts as a teacher with public school children as well as with us including his years with the Diocesan Study Program; and

Craig Smith, who himself a preacher's kid, brought his many gifts to bear – including the gift of music – to thirty years of ordained ministry in this diocese, at Christ Church, Montpelier, Church

of the Good Shepherd, Barre, and Trinity, Shelburne, from where he has retired.

Resolved, that should these clergy persons not be present here today, that the Secretary of Convention convey our greetings, thanks, and best wishes in their retirement.

The resolution passed by voice vote.

Courtesy Resolution Thanking Laura Chase and the Rev. Jane Garrett

Resolved, that this 181st Convention of the Diocese of Vermont, offer its heartfelt thanks to Laura Chase, retiring after eighteen years of faithful service as the chair of the Resolutions committee, steadfastly seeing that resolutions were submitted and crafted in compliance with the requirements of Convention, and masterfully riding the waves of controversies large and small as resolutions were discussed and dissected at pre-convention hearings and conventions themselves;

And the Rev. Jane Garrett, retiring after 18 years of service as a Resolutions Committee member, sharing her professional editing skills with us and continuing to serve on the committee even while she lived in Massachusetts.

Resolved, that we applaud these women for their many years of service, and wish them both a healthy, happy retirement in Middlebury.

The resolution passed by voice vote.

Diocesan Council representative from Mission District 2, Penny Thomas, reported on Council activities over the last year.

Report on General Convention Balloting

Clergy:

111 The Rev. Scott Neal
107 The Rev, Stannard Baker
106 The Rev. Rick Swanson
92 The Rev. Canon Lee Crawford

Lay:

127 Thomas Little
110 Anne Brown
99 Nanci Gordon
85 Jennifer Ogelby

Stirrings of the Spirit

Susan Taylor, a member of the Stirrings leadership team introduced their video presentation and spoke of the work. intro, open to spirit, disturbed by Spirit, learning together, video/Powerpoint presentation, where experience fear, great emergency in church and society, how to sing a new song,

Bishop thanked Susan for the stirring report.

2014 Diocesan Budget

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

Budget question from Sylvia Knight of Cathedral Church of St. Paul, Burlington: small portion designate for Earth Steward Committee know more what/how that is embodied. Alleluia fund is \$75,000. One target group under this is Earth Stewards.

Budget observation/question from John Bertelsen, All Saints Church, South Burlington: noticed significant increase in communications funding. The Bishop responded that 35 people attended a workshop earlier this year to figure out how we can communicate better. On the revenue side, a bequest from Hunt Grant/campaign was used to distribute and pump into communications. The communications task force set up a strategy and this year added a part-time communications position.

Question from Bill Davidson of St. Paul's in Wells: In support of transparency and asking that the budget include a listing of individual positions and compensations so everyone can see who's getting what and how it affect the resolution.

The Bishop explained that the Diocesan Council two years ago made a decision not to include individual positions. The reason is there would need to be a narrative in order to interpret numbers. He said the Diocesan Council makes the decision.

Bishop asked for a card vote on the operating budget resolution which passed.

At 12:15, the Bishop called for a vote to recess Diocesan Convention to take a lunch break.

The Bishop called back to order the 223rd Convention of the Episcopal Church in Vermont being the 181st Annual Convention of the Diocese of Vermont at 1:15 p.m.

The Bishop called for Mission District Election Results from each Electing Committee, asking written confirmation of the elections be given to the Secretary.

Mission District 1

The Rev. David Veale, St. Luke's, St. Albans

Mission District 3

The Rev. Susan Taylor, St. John's, Randolph

Mission District 4

Rick Jones, Trinity, Rutland

The Rev. Margo Fletcher, St. Thomas and Grace, Brandon and Forestdale to fill unexpired 2-year term.

Mission District 5

Kathryn Wright, St. Luke's, Chester.

Courtesy Resolutions

A Resolution Honoring Julie Giguere

Faithful and enduring Rock Point staff member, as we celebrate her ten years of service as Diocesan Financial Administrator.

Resolved, that this 181st Convention of the Episcopal Diocese of Vermont offer our abiding thanks for her presence at The Church in Vermont offices at Rock Point. Julie has been a welcoming, cheerful presence at her desk and on the phone for ten years throughout the comings and goings the years have wrought. Countless parish treasurers and administrators as well as throngs of clergy offer their thanks for her skilled help, clarity -- and needed reassurance -- as numbers change hand.

The resolution passed by voice vote.

Resolution Thanking and Congratulating Sean Lanigan

Resolved, that this 181st Convention of the Diocese of Vermont, offer its thanks to Sean Lanigan for leading us in a discussion of emergence ministry, and pressing us to find ways to have conversations about our faith with strangers.

Congratulations, Sean on your pending ordination to the transitional diaconate tomorrow at St. James, Arlington.

The resolution passed by voice vote.

A Resolution Honoring Ana Hernandez

Composer/arranger, multi-instrumentalist, song trailblazer and cheerleader at our Stirrings of the Spirit Convention.

Resolved, that this 181st Convention of the Episcopal Diocese of Vermont offer our musical appreciation to Anna for sharing her ministry of music with us, holding us in harmony and dissonance, and, in Bishop Ely's words, "opening our hearts which she does so well." Thank you, Anna, for offering "harmony that is pleasant enough to stand around for."

The resolution passed by voice vote.

Resolutions

Bishop reminds Convention that the legislative process we agreed upon earlier permits a maximum of 20 minutes discussion for each resolution, 2 minutes for each individual with a reminder to be at the microphone to introduce yourself and debate.

