

# *2015 Diocesan Convention*



**THE EPISCOPAL CHURCH IN VERMONT**  

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*Together in Christ...growing locally, serving globally*

*November 6 & 7, 2015*

*The Cathedral of St. Paul  
Burlington, Vermont*

2015 Convention Journal

**Table of Contents**

Alleluia Fund. .... 4

Bishop’s Report of Official Acts..... 6

Brookhaven Treatment Center ..... 8

Canons Committee ..... 10

Commission on Ministry (Discernment) ..... 13

Communications ..... 15

Congregational Support & Resources Committee..... 20

Cathedral Chapter ..... 21

Cathedral Church of St. Paul ..... 23

Diocesan Council..... 26

Earth Stewards ..... 28

Historiographer and Registrar ..... 30

Loan Review Committee ..... 32

Oversight and Audit Committee ..... 33

Rock Point Board..... 35

Rock Point Summer Camp ..... 39

VT Ecumenical Council and Bible Society ..... 42

Standing Committee ..... 49

Stirrings of the Spirit ..... 51

Trustees of the Diocese ..... 55

2015 Convention Documents

Bishop’s Address to Convention ..... 57

Convention Minutes ..... 65

Convention Attendees

    Canonically Resident Clergy.....101

    Convention Delegates and Alternates ..... 102

    Guests..... 105

2016 Budgets Approved at Convention

    Episcopal Church in Vermont Budget.....107

    Ministry Support Team Budget.....109

    Mission Support from Congregations Budget.....110

    Alleluia Fund Budget.....111

## 2014-2015 **Alleluia**fund

The concept of a diocesan Easter appeal called the **Alleluia**fund developed by The Episcopal Church many years ago was in response to a growing need by dioceses to raise money for diocesan ministries. The concept provides a wide latitude in how the money is used and provides a process to start the funding initiative and obtain buy in from people around the diocese. In 2012, the Episcopal Church in Vermont adapted that process for use in our context, which at that time included an annual “Bishop’s Appeal” in support of the Diocesan Budget.

The Episcopal Diocese of Vermont launched the **Alleluia**fund in 2013 following two years of the “Bishop’s Appeal,” which generated approximately \$60,000 in its first year and about \$40,000 in its second year. Several “ministries” including but not limited to Earth Stewards (\$500), Cathedral Chapter (\$2500), Rock Point (\$8000), Domestic and Social Outreach (\$8500 each) were funded through the Diocesan operating budget at this time.

The 2013 **Alleluia**fund appeal set a goal of \$65,000 which was exceeded with a total of \$74,467 raised, due in part to a \$5,000 donation from the Cathedral and the donation of a boat that was auctioned at the golf fund-raising event.

The goal of the 2014 appeal was set at \$75,000 and “formation for all ages” was added as a funded ministry. Donations from individuals and congregations yielded under \$50,000, although other sources allowed the ministries to be adequately funded as follows:

<b>Revenues</b>	<b>Actual 2014</b>	<b>Budget 2014</b>
Support from Members	\$52, 641	
Support from Congregations and Groups	\$ 5,000	
FUNd Raising Events	\$ 7,463	
 Total Revenues	 \$65,104	 \$75,000
 <b>Distributions</b>		
Stirrings of the Spirit	\$15,000	\$15,000
All Ages Formation	\$ 1,500	\$ 8,500
Cathedral Chapter	\$ 2,500	\$ 2,500
Rock Point Summer Camp	\$20,000	\$20,000
Rock Point Board/Property	\$10,000	\$10,000
Global Reconciliation-MDG	\$ 7,300	\$ 7,320
Domestic Outreach	\$ 3,190	\$ 7,320

Earth Stewards	\$ 531	\$ 2,500
Total Distributions/Allocations	\$60,021	\$73,140

The 2015 **Alleluia**fund appeal set a goal of \$65,000. As of June 30, the amounts raised and distributed are:

<b>Revenues</b>	<b>June 30 2015 Actual</b>	<b>Budget 2015</b>
Support from Members	\$30,661	\$55,000
FUNd Raising Events	\$10,000	
Total Revenues	\$30,661	\$65,000
<b>Distributions</b>		
Stirrings of the Spirit	\$15,000	\$15,000
Cathedral Chapter	\$ 2,500	\$ 5,000
Rock Point Summer Camp	\$ 8,000	\$16,500
Rock Point Board/Property	\$ 6,000	\$11,000
Global Reconciliation-MDG	\$	\$ 7,520
Domestic Outreach and Social Justice	\$	\$ 7,520
Earth Stewards	\$	\$ 2,750
All Ages Formation		
Total Distributions/Allocations	\$31,500	\$65,290

All Ages Formation was not included in the 2015 allocations as the 2014 funds remaining for this ministry were carried over and held for this purpose.

As of this writing (September 2015), it is anticipated all ministries will have the full allocation of funds available to them.

Gratitude is expressed to all who have supported the **Alleluia**fund over the years.