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

A Substitute Resolution Pertaining to North Korean Prison Labor Camps

RESOLVED, that the 181st Annual Convention of the Diocese of Vermont prayerfully focus our attention on how our actions affect those in poverty, including the people of North Korea; and be it further

RESOLVED, that this Convention acknowledge the interrelatedness to which we are called in our covenant with God in Christ Jesus, as well as our interrelatedness with others more distant from ourselves for whom we desire justice, as described in the Earth Charter endorsed at our 177th Convention; and be it further

RESOLVED, that members of this Convention keep in prayer the people of North Korea who live in deep and degrading poverty, especially those in prison labor camps where grave human rights violations cause daily suffering and undermine human relationships, an insidious form of poverty and oppression, with serious implications for our larger world society; and be it further

RESOLVED, that the Secretary of this Convention communicate our deep concern about these prison camps to the United States Ambassador to the United Nations, Samantha Power, and to Michael Kirby, Chair of the United Nations Commission of Inquiry for Human Rights in North Korea, by sending them a copy of this resolution, and be it further

RESOLVED, that this convention urge its members to share this resolution and its explanation with their parishes, that they might inform themselves about the situation, incorporate the victims in prayer, and consider further actions as the Spirit moves them.

PROPOSERS: Sylvia Knight, St. Paul's Cathedral

EXPLANATION:

The extreme depth of dehumanization, cruelty, degradation of family relationships and deprivation in these camps moves me and a fellow parishioner to appeal to our faith community for help. This difficult human rights problem challenges our souls to acknowledge such human cruelty in our age and to seek signs of hope. While further prayer and study are needed, we can at least express our support for the UN Commission of Inquiry for Human Rights in North Korea as they investigate this evil in our world.

For internet news, see

<http://www.voanews.com/content/un-commission-gross-human-rights-violations-north-korea/1779696.html>

www.usnews.com/news/politics/articles/2013/10/30/un-investigators-on-nkorea-abuses-hold-us-hearing

Amnesty International has extensive information about North Korea's prison camps. See <http://www.amnesty.org/en/news/qa-north-korea-s-human-rights-crisis-2013-04-08>

The book, *Escape from Camp 14* by Blaine Harden (Viking, 2012) vividly describes these prison labor camps. From an excerpt from the back cover: "North Korea's political camps have existed twice as long as Stalin's gulags and twelve times as long as the Nazi concentration camps. These camps are clearly visible in satellite photos, yet North Korea's government denies they exist."

North Korea's Hidden Gulag: Interpreting Reports of Changes in the Prison Camps explains more about the camps and is available on Human Rights North Korea HRNK's website. For more information see

<http://www.hrnk.org/events/announcements-view.php?id=10>

Sylvia spoke to why this is an issue. She told about the personal connection in Bobbi and Dick having adopted a Korean orphan over 20 years ago. Parentage is unknown. How interrelated here

with the rest of humanity. These prison camps are insidious and undermine family relationships. People have to compete with each other for food, favors. Most don't know why they are there. We don't want to remain silent. Sylvia asks that the Diocese write a letter to the UN representative/US Commission of Human Rights in Korea.

Vote by card and motion passes.

Reminder that the Chancellor keeps time during the presentation of the resolutions and if he holds up a red card, your time is up.

A Resolution Pertaining to Economic Justice and Income Inequality

RESOLVED, That the 181st Convention of the Diocese of Vermont call upon our bishop, the House of Bishops and the Presiding Bishop of the Episcopal Church, the President of the House of Deputies and the Executive Council to speak out and name economic inequality as a spiritual and moral issue of immediate and urgent concern; and be it further

RESOLVED, that this Convention request the Presiding Bishop to convene an interfaith coalition to provide moral leadership for the establishment of economic justice in our country; and be it further

RESOLVED, that this Convention endorse the following statement on Economic Justice and Income Inequality adopted by the Diocesan Council on June 29, 2013:

RESOLVED, that to put out faith and conviction into action, the Diocese of Vermont, and all congregations and institutions within the Diocese are urged to pay all lay employees the hourly livable wage determined to be applicable by the State of Vermont as annually computed by the State in its Mandatory Livable Wage Report (2 VSA 505)

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” This is the greatest and first commandment. And a second is like it: “You shall love your neighbor as yourself.” On these two commandments hang all the law and the prophets.’
Matthew 22:36-40

As Episcopalians, we bind ourselves in our baptismal covenant, “to seek and serve Christ in all persons, loving our neighbor as ourselves” and “to strive for justice and peace among all persons”, and “respect the dignity of every human being.”

In 1970, the richest 1 percent of Americans enjoyed 9 percent of total national pre-tax income. In 2011, by contrast, that share had risen to 19.8 percent. This large increase in inequality has been exacerbated by a regressive tax policy. Tax rates on the top 1 percent of taxpayers have fallen over this same period. According to Chuck Collins in *99 to 1* the growing gap is not only of income but also of total wealth, with 82 percent of all wealth *gains* going to the top 5 percent between 1983 and 2009. The bottom 60 percent lost wealth during these years. By contrast, the period from 1947 to 1977 had seen solid increases in prosperity in every income group.

We believe that our democracy is threatened. As Louis Brandeis has said: “We may have democracy, or we may have wealth concentrated in the hands of a few, but we cannot have both.”

The Supreme Court decision in *Citizens United* guaranteed special interests the freedom to raise and spend any amount, from any source, at any time, in order to win elections has led to further deterioration of our social fabric and the loss of trust in our institutions.

The systematic destruction of the middle class has had serious consequences for preservation of families, health, education and employment and even greater consequences for those in the bottom 30%. Significant social unrest is a growing possibility.

Our financial system has become deeply distorted: financial institutions that are “too big to fail,” investment instruments few can understand, and pervasive conflicts of interest.

The suffering and overpowered majority will continue to lose the struggle for jobs, affordable housing, education, retirement security, a sustainable environment and peace if we keep silent. This situation cries out for us to open our eyes, ears, minds and hearts to a growing bitter reality.

We must take responsibility for our own relative wealth and evaluate our own financial practices individually and as a church. We must use our voices and our assets to seek justice and relieve the suffering and inequity that surround us.