**OFFICIAL ACTS**  
**The Rt. Rev. Thomas C. Ely**  
**Tenth Bishop of Vermont**  
**July 2014 to June 30, 2015**

<b>07/01/2015 – 10/31/2015 Sabbatical</b>			
<b>Date</b>	<b>Town</b>	<b>Congregation</b>	<b>Event</b>
01/03/15	Rutland	Trinity	Celebration of New Ministry: Liam Muller
05/06/15	Chester	St. Luke's	Celebration of New Ministry: Heidi Edson
06/16/15	Hardwick	St. John the Baptist	Celebration of New Ministry: John Perry
06/18/15	Swanton	Holy Trinity	Celebration New Ministry: John Spainhour
07/15/14			Clergy Death: Donald Boyer
08/18/14			Clergy Death: Hayward Crewe
09/18/14			Clergy Death: Joel Hill
05/10/15			Clergy Death: Mary Haas
05/24/15			Clergy Death: Daniel Swenson
06/19/15			Clergy Death: Norman Runnion
10/23/14			Letters Dimissory: Nancy Vogeles issued to NH
12/16/14			Letters Dimissory: William (Liam) Muller, acceptance from South Dakota
02/03/15			Letters Dimissory: Heidi Edson, acceptance from Hawaii
05/28/15			Letters Dimissory: John Perry, acceptance from Albany, NY
05/18/15			Letters Dimissory: John Spainhour, acceptance from East Carolina
02/14/15	Shelburne	Trinity	People in Process: Veronika Travis, Postulant (Priest)
05/02/15	Rutland	Trinity	People in Process: George Valley, Postulant (Priest)
05/19/15	So. Burlington	All Saints	People in Process: Stephen Reynes, Candidate (priest)
07/2/14	Long Beach, CA	St. Luke's	Ordination: Sean Lanigan (priest)
09/03/14	N. Bellmore, NY	St. Francis	Ordination: Mark Genszler (priest)
10/13/14	Grosse Pointe Woods, MI	St. Michael's	Ordination: Jimmie Sue Deppe (priest)
01/17/15	Montpelier	Christ Church	Ordination: Susan Ohlidal (priest)
11/09/14	Essex Jct.	St. James'	Visitation
11/16/14	Chester	St. Luke's	Visitation

11/23/14	Stowe	St. John's in the Mtns.	Visitation
12/07/14	Bristol	Jerusalem Gathering	Visitation
12/14/14	Hardwick	St. John the Baptist	Visitation
01/04/15	Vergennes	St. Paul's	Visitation
01/11/15	Proctorsville	Gethsemane	Visitation
01/18/15	Bennington	St. Peter's	Visitation
01/25/15	White River Jct.	St. Paul's	Visitation
02/01/15	Wilmington	St. Mary's in the Mtns.	Visitation
02/15/15	Woodstock	St. James'	Visitation
03/08/15	Brandon	St. Grace	Visitation
03/29/15	Norwich	St. Barnabas'	Visitation
04/12/15	Northfield	St. Mary's	Visitation
04/19/15	Randolph	St. John's	Visitation
04/26/15	Springfield	St. Mark's	Visitation
05/03/15	Sheldon	Grace Church	Visitation
05/10/15	Canaan	St. Paul's	Visitation
05/17/15	Montpelier	Christ Church	Visitation
05/24/15	Brattleboro	St. Michael's	Visitation
05/31/15	Shelburne	Trinity	Visitation
06/07/15	Fair Haven	St. Luke's	Visitation
06/21/15	Lyndonville	St. Peter's	Visitation

In the twelve month period (July 1, 2014 – June 30, 2015)

3 consent were given to the election of Diocesan Bishops

2 consent were given to the election of Diocesan Bishop Coadjutors

1 consent was given to the resignation of on Diocesan Bishop

Lay Licenses issued:

2 Lay Preachers

10 Eucharistic Ministers

2 Worship Leaders

1 Eucharistic Visitor

There were 3 Baptisms, 7 Confirmations, 3 Receptions and many Reaffirmations.

## **Brookhaven Treatment and Learning Center (July 1, 2014-June 30, 2015)**

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

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

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

This past year the Brookhaven Learning Center had an average of 15 boys in attendance, 3 teachers, 1 behavioral Interventionist and our compliment of amazing direct care and clinical staff. It was a busy year, with lots of growth in academics, programming and cooperative learning. Our boys had the opportunity to participate in incentive based field trips this year including the Tunbridge Fair, apple and pumpkin picking, as well as, cutting down our own Christmas trees. We also visited Morse Sugar House, Dandelion Acres, Vermont's State Capitol, and for Memorial Day placed flags on Veteran's graves.

Other noteworthy events at the Learning Center included fun art projects including mosaics, working on "Rube Goldberg" models and a unit on rocks. Our entire school read over 200 books throughout the year.

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 and 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 the boys told stories of

their favorite Christmas traditions, and presented each Board member with gifts to take home.

June 12<sup>th</sup>, 2015 Brookhaven held its annual graduation ceremony for the students of the Brookhaven Learning Center. Brookhaven Learning Center has a growing reputation for providing a small, highly structured learning environment. We have stable professional staff members who stay at Brookhaven because they care deeply about the mission of our program. We attract students who are ready to make a change in the trajectory of their lives. We are proud of the important work we do and appreciate the support we receive from the community at large. At Graduation memories of the school year are reflected in posters displayed on the pavilion walls for the boys, families and staff to enjoy. The ceremony provided a moment of praise for each child, as their teacher speaks to the growth and accomplishments they witnessed throughout the year. This ceremony allowed the boys to feel pride in their hard work as they are celebrated by their families, loved ones and Brookhaven staff.

This June we kicked off of our six week summer program - "Camp Haven". Each camper explored hands on activities that were based on this year's theme of "Outdoor Wilderness". Our boys were given the opportunity to learn about our wilderness, and applied the skills they learned by spending the night camping out by firelight in our own backyard.

Each week the boys had the opportunity to earn a field trip, and they were very motivated and excited to do just that! They made memories this year by visiting Ruggles Mine, the Polar Caves, Northern Lights Rope Course, and Boulder Beach.

In addition to our field trips, Brookhaven campers had several guest presenters and enrichment activities each week. Every Monday, students participated in DARE, the anti-drug campaign presented by the Orange County Sheriff's Department staff, complete with a DARE graduation and certificates for each Camper. Each Tuesday, the Chelsea "Safe Art" program came to do art activities with our students. Campers manipulated clay, painted, and created beautiful projects. Other guests included: a pro-football player, Vermont resident David Ball; Jason Gray, racecar driver; Jeff Whipple, Vermont Fish and Wildlife Game Warden; along with the WCAX morning anchor, Ali Freeman. And, First Branch Ambulance crew came to campus and taught our campers the basics of First Aid.