PROPOSERS: Diocesan Council

How can we make a difference in Vermont on this issue? Why don't we hear the voice of the presiding Bishop? How to be involved when "we don't do politics." Democracy, wealth - few, visceral/angry response/Wall Street, Tea Party. We have an obligation to provide leadership. Bigger problem is the countless cuts to head start, food stamps, and first-responders. Difficult and complex environment. Need to send a powerful, courageous message. Voice of the Bishop and other Bishops, national coalition will have weight. We can communicate. This is relevant and has important role. We need to be a church of just society. We can stir the spirit.

Amendment further resolved to this resolution: paying all lay employees to align to State livable wage. Following discussion and Chancellor's input, the amendment was ruled out of order. Further discussion and a motion was made, seconded and carried to suspend debate for 20 minutes.

Bringing back the Resolution on Economic Equality, a motion was made, seconded and carried to add in the language of the fourth Resolve as shown in the full Resolution above.

The amended Resolution was adopted (as written above) by card vote.

A Resolution to Promote Water Quality

RESOLVED, That the 181st Convention of the Diocese of Vermont endorse the January 8, 2013 Blue Resolution urging Vermont's elected leaders and public officials to develop financial mechanisms for upgrading and maintaining Vermont's sewage, stormwater, and drinking water infrastructures, in order to protect water quality for all, and be it further

RESOLVED, That the 181st Convention instruct the Convention Secretary to communicate that endorsement to Governor Peter Shumlin, Secretary of Natural Resources Deb Markowitz, Speaker of the Vermont House of Representatives Shap Smith, President Pro Tempore of the Vermont Senate John Campbell, and Mayor Miro Weinberger of Burlington, Vermont, and the Vermont League of Cities and Towns, and be it further

RESOLVED, That the 181st Convention thank Mr. James Ehlers, a fellow Christian, for initiating the work of the Blue Resolution Coalition, and be it further

RESOLVED, That the 181st Convention urge the Earth Stewards Committee of the Diocese and Earth Steward of St. Paul's Cathedral to disseminate information regarding the Blue Resolution in order that members of the Diocese may understand the initiative and enable the process going forward.

EXPLANATION

Several environmental organizations including but not limited to Lake Champlain International, Conservation Law Foundation, Lake Champlain Committee, Audubon Vermont, Connecticut River Watershed Council, and Lewis Creek Association gathered late last year to find solutions to Vermont's polluted waters. Their collective response was the Blue Resolution, which calls upon state and local officials to adopt equitably targeted fees and revenue mechanisms and to invest such revenues statewide into drinking water, wastewater, and stormwater infrastructures. Thirty-eight non-profits and businesses have signed the Blue Resolution (as of Sept. 9, 2013). The Episcopal Diocese of Vermont is here with urged to sign it as well. A copy of the text of the Blue Resolution is appended to this explanation.

The Blue Resolution recognizes that water is finite, that we all have a role in polluting and in caring for water, that we all need clean water for health and life, and that polluted water is not good for the economy. We all have a shared responsibility for creating and maintaining infrastructures to manage water quality for all life.

Clean water is a realm where social justice and environmental justice meet, and with which Vermont has struggled for years. Policies and funding mechanisms are currently lacking to maintain and rebuild our aging and damaged water infrastructures for the common good, and water quality is suffering. The solutions require long-term thinking, community-oriented spirit and resource-sharing found in the best of our biblical tradition: Joseph telling the Egyptians to save during years of plenty for 7 lean years; early Christians sharing their resources; Jesus' care for those most marginalized. If water is a symbol of God's care for us in our sacraments, what happens to the sacramental grace of water when it is contaminated or defiled by human activity?

The Episcopal Diocese of Vermont can be a voice for courageous, forward-looking policy to promote the common good.

PROPOSERS: Earth Stewards Committee and
 Sylvia Knight, Earth Steward at St. Paul's Cathedral

BLUE RESOLUTION

RESOLUTION URGING PUBLIC OFFICIALS AND ELECTED LEADERS TO ACKNOWLEDGE THE VALUE OF CLEAN WATER TO VERMONT'S PUBLIC AND ECONOMIC HEALTH AND TO SUSTAINABLY INVEST IN THE SAME

WHEREAS, clean water is essential to Vermonters' personal health and the health of our economy and Vermont's environment; and

WHEREAS, clean water is critical to ensure healthy habitats vital to the protection and restoration of indigenous species and the protection of all flora and fauna throughout the food web; and

WHEREAS, significant progress to restore and protect our water resources has been made since the passage of the Clean Water Act and Safe Drinking Water Act; and

WHEREAS, compromised and impaired waters still exist, and unimpaired waters remain largely unprotected, threatening our quality of life and our economy while public sector investment in protecting water quality continues to shrink, leaving forty years of environmental gains since the passage of the Clean Water Act hanging in the balance; and

WHEREAS, protecting the Vermont brand built on a reputation for protecting its unsurpassed environmental health from degradation is essential for the continued success of all business sectors relying on this crucial market distinction; and

WHEREAS, outdoor recreation, in particular water-based recreation, is a vital aspect of our state identity and a major pursuit among Vermonters and visitors, alike; and

WHEREAS, polluted waters are not accessible waters, do not support aquatic life, and, worse, imperil public health; and

WHEREAS, outdated treatment technologies, aging pipes and pumps, and inadequate capacity undermine our ability to treat sewage, stormwater, and drinking water; and

WHEREAS, in the opinion of leading professionals within numerous disciplines, infrastructure is inadequately funded in Vermont to meet current and future requirements; and

WHEREAS, new and sustained public investment for clean water at the federal, state, and municipal levels is critical to protect this basic element of public health and a vibrant, sustainable economy; and

WHEREAS, it is our legal and moral obligation, as well as an ethical imperative, to ensure that the same quality of life enjoyed by the current generation is possible for the next.

NOW, THEREFORE, BE IT RESOLVED that the undersigned concerned citizens and organizations urge that our state and local elected officials and policymakers:

1. Expediently adopt new, equitable, targeted fees and dedicated, broad-based revenue mechanisms; and
2. Sustainably invest these revenues statewide into water, wastewater, and stormwater infrastructure, and all other manner of water resources protection and water pollution remediation.

Approved and adopted the eighth day of January 2013.

Sister Laurian spoke to the Blue Resolution. We need to say something against polluting water. If water and life are connected. In the Northeast where we live water is plentiful. One good thing would be to outlaw fracking. Fix leaking pipes – they are wasting fresh water. Sewer and storm water is polluting earth and ground water. Thirty-eight other entities support this. There's a need to spend money and the State needs to provide money to spend on this. Andy pointed out we have water pollution in Vermont as we see beaches closed due to water quality issues. We need water every day and need to be respectful of the resource we have.

Sylvia Knight moved to amend the Resolution to add two names to water quality: Shaff Smith and John Campbell. The motion to amend was seconded and passed on a voice vote.

The motion to adopt the amended resolution (vote by cards) carried.

A RESOLUTION ESTABLISHING MINIMUM CLERGY COMPENSATION FOR 2014

RESOLVED, That the 181st Convention of the Diocese of Vermont approve the recommendation of the Diocesan Council that the minimum full time stipend for priests receiving compensation in the Diocese of Vermont be increased by 1.5% for the year 2014 to \$39,095 and be applied to the diocesan schedule of mandatory minimum cash salaries, and that travel allowance be reimbursed at the current IRS standard.

PROPOSER: Diocesan Council

EXPLANATION:

Canon 6.7 of the Episcopal Diocese of Vermont requires that Diocesan Council annually review the minimum stipend for full-time equivalent clergy and the travel allowance and make recommendations to the Convention. Such a minimum shall be binding on all parishes and missions upon ratification of the Convention. For 2014 salaries, a 1.5% increase reflects the average of the current Cost of Living Adjustment (COLA) of the Northeast Urban Size B/C Cities Index and the United States Size D Cities Index published in Table 10, June 2013.

In 2012 the Diocesan Convention reaffirmed the following norms for determining minimum clergy compensation as put forth in the 2006 Clergy Compensation Resolution:

- that cash compensation be based upon credited years of service in church ministry as established by the Church Pension Fund employing the Schedule of Mandatory Minimum Cash Salaries (see below), which includes an increase of 1.6% for each year of credited service plus the 2013 Cost of Living Adjustment (COLA) of 1.5%;
- that the Mandatory Minimum Cash Salaries be adjusted annually to reflect the COLA based on an average of Consumer Price Index (CPI) of Northeast Urban Size B/C Cities Index and the United States Size D Cities Index as published in the June Consumer Price Index, Table 10, by the U.S. Department of Labor of the Convention year;
- that in addition to the cash salary, an annual housing equity allowance of at least seven percent (7%) of the Year 1/Level 1 from the Schedule of Mandatory Minimum Cash Salaries be provided for those clergy living in church furnished housing.

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

Approval of this resolution will change the Beginning Level 1 minimum cash stipend from \$38,517 to \$39,095, thus raising the minimum full-time compensation package to approximately \$54,711 [\$39,095 cash stipend, plus housing and utilities of \$11,728* (at 30% of cash), plus SECA of \$3,888 (at 15.3%/2 of cash, housing, and utilities.)]

*This minimum housing amount is based on 30% of the minimum cash salary. This minimum amount may not reflect an accurate amount based on the actual expenses for housing and utilities in Vermont. Also the pension amount is not included in the compensation amount.

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

Diocesan Summary of Clergy Salaries 2012 for the Diocese of Vermont

Total parishes within the diocese	48
Parishes with clergy paying into CPG	25

(other than retired, supply or interim)

Please Note: Church provided housing or a housing allowance, utilities, equity allowance, SECA contribution and pension are all parts of clergy compensation packages but this *comparison focuses solely on the salary/stipend* reported by CPG and how that compares to our diocesan salary schedule.

Full-time Clergy Salary/Stipend Positions	11
Range of experience 10-29 years	
Salary/Stipend at or above diocesan minimum	5
101.6 – 116.4%	
Salary/Stipend below Diocesan minimum	6
57.56 – 80.83%	

Part-time Clergy Salary/Stipend	14
Range of experience 1.667 – 30+ years	
Salary/Stipend above Diocesan Standard	7
101.6 – 170.59%	
Salary/Stipend below Diocesan Standard	7
13.6 – 98.98%	

- Salary/stipend is the cash amount paid to a clergy person serving in a parish. Total clergy compensation equals salary/stipend plus church provided housing or a housing allowance, utilities, equity allowance, SECA contribution and pension. This resolution sets the salary portion only of the clergy compensation package.
- ‘Years of service’ is the credited years of services with the Church Pension Fund.

Schedule of Mandatory Minimum Cash Salaries for 2014

<u>Years of Service</u>	<u>Level 1*</u>	<u>Level 2*</u>
1	\$39,095	\$44,008
2	\$39,721	\$44,712
3	\$40,356	\$45,428
4	\$41,002	\$46,154
5	\$41,658	\$46,893
6	\$42,324	\$47,643
7	\$43,001	\$48,405

8	\$43,690	\$49,180
9	\$44,389	\$49,967
10	\$45,099	\$50,766
11	\$45,820	\$51,579
12	\$46,553	\$52,404
13	\$47,298	\$53,242
14	\$48,055	\$54,094
15	\$48,824	\$54,960
16	\$49,605	\$55,839
17	\$50,399	\$56,732
18	\$51,205	\$57,640
19	\$52,025	\$58,562
20	\$52,857	\$59,499

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

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

The minimum cash salary is increased by 1.6% for each additional year of service

2013 Minimum Compensation Year/level 1 = \$8,517 x 1.5% COLA Adjustment = \$39,095

Following discussion, motion to establish minimum clergy compensation passes.