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

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

**September 18, 2015 Report of the Canons Committee  
On 2014 Resolution #2A to Amend CANON 10. “PROPERTY, INSURANCE  
AUDIT AND FINANCE”**

Resolution #2A was submitted to the 2014 Diocesan Convention by the Financial Oversight and Audit Committee and referred by the Convention to the Canons Committee. The original text of Resolution #2A was:

Resolved: That section 3 of Canon 10. “PROPERTY, INSURANCE, AUDIT AND FINANCE” which deals with “Financial Oversight and Audit Committee” be changed with respect to the six members elected by convention. There is currently a stipulation of three members from each order, clergy and lay. The change would stipulate that, among the six members, there would be a minimum of two members from each order.

EXPLANATION: This proposal addresses a concern on the part of the Financial Oversight and Audit Committee regarding the recruitment of financially oriented people to serve on the committee. The feeling is that finding people who are both interested and qualified in financial matters is more likely among the laity than among the clergy.

The **current** wording of this canon is as follows:

**THE CANONS**

**TITLE II**

**FINANCES, INSURANCE, REAL PROPERTY AND BUSINESS METHODS**

**CANON 10. PROPERTY, INSURANCE, AUDIT AND FINANCE**

*3. Financial Oversight and Audit Committee.*

There shall be a Financial Oversight and Audit Committee consisting of the following persons: the Bishop and the Treasurer, each *ex officio*, and three Lay and three Clergy members elected by Convention to terms of three years.

The Financial Oversight and Audit Committee shall:

- (a) Implement and enforce the audit, financial reporting, funds management and the other requirements of Canon 10, consistent with Canon I.7 of the Church Canons;
- (b) Develop and maintain financial management and audit resources, to provide advice and consulting services to the Diocese and its Parishes and Missions;
- (c) Develop written rules and policies to implement this Canon, and to establish the guidelines required by Section 2.1(a) of this Canon;
- (d) Review a congregation’s appeal of its Diocesan Assessment and forward a recommendation on the appeal to Diocesan Council for its review and action; and

(e) Report in writing on the administration of this Canon to the Bishop and the Convention, at least ninety days prior to each annual Convention.

The revisions proposed in 2014 by the Financial Oversight and Audit Committee are as follows:

*3. Financial Oversight and Audit Committee.*

There shall be a Financial Oversight and Audit Committee consisting of the following persons: the Bishop and the Treasurer, each ex officio, and six members, at least two from each order (clergy and lay), three Lay and three Clergy members elected by Convention to terms of three years.

If these changes were approved, the resulting canon would read as follows:

*3. Financial Oversight and Audit Committee.*

There shall be a Financial Oversight and Audit Committee consisting of the following persons: the Bishop and the Treasurer, each ex officio, and six members, at least two from each order (clergy and lay), elected by Convention to terms of three years.

**Report and Recommendation of the Canons Committee:**

After review and consideration, the Canons Committee recommends that Canon 10.3 be amended as follows: (~~struck through language is to be deleted~~, new language is underlined)

*(Per Canon 37.1, only a simple majority is required, not by Orders)*

CANON 10. PROPERTY, INSURANCE, AUDIT AND FINANCE

\* \* \*

*3. Financial Oversight and Audit Committee.*

There shall be a Financial Oversight and Audit Committee consisting of ~~the following persons:~~ the Bishop and the Treasurer, each ex officio, and ~~six~~ ~~three Lay and three Clergy~~ members, persons elected by Convention to terms of three years. Of the members elected by Convention, at least two shall be lay and two clergy.

\* \* \*

If so adopted, Canon 10.3 would read as follows:

CANON 10. PROPERTY, INSURANCE, AUDIT AND FINANCE

\* \* \*

*3. Financial Oversight and Audit Committee.*

There shall be a Financial Oversight and Audit Committee consisting of the Bishop and the Treasurer, each *ex officio*, and six persons elected by Convention to terms of three years. Of the members elected by Convention, at least two shall be lay and two clergy.

\* \* \*

Explanation: The Canons Committee changes to the draft prepared by the Financial Oversight and Audit Committee are intended to clarify the latter Committee's intent and do not change the substance of the proposal. The Canon Committee recommends adoption by the 2015 Diocesan Convention by a simple majority vote under Diocesan Canon 37(1).

## **Commission on Ministry--Committee on Discernment (COM-COD) Report for July 1, 2014 through June 30, 2015**

Members of the COM-COD: the Rev. Stannard Baker, James Biernat, Ann Cooper, the Rev. Canon Lee Crawford, the Rev. Jakki Flanagan, Winnie Grace, the Rev. David Hamilton, Chair; Bob Jones, the Rev. Norman MacLeod, the Rev. Scott Neal, Lisa Newton, Kellyann Wolfe.

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

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

The COM-COD meets regularly four times a year. In addition to interviewing 'Persons In Process' (PIPs), applicants at the different levels of preparation toward ordination, this year energy was devoted to completing revision of the *Handbook for those Discerning a Call to Ordination to the Diaconate*. This work on the *Handbook* helped to surface the need to better define and give guidance about curricula and requirements for diaconal and Local Ministry Support Team ordination preparation. Persons in these formation tracks need to acquire knowledge in the competency areas defined by canon and usually will not be able to attend seminary.

To this end, a Curriculum and Competency Sub-Group of the COM-COD was formed to explore how to better define specific means by which to achieve competencies in the academic and canonical areas, and other intellectual, emotional, and spiritual areas of formation. This is a significant challenge and a challenge in many dioceses throughout the Church. Some of the work of the Sub-Group is to explore successful approaches and processes in other dioceses. The November regular meeting of the COM-COD included an online meeting with Julie Lytle of Province I to learn about a diaconal training program being developed in some of the larger dioceses of the province. As of this report the Sub-Group has met once. We look forward to its further work in this challenging area.