A RESOLUTION TO AID HUNGRY PEOPLE IN VERMONT

RESOLVED, that the 181st Convention of the Diocese of Vermont call on the Diocesan Council to seek out \$10,000 either by re-allocating existing funds or by adding funding to the 2014 budget to make a donation to the Vermont Food Bank to partially offset the loss of resources available to feed hungry people in Vermont, and be it further

RESOLVED, that the Diocesan Council appoint a committee to study how the Diocese of Vermont might more effectively contribute to the food security of the people of Vermont, said committee to make a report with recommendations for action to the 182d Convention of the Diocese of Vermont in November, 2014.

EXPLANATION:

An article in the Valley News 10/30 (p.7) stated that with the expiration of the added “stimulus” benefit to Three Squares Vermont (i.e. “food stamps”) as of November 1, 2013, and a decline of 18% in donations being made to the Food Bank “Vermonters in need of nutrition assistance are facing a difficult time.” Also, Congress is considering further cuts in this program.

The number of persons and families, including elderly and children, throughout Vermont who are food insecure/going hungry is continuing to increase, despite the recovery in the national economy.

About poverty in America (and therefore also in Vermont) more generally, Dr. Mark Rank, professor of social Welfare at George Washington University, makes several key points in his column, “Poverty in America is Mainstream,” which appeared in the New York Times, November 2. These have direct implications for the incidence and experience of hunger among ourselves.

First, America is a “middle class” society. While this does include a “core” of persons who experience long term poverty, up to 80% of Americans will have an experience of temporary - perhaps even intermittent - poverty. A common definition of “poverty” is an income below \$23,492 for a family of four. Two-thirds of persons in poverty are white. People in poverty are not confined to inner city neighborhoods but can be found in suburbs and rural areas, all of which apply to Vermont. But events like losing a job, having hours of work reduced, experience of a family split, or developing a serious medical problem, each has the potential to throw a household at least temporarily into poverty. Such circumstances, as well as lack of access to a decent education and health insurance have far more to do with poverty and hunger than any lack of motivation or “poor decision making.” Clearly, if people are poor it is more likely that they will experience hunger.

By comparison to other industrialized societies, America's social safety net is weak, has been growing weaker, and, if Congress continues on its present path, will grow weaker still. Also, by this comparison, America's poverty rate is high, and has been growing higher.

On a note of personal witness: at the Springfield Family Center food shelf I encounter more than one elderly person whose sole source of income is their monthly Social Security check, often about \$1000 – or even less. Rent typically takes upwards of \$700 of that. They cannot provide for all of their needs, particularly food, without the support of food stamps, the food shelf and a lunch at the Family Center. Women heads of household also come on behalf of their families, including children. Others are on disability. Others may be seasonally unemployed, whose need for food and other necessities does not stop when their employment does. The cars these people may have are often one repair from the scrap heap, a far cry from the stereotypical Cadillac of “welfare queens.”

Finally, I believe that bread is as much a matter of spirit and theology as it is of brute matter and biological survival. There is a most intimate, sacramental connection between Jesus joining with us at the Eucharist and our being the hands of Christ to help to feed our hungry neighbors.

PROPOSER: Boris G. von York,
Senior Warden, St. Mark's Church, Springfield, Vt.

Following discussion, the motion to adopt the resolution passed by card vote.

A Resolution on Transparency

Resolved, that the 181st Convention of the Diocese of Vermont request that a detailed line item account of diocesan spending, in its entirety, including individual staff compensation be presented to Convention annually.

PROPOSERS: Peter Galbraith
Rick Taylor
Katherine Webster
The Rev. William A. Davidson
The Rev. Margo Fletcher

EXPLANATION: Most individual parishes present a line item budget at the annual meeting of the parish, which includes the compensation details of the staff, including that of the clergy.

Each parish's assessment for funding the diocesan budget is also included. This information gives clear accountability for what the people of the parish are supporting by both pledge and plate. To promote good stewardship and generous giving in the parishes, this same transparent accountability needs to be followed in the presentation of the diocesan budget.

The people of individual parishes need to be made aware of how exactly their assessment is being used and how it benefits the whole community. This procedure would make transparent to the people who are contributing to them the use of their financial gifts. They could then confidently and fairly evaluate the proposed budget.

Bishop recognized Margo Fletcher to speak to the proposed resolution.

Rick Swanson moved to amend the resolution by adding "diocesan council consider adding the" detailed line item....; the motion to amend was seconded and passed with 64 votes in favor and 58 opposed.

The motion to adopt the resolution failed; voted by cards.

Courtesy Resolutions

Thanking the Rev. Tom Brackett

Resolved, that this 181st Convention of the Diocese of Vermont, offer its warm and hearty thanks to Tom Brackett, for the generous sharing of his talents this weekend as a presenter, dinner speaker and homilist.

Thank you, Tom, for encouraging us first to "fail bodaciously" in order to succeed as we "bet the farm rather than sell it;" for urging us "not to stand by and offer polite witness but to seize hold of the visions God has set before us; and reminding us of "the high holy work we have of companioning" each other.

A Response to Bishop Ely's Convention Address

Resolved, that this 181st Convention of the Diocese of Vermont, express our appreciation to Bishop Thomas Ely, for reminding us in his convention address that "the Church's only mission is participation in God's mission" on our journey of adaptive challenge; urging us to act with confidence that "our best still lies ahead of us" as we discern what to conserve from past practices, what to discard from past practices and invent new ways to build from the best of the past; and further reminding us that ultimately, "God is in our midst, and that is enough."

2013 Minutes

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

Announcements

The 2014 Convention will be at Jay Peak, Jay, Vermont on October 31 and November 1. The theme will be “Equipped for the Journey”

Following final announcements, there was a motion to adjourn Convention. The motion was seconded and passed at 3:25 p.m.

Blessing and dismissal. The Bishop closed convention by leading those gathered in prayer, followed with the deacon’s dismissal.

Louise Putnam
Recording Clerk

REGISTERED DELEGATES

Lay Delegates

ALBURGH	Bill Luna		
ARLINGTON	Patricia Gordon-Michael	Beth Neal	Steve Smith
BARRE	Betsey Bolt	Margaret Pearlstein	Alban Richey
BELLOWS FALLS	Gloria Mansfield		
BENNINGTON	Nancy Bower	Colleen Gates	Barbara Hoar
BETHEL	Deborah Aldrich	Eric Richardson	Katie Runde
BRANDON	Joe Bagley	Rena McDonough	
BRATTLEBORO	Dawn Kotapish	David Mattocks	Paul Moberly
BURLINGTON	Barbare Beaman	Andrew Comeau	Sylvia Knight
CANAAN	Rita Lee		
CASTLETON/ FAIR HAVEN	Mike Austin	Melanie Combs	Catherine McCauley
CHESTER	Jean Hancock		
COLCHESTER	Alice Daley	Betsy Peacock	Richard Taylor
ENOSBURG FALLS	Kitten Ellison	Dinny Hawksworth	
ESSEX JUNCTION	Peggy Bonesteel	Lindsey Huddle	
FAIRLEE	Howard Sussman	Matthew Weincke	
HARDWICK	Marilyn May	Renee Wahler	
KILLINGTON	Anne Brown		
LYNDONVILLE	Sandra Densmore	Diane Green	Winkie Roessler
MANCHESTER CTR	Dr. Charles Egbert	Michael Nawrath	C. Elizabeth Van Dyk
MIDDLEBURY	Ann Cooper	Jessica Hoagland	Thomas Turley
MONTPELIER	Ruth Beard	Maggie Thompson	
NEWPORT	Jim Biernat	Christine Moseley	Penny Thomas

NORTHFIELD	Jane Bryant		
NORWICH	Blanche Cooper	John Trautlein	Mike Woods
PROCTORSVILLE	Barbara Dickey		
RANDOLPH	Carole Doss	Steven Eubanks	Lee Sease
RUTLAND	Wendy Grace	Pam Roberts	Jay Slenker
SHELBURNE	Laurel Broughton	Ann Dillenbeck	Lisa Newton
SHELDON	Beth Crane	Lori Derry	Jan Hilborn
S. BURLINGTON	John Bertelsen	Don Crofut	Linda Morrell
SPRINGFIELD	Boris Von York	Pearl Von York	
ST. ALBANS	Linda Ballard		
ST. JOHNSBURY	Betty Maynard	Diane Montague	Nicole Stevens
STOWE	Sandy Duncan	Tim Heath-Swanson	Jan Tichansky
SWANTON	Natalie Good	Sandi Kenyon	Paul Leduc
UNDERHILL	Margie Schacht	Pat White	
VERGENNES	Sue Berkenbush	Sarah Cowan	Judy Langeway
WAITSFIELD	Eunice Fossum	Beth Phillips	
WELLS	Joyce Vance		
WHITE RIVER JCT	Kate Conner	Barbara Coulter	Peter Lapre
WILMINGTON	Ian Schrauf		
WINDSOR	Betty Cyr	Leni-Lyne Johnson	Ronnie Sherwin
WOODSTOCK	Isabelle Bradley	Betsey Caldwell	Katherine Webster

REGISTERED CLERGY DELEGATES

The Rev. Jackie Arbuckle	The Rev. Margaret Fletcher
The Rev. Stannard Baker	The Rev. David Ganter
The Rev. James Ballard	The Rev. Jane Garrett
The Rev. Lisette Baxter	The Rev. Paul Gratz
The Rev. Thad Bennett	The Rev. Paul Habersang
The Rev. Robert Borden	The Rev. Dr. David G. Hamilton
The Rev. Janet Brown	The Rev. Penelope Hawkins
The Rev. Jane Butterfield-Presler	The Rev. Elizabeth Hilgartner
The Rev. Thora Chadwick	The Rev. Joel Hill
The Rev. Regina Christianson	The Rev. Kenneth Hitch
The Rev. Diana Collins	The Rev. Jean Jersey
The Ven. Catherine Cooke	The Rev. Alan Kittelson
The Rev. Dr. Lee Alison Crawford	The Rev. Earl Kooperkamp
The Rev. William Davidson	The Rev. Justin Lanier
The Rt. Rev. Thomas C. Ely	The Rev. Robert Lee
The Rev. Angela Emerson	The Rev. Mary Lindquist
The Rev. Margaret Ferry	The Rev. Jean MacDonald
The Rev. Jakki Flanagan	The Rev. Norman MacLeod

The Rev. Beth Ann Maier
The Rev. Linda Maloney
The Rev. Charles Mansfield
The Rev. Margaret Mathauer
The Rev. Dr. Susan McGarry
The Rev. Todd McKee
The Rev. Cam Miller
The Rev. John Miller
The Rev. John Mitchell
The Rev. Donald Morris
The Rev. Scott Neal
The Rev. Sherry Osborn
The Rev. Dcn. Keith Patterson
The Rev. Lucy Pellegrini
The Rev. Mark Preece

The Rev. Donna Reidt
The Rev. Shelie Richardson
The Rev. Diane Root
The Rev. M.P. Schneider
The Rev. Sister Laurian Seeber
The Rev. Craig Smith
The Rev. Richard Swanson
The Rev. Susan Taylor
The Rev. David s. Veale
The Rev. Nancy Vogele
The Rev. Carole Wageman
The Rev. Auburn Watersong
The Rev. O. Larry Yarbrough