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

- November 22, 2014 Recommended Susan Ohlidal for Ordination to Priesthood
- 
- February 14, 2015 Recommended Veronika Travis for Postulancy for Priesthood
- 
- May 02, 2015 Recommended Stephen Reynes for Candidacy for Diaconate
  - Recommended George Valley for Postulancy for Priesthood

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

## COMMUNICATIONS REPORT

“Becoming More Missional” involves meeting people where they are and finding God in the neighborhood. Increasingly, that neighborhood does not exist exclusively in “real space.” It exists on social media, the web, print communications, and messages conveyed via news media as well. We are continuing to experiment with how best to communicate to the wider community the togetherness, inspiration and relationship with God on offer to us all. We are also focusing on establishing and maintaining open lines of communication among and across the parishes and people that make up The Episcopal Church in Vermont.

### WEBSITE

After the re-launch of the website last year, we have continued to develop and change. We have moved our diocesan calendar to Google Calendar, simplified the home page and news feed. We certainly have more to do to make the site truly user-friendly and not overwhelming and confusing to newcomers and repeat visitors alike. Steve Eubanks and Kathleen Moore will meet following Diocesan Convention to begin to enact some of the changes necessary to make this happen.

### SOCIAL MEDIA

In the period 9/1/14 – 8/30/2015, the Episcopal Church in Vermont Facebook Page saw 30% growth in “likes.” Bishop Ely continues to Tweet under the handle @BishopVT10. Boasting over 1,200 followers, Bishop Ely’s updates are key to the authentic voice of Episcopal Church in Vermont’s communications. The @EpiscopalVT Twitter account was launched in May of 2014, and has over 300 followers. The account is listed as an “official” Diocesan account on the Episcopal Church website. The hashtag #EpiscopalVT has been established for conversations surrounding the Episcopal Church in Vermont on social media.

26 parishes have up-and-running Facebook pages, as well as Immanuel Retreat Center, Rock Point School and Rock Point Summer Camp. Updates from all these accounts can be found here: <https://www.facebook.com/lists/10151963521076175>

### E-MAIL

The Mountain E-News has been consistently published twice monthly this year. It continues to be re-worked for easier readability and to include the kind of stories readers engage with. Each edition includes a link to a “printable” Mountain-E-News in PDF format. In the coming months, the Mountain E-News will be further re-formatted to be mobile friendly.

## PARISH COMMUNICATIONS

As requests have come in, the communications minister has worked to assist parishes with communications challenges as they have come up. The communications minister will facilitate a workshop during this year's Diocesan Convention about creating and maintaining a parish communications ministry. In the coming year, the communications minister will work to formalize a group of parish communicators who may easily communicate with and learn from each other.

## DIOCESAN COMMUNICATIONS HIGHLIGHTS

In the coming year, we will continue to work with each Ministry within the Diocese to make sure our messages are being communicated effectively.

- Video created that was shown at Diocesan Convention and distributed to parishes ("Together We are the Episcopal Church in Vermont")  
<https://www.youtube.com/watch?v=GF5B94MoHdQ>
- Special emails and Bishop's video messages including Christmas message, invitations to Church Hall Meetings and Convocation, as well as AlleluiaFund weekly emails.
- Videos created and distributed for those who could not make it to live events (all can be found on the Diocesan YouTube Channel):  
[https://www.youtube.com/channel/UCZpRMye8J8j45M9wN\\_JZvzw](https://www.youtube.com/channel/UCZpRMye8J8j45M9wN_JZvzw)
  - Bishop Ely's 2014 Convention Address, keynote and other presentations and workshops from 2014 convention
  - Recalculating the Way presentations
  - Church Hall Meeting
  - The Holy Land: Finding Peace and Dignity for All (Diocesan Altar Guild Meeting)
  - Becoming More Missional Convocation
- General Convention: Daily updates from Vermont deputies and a special edition of the Mountain E-News from Salt Lake City  
<http://diovermont.org/Governance/general-convention-2015.html>

## PUBLICITY HIGHLIGHTS

*Please note, these highlights were gathered starting 9/1/14*

- Burlington Free Press Bittersweet celebration amid tragedy – 9/7/15  
<http://diovermont.org/PDFs/news/RutlandHeraldBittersweetcelebrationamidtragedy.pdf>

- The Daily Beast Why Has Pakistan Become So Intolerant (by the Rev. Canon Dr. Titus Presler) – 8/30/2015  
<http://www.thedailybeast.com/articles/2015/08/30/why-has-pakistan-become-so-intolerant.html>
- Caledonian Record Mission Possible: Much Needed Renovations Underway at Tiny Elm St. Chapel – 7/10/2015  
<http://diovermont.org/PDFs/news/LyndonvilleMissionPossible.pdf>
- Vermont Edition (VPR) Bishop Ely interviewed following General Convention – 7/7/2015 <http://digital.vpr.net/post/planning-end-life#stream/0>
- Deseret News Bishops seek end to ‘unholy trinity’ of racism, poverty and gun violence (photo of Bishop Ely and Presiding Bishop-elect Michael Curry featured) – 6/28/2015 <http://www.deseretnews.com/article/865631588/Episcopalian-bishops-seek-end-to-unholy-trinity-of-racism-poverty-and-gun-violence.html>
- Episcopal News Service Supreme Court marriage ruling draws applause in Salt Lake City (Anne Brown and the Rev. Canon Lee Crawford interviewed) – 6/26/2015 <http://episcopaldigitalnetwork.com/ens/2015/06/26/supreme-court-marriage-ruling-draws-applause-in-salt-lake-city/>
- Burlington Free Press ‘Tears of joy’ in VT after marriage equality ruling (the Rev. Stan Baker interviewed) – 6/26/2015  
<http://www.burlingtonfreepress.com/story/news/local/vermont/2015/06/26/vermonters-react-sex-marriage-ruling/29330639/>
- VT Digger “Vermonters celebrate their role in same sex marriage victory (the Rev. Stan Baker and Tom Little) – 6/26/2015  
<http://vtdigger.org/2015/06/26/vermonters-celebrate-their-role-in-same-sex-marriage-victory/>
- House of Deputies News Deputy Stan Baker’s historic role in marriage equality – 6/26/2015 <http://www.deputynews.org/deputy-stan-bakers-historic-role-in-marriage-equality/>
- Center Aisle Marriage Equality: Two Bishops, Two Approaches – 6/26/2015  
<http://centeraisle.net/2015/06/26/issue-three-of-center-aisle-two-approaches-to-marriage-equality/>
- House of Deputies News A unique vantage point on the structure debate (interview with Tom Little) – 6/23/2015 <http://www.deputynews.org/a-unique-vantage-point-on-the-structure-debate/>
- Times Argus Crane Collapse damages church – 6/29/2015  
<http://www.timesargus.com/article/20150609/NEWS01/706099953>

- WPTZ Local churches come together to offer ashes to go 2/19/2015  
<http://www.wptz.com/news/local-churches-come-together-to-offer-ashes-to-go/31367482>
- Times Argus Ashes to Go: Pastors to provide curbside service on Ash Wednesday 2/18/2015 <http://www.timesargus.com/article/20150218/NEWS03/702189917>
- Burlington Free Press Opinion: Require Background Checks (by Bishop Ely) 2/11/2015 <http://www.burlingtonfreepress.com/story/opinion/my-turn/2015/02/11/require-background-checks/23181039/>
- Brattleboro Reformer Letter Box: FDA Still Can't Get it Right (by the Rev. Thad Bennett) – 1/2/2015  
[http://www.reformer.com/letterstotheeditor/ci\\_27248126/letter-box](http://www.reformer.com/letterstotheeditor/ci_27248126/letter-box)
- Burlington Free Press Puppets animate Christmas pageant 12/24/2014  
<http://www.burlingtonfreepress.com/story/life/2014/12/24/puppets-animate-christmas-pageant/20876459/>
- Burlington Free Press VT clergy seek moral economy, higher wages 11/27/2014  
<http://www.burlingtonfreepress.com/story/news/local/2014/11/27/vt-clergy-seek-moral-economy-higher-wages/19599337/>
- Foxx 44 Local News Mending a Community Staple 10/13/2014  
<http://www.mychamplainvalley.com/news/vermont/mending-a-community-staple>

#### Statements from Bishop Ely

- On the ruling of the Supreme Court that the Constitution guarantees a right to same-sex marriage <http://diovermont.org/Blog/a-statement-from-the-rt-reverend-thomas-c-ely-bishop-of-the-episcopal-church-in-vermont-on-the-ruling-of-the-supreme-court-that-the-constitution-guarantees-a-right-to-same-sex-marriage.html>
- On the tragic shooting at Emanuel African Methodist Episcopal Church in Charleston, South Carolina 6/18/2015 <http://diovermont.org/Blog/a-statement-from-the-rt-reverend-thomas-c-ely-bishop-of-the-episcopal-church-in-vermont-on-the-tragic-shooting-at-emanuel-african-american-church-in-charleston-south-carolina.html>
- Regarding Resolution S.31 – an act relating to possession and transfer of firearms 1/27/2015 <http://diovermont.org/Blog/statement-by-the-right-reverend-thomas-ely-bishop-of-the-episcopal-church-in-vermont.html>

- On background checks for the purchase of guns 1/14/2015  
<http://diovermont.org/PDFs/BishopsBlog/January%2014%20statement%20on%20Gun%20legislation%20in%20VT.pdf>
- On affordable healthcare 1/15/2015  
<http://diovermont.org/PDFs/BishopsBlog/January%2015%20statement%20on%20Affordable%20health%20care%20for%20all.pdf>
- Welcome Bishop Coyne 12/22/2014 <http://diovermont.org/Blog/bishop-ely-welcomes-bishop-coyne.html>
- Remembering Tom Shaw 10/17/2014 <http://diovermont.org/Blog/remembering-tom-shaw.html>

Respectfully Submitted,

Kathleen Moore  
Communications Minister

**CONGREGATIONAL SUPPORT AND RESOURCES**  
**ANNUAL REPORT FOR THE PERIOD OF JULY 2014 – JUNE 2015**

During the above time period, we awarded grants totaling \$69,390.57 to the following congregations:

St. Michael's, Brattleboro  
St. John's, Randolph  
St. Paul's, Vergennes  
St. Matthew's, Enosburg Falls  
St. Paul's, Burlington  
Zion Church, Manchester  
Christ Church, Bethel  
St. Mark's, Newport  
St. Paul's, Burlington  
St. James, Essex Junction  
St. Andrew's, Colchester  
Grace Church, Sheldon

The grants were used for such purposes as Priest Retreat, Vestry Retreat, Sacred Places Project, conversion from oil to natural gas heat, Lenten Performance, simulcast of Trinity Institute, restoration of building, parish house renovation, youth annual service trip, work to address basement flooding, Healing Team Education, and attic insulation.

Respectfully submitted

CS&R Committee

Canon L. Bates, D. Crofut, B. Elwell, B. Halverson, B. Hoar, Rev. M. Schneider, S. Smith, L. Wirts, Rev. L. Yarborough,

## The Cathedral Chapter

The Cathedral Chapter is currently composed of the Rt. Rev. Thomas Ely, Bishop of Vermont; the Very Rev. Jeanne Finan, Dean and Rector, Cathedral Church of St. Paul; Lynn Bates, Canon to the Ordinary, Diocese of Vermont; Dr. Mark Howe, Canon Precentor and Director of Music, Cathedral Church of St. Paul; Mary Stannard Carter, Senior Warden, Cathedral Church of St. Paul; Scott Tobias, Junior Warden, Cathedral Church of St. Paul; Betsy Emerson, Communicant, Cathedral Church of St. Paul, Paul Leduc, Communicant, Holy Trinity, Swanton; Zachary Roesemann, Communicant, St. Michael's Brattleboro.