REGISTERED NON-DELEGATES

Elizabeth Allison
The Rev. Keri Aubert
Sue Bacon
Canon to the Ordinary Lynn Bates
Julia Bonanno
Chuck Bongiorno
Laurel Bongiorno
Dick Bower
The Rev. Tom Brackett
The Rev. Richard Brewer
Mary Ellen Bridge
Bill Bridges
Jane Bridges
Carlos Caguiat
Mary Carter
Laura Chase
John Colón
Barbara Comeau
Milly Comeau
Kit Cooke
Blance Cooper
Donna Crabtree
Michael Daley
Dylan Dalton
Christopher David
Jessica Davitt
Jimmie Sue Deppe
Carolyn Donahue
Laura Duncan
Debbie Dutcher
Ann Ely
Ann Gaillard
Lee Gaillard
Peter Galbraith
Sarah Gallagher
Mark Genszler
Julie Giguere
Scottie Ginn
Augusta Gladding
Walt Gladding
Wallace Good, Jr
Nanci Gordon
Susan Gratz
Beth Gutwin
Ellen Halperin
George Harwood
Amy Hastings
The Rev. Mark Hatch
Ana Hernandez
Sarah Howe
A. Richard Hunter
Janet Hunter
Laura Hunter
Richard Jones
Jennifer Knowles
Nita Kohanski
Sean Lanigan
Mary Lawthers
Tom Little
Henry Maciejewski
Felicia Martineau
Florence McCloud
Joyce Mechling
Ann Merkel
May Morris
Brett Murphy
The Rev. Diane Nancekivell
Rebecca Nawrath
The Rev. Catherine Nichols
Jennifer Ogelby
Canon for Ministry Development Susan Ohlidal
Beverly Packer
Pati Peebles
Keith Pillsbury
Louise Putnam
Michele Raville
Madine Reed
Stephen Reynes
Neal Robinson
Thom Rock
Sylvia Rupe
Barrie Savage
The Rev. Wayne Schwab
The Rev. Margie Shaw
June Sherwin
George Spear
Mary Springer
Lisa Stapleton
Dave Staszak
Julie Susmann
Jim Taylor
Casey Terhune

**Betsy Tonkin
Dr. Jane Uva
Candace Vandouris
Bob Wilson
Jean Wilson
Chad Wohlers**

**Kathryn Wright
Robert K Wright
Shirley Ziemer**

2014 BUDGET

Annotated 2014 Budget					
Adopted by Diocesan Council 9-7-13					
<i>prints on 3 landscape pages</i>					
2013 Line	2014 Line		2013 Adopted Budget	2014 Proposed Budget	Notes
REVENUES					
1	1	Mission Support from Congregations [15%]	\$801,222	\$789,627	<i>Contribution Formula: 15% ND&I per 2006 Convention</i>
2	2	Unrestricted Investment Income	\$108,415	\$66,062	<i>Includes maximum loss for Reallocations of capital</i>
3	3	Restricted Investment Income	\$61,927	\$108,101	<i>Multiple Funds Allocated below</i>
4	4	Admin Support from Trustees for Unit Fund MGMT	\$15,000	\$15,000	
5	5	Support for Companions working with Congregations	\$30,000	\$30,000	<i>Maximum Funding from McClure Disc II and Irish Fund</i>
8	6	Bank Interest and Other Income	\$600	\$36,600	<i>Includes IRS Rebate; Cathedral Cap Cpgn Gift; Line 2</i>
9	7	Support from Hunt Grant provided through the Bishop	\$14,000	\$45,000	<i>TBA Uses</i>
11	8	TOTAL REVENUES:	\$1,031,164	\$1,090,390	
Distribution of Ministry Resources					
1 MINISTRIES SUPPORTING CONGREGATIONS					
Mission in Partnership with Congregations					
<i>Overarching dMST Ministry [Time % / \$ value below]</i>					
<i>1.5% COLA to 2013 salaries; Partial Support L 3 - Episcopal, Missions; Former Activities; L 4 - Trustees</i>					
12	9	Ministry Support Team Salaries-Personnel	\$421,830	\$428,160	<i>Projected 7.5% increased target for Benefits</i>
13	10	Ministry Support Team Benefits-Personnel	\$170,000	\$182,750	<i>25% OF CONGREGATIONS IN TRANSITION</i>
14	11	Deployment/Transition Ministry	\$3,000	\$3,000	<i>100% Support L 5 - Irish and Discovery II Funds-used</i>
15	12	Companions Working with Congregations	\$30,000	\$30,000	
16	13	Payroll Service Fee	\$900	\$900	
17	14	Workers Comp Insurance	\$4,000	\$4,000	
18	15	Continuing Ed - Bishop	\$1,200	\$1,200	
19	16	Travel - Bishop	\$11,000	\$11,000	
20	17	Bishop's Vehicle Appropriation	\$2,000	\$2,000	<i>0 Accrued; return to \$2500 = amnt actually needed?</i>
21	18	Travel - Ministry Support Team	\$18,000	\$18,000	<i>Increased use of telecommunication</i>
22	19	Total MSC:	\$661,930	\$681,010	
2 MINISTRIES OF FORMATION					
Mission to Develop Our Praxis of Christ's Way					
<i>dMST 21.5% Time / \$157,221</i>					
<i>2200 Accrued [est.], Now funded by Alleluia Fund</i>					
25	20	Triennial EYE Appropriation	\$1,000	\$0	<i>100% Support L 3 - Seminarian Fund</i>
26	21	Support for Seminarians	\$1,700	\$1,700	<i>Now funded by Alleluia Fund</i>
27	22	Commission on Ministry - Formation	\$1,500	\$0	<i>Dependent on # of Postulants, Process Fee by Sponsor</i>
28	23	Commission on Ministry - Discernment	\$2,500	\$2,500	
31	24	Triennial Deployment Conf Appropriation	\$0	\$0	<i>3660 Accrued [est.]</i>
32	25	Stewardship Development	\$1,000	\$1,000	<i>TENS Membership for all Congregations</i>
34	26	Professional Dev - Ministry Support Team	\$1,000	\$1,000	
35	27	DMST Sabbatical Fund Appropriation	\$100	\$100	<i>8987 Accrued [est.]</i>
36	28	Total MOF:	\$8,800	\$6,300	
3 MINISTRIES OF COMMUNICATION					
Mission of Information Exchange					
<i>dMST 27.5% Time / \$ 201,097 [includes Line 38]</i>					
<i>Inc IT Infrastructure; IT Contract</i>					
37	29	Management Info System	\$3,000	\$7,000	<i>Support Lines 6,7 Funds;new 0.5 FTE Comm Minister</i>
38	30	Communications	\$18,000	\$55,000	<i>Historical Conference Call Meeting Charges</i>
40	31	Telecommunications	\$6,000	\$6,000	
41	32	Total MOC:	\$27,000	\$68,000	
4 MINISTRIES OF ROCK POINT					
Mission Related to Our Rock Point Property					
<i>dMST 11% Time / \$80,439 [includes Line 44]</i>					
<i>1.5% COLA to salary and 7.5% benefit increase</i>					
44	33	Prop Manager	\$61,500	\$66,350	<i>Bishop's House, Office, Property Manager</i>
45	34	Utilities	\$30,000	\$30,000	<i>WELL USED IN 2013!</i>
46	35	Property Insurance	\$4,000	\$4,000	<i>6750 Accrued [est.]</i>
47	36	Bishop House Maintenance Appropriation	\$1,500	\$1,500	
48	37	Printing - Diocesan Office	\$4,000	\$6,500	<i>Inc FUNdraising packets and mailings</i>
49	38	Postage - Diocesan Office	\$2,000	\$3,000	<i>FUNdraising; Electronic Comm. Increasing</i>
50	39	Computer Tech/Equip - Diocesan Office	\$1,000	\$2,000	<i>Computers aging</i>
51	40	Equipment Purchase - Diocesan Office	\$1,000	\$3,000	<i>Copier replacement planned</i>
52	41	Office Equipment Appropriation	\$0	\$1,000	<i>0 Accrual committed 2013</i>
53	42	Expenses/Supplies - Diocesan Office	\$12,000	\$12,000	
54	43	Subscrips & Dues - Diocesan Office	\$500	\$750	<i>New Dues item</i>
55	44	Total MRP:	\$117,500	\$130,100	
TEC					
Mission NEXUS of Local, Global & Creation Relationships					
<i>dMST 40% Time / \$ 292,504</i>					
<i>15% [19%-ask]; P Suppt L 3-TEC Pledge</i>					
56	45	Episcopal Church Covenant *19% ask* = \$173,380	\$148,068	\$136,879	<i>10,000 Accrued [est.]</i>
57	46	Triennial-Gen Conv+ECW Appropriation	\$10,000	\$10,000	<i>2500 Accrued [est.]</i>
59	47	Lambeth Conf Appropriation	\$500	\$500	<i>Restored to 2011 level</i>
60	48	Province I Share	\$7,224	\$7,224	