This year (July 2014-June 2014) these events were offered to the Diocese through the Cathedral:

- Sharon Ely Pearson, noted Christian Educator, presented a workshop--*Making Time for God: Nurturing a Life of Faith*--that was open to the Diocese and other denominational Christian educators and parents (November 2014).
- The Cathedral was one of the designated sites for live-streaming of the Trinity Institute *Creating Common Good*. (January 2015)
- St. Paul's Meditation Center led a well-attended Lenten Retreat with the theme *In my deepest wound I see Your glory and it dazzles me* with readings, meditations and liturgy (February 2015)
- The mystery play *Three in the Wilderness* with puppets by Finn Campman and original music by Paul Dedell was offered to the community.(March 2015).
- The Cathedral began a *Digital Evangelism* project with one of the first steps being to post podcasts of sermons on our website and Facebook page followed by a flat-screen TV in the South Porch entry showing a changing slide show of Cathedral and Diocesan Events and initiating a YouTube channel for the Cathedral.

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

- Hospitality for Diocesan Convention and meetings of Diocesan Committees
- Cathedral Arts, an ongoing series of instrumentalists and singers from a wide range of settings
- Integrity Chapter offering support and celebration through social events, the Interfaith Pride Worship service and the Pride Parade.
- Jubilee Ministry, with the Cathedral the only recognized Jubilee Center in the Diocese, working to assist other churches in being recognized as Jubilee Centers.

- A large and vital music ministry for all ages, with a variety of choral expression including an active youth choir program, Choral Evensong, Taize services and a regular round of Sunday choral liturgy, as well as special seasonal music such as the O Antiphons.
- Education for Ministry (EFM) study open to the wider community.
- The Hopkins Bookshop, a unique and deeply valued resource for all those of many interests and of many faith traditions
- Guest preachers, teachers and lecturers
- Retreat days offered to the wider community
- Cathedral staff and their role as resources to the wider Diocese and beyond

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

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

## The Cathedral Church of St. Paul

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

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

In March 2015 we entered into a Feasibility Study with Cathedral Square Corporation to do a site feasibility study, exploring the options available for affordable housing, controlled parking, additional office and community space and other related services, and to help us determine how we might use our site more fully. This study is still on-going as a variety of options are being carefully and prayerfully explored.

Thanks to an ALLELUIA Grant we began a *Digital Evangelism* project this year. The first two steps of the project are complete, with a flat screen monitor installed in the South Porch entry to the Cathedral showing continuous slide shows of various Cathedral and Diocesan events and ministries. The second step of the project was to post podcasts of the sermons on our website and Facebook page. This allows a wider audience to listen to the sermons and also allows us to keep an archive of sermons. We also initiated a YouTube Channel for the Cathedral.

We have been blessed by some excellent guest preachers, including the Rev. Glenda McQueen, Diocese of Panama; Paul Spelling (Diocese of Costa Rica); the Rev. David Copley, head of Mission Personnel for ECUSA; and the Rev. Chris Hingley with Petra School in Zimbabwe.

In March, a Youth Choir Weekend, with singers from St. Stephens, Ridgefield, CT joining the Cathedral's young singers, was led by Cynthia DeDakis of Washington, Cathedral. The weekend culminated with an exquisite Choral Evensong.

The Cathedral, which has a long history of Earth Care, committed ourselves more fully to being good stewards of this fragile earth our island home by committing not only to recycling, but to composting as well, working to reduce our waste. Is zero waste a possibility for a church? We are striving to find out.

Beginning with their multi-week Sunday evening curriculum focusing on Creation, our SPY (St. Paul's Youth) group traveled to Costa Rica in April, learning about the Episcopal

Church in Costa Rica, completing several service projects, and studying and serving at the Monte Verde Research Institute in the rain forest. A McClure Grant, as well as a lot of fund raising projects by the youth, helped make this trip possible.

We bid goodbye in April to the Very Rev. Diane Nancekivill who retired from her part-time position as Priest Associate at the Cathedral to devote herself more fully to her newly elected position as President of International Kids4Peace.

Another goodbye came as Sarah Gallagher, who had served as Cathedral Administrator for over 15 years, retired in June. Sarah also served on the Diocesan Convention Dispatch of Business committee for many years so she is missed by both the Cathedral and the Diocese.

Excellent new Cathedral staff were hired: Alyssa Newsmith, as Cathedral Administrator, and Barb Comeau, for the newly created position of Financial and Records Assistant.

Veronika Travis completed her internship at the Cathedral and recently began her seminary studies at Virginia Theological Seminary. Among other responsibilities, Veronika coordinated our 2015 Trinity Institute live-stream and discussion groups.

Our visual arts program has been on hiatus for much of the year as we rethink our mission as well as how we might improve our display capabilities with better lighting and hanging mechanisms. We did host two shows, our annual Children's Art Show in May and a show of Mark Gadue's photographs from his work with Northern Friends of Haiti in the early Spring.

Our music program under Dr. Mark Howe's excellent leadership continues to attract people from throughout the community and beyond. Our Sunday liturgies and special services—Taize, O Antiphons, and Choral Evensong—inspire us. Cathedral Arts offers both a fall and spring series of concerts, both noonday and evening events. We also welcomed St Michael's College Chorale under the direction of Nathaniel Lew and musicians from the Green Mountain Chamber Music Festival to the Cathedral.

We began signing the *Sanctus* using ASL for the 9 AM liturgy, learning to pray with our bodies as well as our voices.

The Rev. Deacon Stan Baker continues to facilitate the Jubilee Justice ministries as well as serve on Sundays. We enjoyed focused coffee hours during Lent with guests from

various social justice ministries, including Wanda Hines from JUMP; Debbie Ferguson from VIA; Mark Gadue and Mark Gilbert from Northern Friends of Haiti; Ken Puzey from the Kissamu Kenya Water Project; and Abel Luna from Migrant Justice. The Cathedral designated funds once again for the Millennium Development Goals and is grateful that a portion of our gifts were matched last year by Diocesan Global Sustainability grants.