Chart Page					
61	49	Province 1 Synod Deputies Expenses	\$200	\$200	
62	50	Oversight & Audit	\$13,000	\$13,000	2013 Audit Fee for Prior Fiscal Years 2010 & 2011
64	51	Vermont Ecumenical Council	\$1,000	\$1,000	Part Suppt L 6 - VEC Gift
65	52	Ecumenical Cooperative Campus Ministry at UVM	\$7,250	\$7,250	100% Support L 3 - Campus Fund
67	53	Diocesan Historiographer	\$1,800	\$1,800	Restoration and Conference, Services Donated
68	54	Fresh Start Program for New Clergy	\$500	\$1,000	New Clergy Support and Incorporation
69	55	Chaplain to Retired Clergy	\$2,500	\$2,500	100% Support L 3 - Aged and Infirm; Reallocation
70	56	Retired Clergy Medigap Ins.	\$8,000	\$8,000	100% Support L 3 - Aged and Infirm; Reallocation
71	57	Retired Clergy Pension Sup	\$4,000	\$4,000	100% Support L 3 - Aged and Infirm; Reallocation
72	58	Safe Church Training	\$2,750	\$4,000	Recertification; 5-year renewals - up per history 2 yrs
73	59	Dispatch of Business	\$1,000	\$1,000	Annual Convention Audio-Visual & Technical Support
74	60	Annual Diocesan Convention Appropriation	\$1,000	\$1,000	2000 Accrued [est.]
75	61	Diocesan Chancellor	\$1,200	\$1,200	Subscription, Annual Conference
76	62	Title IV Disciplinary Process Appropriation	\$100	\$100	0 Accrual committed 2013 [est.]; ? Lit status
77	63	Legal Expenses Appropriation	\$650	\$650	0 Accrual committed 2013 [est.]; ? Lit status
78	64	Triennial Chancellors Conf Appropriation	\$750	\$750	1500 Accrued [est.] [year after TEC Triennial Conv]
79	65	Standing Committee	\$0	\$500	Biennial Ministry Review 2014
80	66	Episcopal Election Appropriation	\$2,000	\$2,000	34250 Accrued [est.]
81	67	Use of Cathedral	\$2,000	\$0	Ended 2013
83	68	Episcopal Relief & Development Coordinator Exp	\$250	\$250	Worldwide Outreach
84	69	United Thank Offering Coordinator Exp.	\$100	\$100	Worldwide Outreach
82	70	Total MBO:	\$215,842	\$204,903	
90	71	TOTAL RESOURCE DISTRIBUTION:	\$1,031,072	\$1,090,313	\$69,847 Accrued [est.] [BBCC loaned 81,000 of this]
11	8	TOTAL REVENUE:	\$1,031,164	\$1,090,390	
91	72	SURPLUS (DEFICIT):	\$92	\$77	