Three different meditation groups continue to meet weekly and are open to the entire community. The Meditation Center offered a well-attended Lenten retreat.

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

+ + +

So yes, it has been a busy and full year. And yet these words from Carrie Newcomer's "Because There is Not Enough Time", *A Permeable Life: Poems and Essays*, speak well to where the Cathedral finds itself at this point:

"Perhaps the goal is not to spend this day power skiing atop an ocean of multi-tasking. Maybe the idea is to swim slower surer dive deeper and really look around. There is a difference between a life of width and a life of depth."

In our liturgy, our music, our work in the world, we strive each week to dive deeper. It is a challenge to step back from all the width and to focus on the depth of our life in Christ, but with God's help, we seem to be finding our way.

The Very Reverend Jeanne Finan  
Dean and Rector

## **Report of Diocesan Council Activities July 1, 2014 – June 30, 2015**

Diocesan Council met ten times between July 1, 2014 and June 30, 2015; six meetings were held using audio-visual technology, other meetings were held at the Bishop Booth Conference Center-Burlington (an overnight orientation/planning meeting), St. John's Church-Randolph, Trinity Church-Rutland, and St. Barnabas' Church-Norwich. Full meeting minutes are available by contacting the Diocesan Office.

Council Representatives during this time included: Bishop Thomas Ely, the Rev. Margo Fletcher, John Hartman, Richard Jones, the Rev. Alan Kittelson, the Rev. Earl Kooperkamp, the Rev. Justin Lanier, Paul Leduc, Joyce Mechling, Robert Meyers, the Rev. John Mitchell, Lisa Newton, the Rev. Donna Reidt, the Rev. Rick Swanson, Rick Taylor, the Rev. Susan Taylor, Penny Thomas, the Rev. David Veale, Katherine Webster, Kathryn Wright, Diocesan Chancellor Thomas Little (ex officio), Diocesan Treasurer Wallace Good (ex officio), Canon to the Ordinary Lynn Bates (ex officio).

In addition to the regular business of approving minutes, reviewing and accepting financial and other reports (including a regular written report from the Bishop), Council activities during this period included:

- Adopted the 2015 Diocesan budget for 2014 Convention action
- Endorsed Franklin Alliance for Rural Ministries (F.A.R.M.) Ecumenical Covenant, promoting "food sovereignty" for all
- Approved name change of the congregation in the Castleton-Fair Haven area to St. Mark's-St. Luke's Episcopal Church
- Approved 2015 housing allowances for ordained diocesan employees
- Received updates on the work of the Economic Justice Coalition and Vermont Interfaith Action
- Approved a Resolution to Establish The Permanent Endowment Fund of The Episcopal Church in Vermont
- Helped plan and participated in the 2015 Becoming More Missional Church Hall Meetings
- Received reports on the Rock Point Property Initiative
- Received updates on the work of the Discipleship Task Force
- Received Living Stones 2015 conference report
- Deliberated on the sustainability and equity of diocesan finances, establishing a "Funding Our Mission" working group
- Helped plan and participated in the June 2015 Convocation "Becoming More Missional"
- Agreed to enter into partnership with the Episcopal Asset Map Project

- Accepted the recommendation of the Budget & Finance Committee to review the experience component of the Clergy Compensation formula used in the annual Minimum Clergy Compensation Resolution
- Received reports on the 2014 Consultation process and recommendations coming from the process, taking action as appropriate
- Reviewed a preliminary 2016 Diocesan budget based on the results of the Consultation
- Approved a Bishop Butterfield loan and distribution from an unrestricted General Fund bequest for an upgrade of the Bishop Booth Conference Center fire suppression system to comply with code standards
- Received and endorsed a recommendation that the spiritual and missional work of the Stirrings of the Spirit initiative continue by being wrapped into the becoming more missional focus of the Episcopal Church in Vermont

## **Earth Stewards Committee Report to Diocesan Convention For the Year July 1, 2014-June 30, 2015**

The Earth Stewards Committee (ESC) completed two of its projects to coincide with one another. The *N.R.S.V Coffee Hour Cookbook*, a project spearheaded by the Rev. Angie Emerson, adheres to the baptismal vows and applies a conscientious implementation of fellowship following Sunday worship. The booklet, which can be read online or downloaded at the diocesan website, offers a list of suggestions for improving our practices of coffee hour fellowship from using local foods, to composting and recycling and so much more. There is a section that kids and youth can access, and it even includes recipes for coffee hour refreshments. These booklets were given to every congregation in conjunction with its other projected.

To help congregations take that first step to “re-thinking coffee hour,” the ESC developed a pamphlet with suggestions towards zero-waste coffee hours—and more! Sample kits of compostable tableware, food containers, and cutlery were acquired and issued to every congregation so that parish fellowship teams. Along with the sample kits, a project headed by Wendy Grace, the pamphlet that was included shared practical information about the changing laws regarding composting, the different variables and categories defining disposable food ware, and suggestions for where to find compostable disposable wares. It is the ESCs fondest hopes that this effort will at least spark some conversation about greening up our coffee hour practices.

The Earth Stewards once again are grateful recipients of the Alleluia Fund for 2015. Following diocesan convention and the holidays, the committee’s attention centered on developing copy for the Alleluia Fund booklet that was delivered to congregations over the Easter season. During that time, the committee also kept an eye out for Earth Steward events that might be of interest to people of this diocese. Some of these events included the VT Interfaith Power and Light annual conference, the first Holy Eucharist at Church of the Woods in New Hampshire, and support of the Episcopal Church’s *30 Days of Action* beginning with a webcast forum on climate change and culminating on April 22, Earth Day.

The committee is currently in the process of restructuring and re-evaluating its mission within the context of our diocese. This coming year will focus on discerning the ways our mission is changing and how we can best serve as a ministry within the diocese. Please keep this committee and its members in your prayers.

The Diocese of Vermont Earth Stewards Committee

Rt. Rev. Thomas C. Ely, Bishop of Vermont

Wendy Grace, Chair

Rev. Regina Christianson

Rev. Angela Emerson

Susan Gratz

Frances Huessy

Ron McGarvey

Rev. Norman McLeod

Sr. Laurian Seeber

Bob Wertz

## **Report of the Historiographer and Registrar**

The daily routine continues with a large share of time devoted to activities associated with researching and confirming SPG lease obligations for those parcel holders requesting a quit claim deed releasing them from this historic obligation. While the use of the word may imply it's a boring activity, the reality is that each request has its own unique quirks. The recent unique request, which we hope will be the only one, arose from a request for a quit claim deed to release a SPG lease obligation imposed unilateral by the parcel owner prior to its sale in 1859! While the reason for this action continues to be unexplained, because the obligation has been recorded in all subsequent parcel deeds, a quit claim deed was deemed essential. Seeking advice for an appropriate procedure, all of the extant deeds and documents have been referred to the Chancellor of the Diocese for his guidance.

In addition to the other routine activities of updating the various data bases on an as needed basis and answering the various questions for information, with the able assistance and expertise of Judith McManus, Ernest Hathaway, and Alice Van Buren, a major activity was sorting and clearing out where appropriate, the items which had accumulated in the Office basement storage area. All of the brass and silver items, vestments and other items in good condition were inventoried and retained. From among the furnishings from closed congregations, two lecterns were identified as having lettering and colors characteristic of that of Bishop Hopkins. Unfortunately, there is no record of their provenance. The next step will involve replacing the old, clumsy and very inadequate wooden shelving with metal shelving. Their compact size will create a neater and more professional storage area for the increasing numbers of records which must be retained for longer or shorter periods of time. Future plans include the creation of secure storage facilities for valuable and sensitive records.

In a first, during the past year, as a result of her interest in organizing the archives of the Cathedral, I have been working with Alice Van Buren by answering her many questions about church archives, providing resources for their organization, and giving her some hands on experience illustrating various approaches.

Looking forward, there is the promise of acquiring a hard copy of the diary of the Rev. George R. Brush whose 28 ministry in the Diocese included 13 years as Rector of St. James' Church, Arlington. Having reviewed it in an electronic format, it provides an anecdotal record not only of the details of his ministry but of the communities and areas in which he exercised his ministry which began in the rural southwestern communities of the Diocese of Western New York.

Respectfully submitted,  
Elizabeth E. Allison

## 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, 2015, the Fund had total assets of \$1,369,037, of which \$691,720 represented the then outstanding amount of loans to congregations.

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 no applications for Butterfield loans. At Bishop Ely's request, we did convene to consider an application by St. James – Woodstock for a bridge loan from the commercial market to finance a parish capital improvement project. This required approval of the Standing Committee, and we recommended the Standing Committee so approve.

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

Our Committee consists of Episcopalians with strong financial backgrounds: Ben Anderson-Ray (St. Stephen's – Middlebury), Kevin Bisaccio (St. Peter's – Bennington), Bill Bridges (Zion--Manchester), Bob Brower (St. James –Arlington) and Chris Chapman (St. Michael's---Brattleboro). We receive terrific support from Julie Giguere, Diocesan Financial Administrator.

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

Faithfully submitted,  
Steve Smith, Chair  
September 15, 2015

## **Financial Oversight and Audit Committee Report for 2015 Convention Journal**

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.

These items are for the period from July 2014 through June 2015 covered in this convention journal.

Diocesan audits: The committee continues to review progress toward bringing the audits of diocesan activity up to date. An Independent Auditor's Report, dated March 21st, 2015, prepared by Grippin Donlan Pinkham, CPA completes both 2011 and 2012. Planning and preparation for the 2013 audit field work has begun with the optimistic goal of completing audits for 2013 and 2014 by Dec 2015.

Assistant treasurer's reviews: A monthly review of diocesan bank statements and source documents by a volunteer Assistant Treasurer started in January 2015. The diocesan treasurer had been searching for several years for a person to do this. The opinions expressed in the external auditors review of diocesan operations, received during this past year, added impetus to make this happen.

Discussion of questions from parishes: For some questions from parishes, committee discussion is desirable before responding. Some questions discussed this year were.. 1) Treatment when outreach is from a line item in the operating budget, 2) Pros and cons of Cash Accounting vs. Accrual Accounting for parishes, 3) Situations where expenses can be used to reduce gross income to net income

Resolution about committee membership: The committee has proposed a change to the membership in the committee from "..., and three Lay and three Clergy members elected by Convention to terms of three years." to "..., and six members, at least two from each order (clergy and lay), elected by Convention to terms of three years". It is felt that this will make it easier to find people with an interest in finance to be members of the committee. One of the two ways to change a canon is to have it brought up at two consecutive annual conventions. It was passed at the 2014 convention and will be brought before the 2015 annual convention.

Parish audit package: The Internal Controls Checklist (ICC) for parish audits had a few items changed or clarified for this year – e.g. For donations in excess of \$250, clear language of acknowledgment “at least annually” replaced the “contemporaneous acknowledgment” wording in the ICC form suggested by the national church.

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

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

Members: the Bishop and the Diocesan Treasurer, each ex officio, Suzanne Bacon, Beth Davis, the Rev. Janet Brown, Channing Smith, the Rev. Mark Preece, the Rev. Deacon Dave Ganter.

**September 1, 2015**

**Rock Point Board Report to Diocesan Convention 2015**

**Submitted by the Reverend Craig Smith, Rock Point Board President**

During the last 20 months, from January 2014 through August 2015, I have served a dual role as the President of the Rock Point Board and as a consultant to Bishop Ely with the title Rock Point Development Minister. I name this to point out that the two roles are closely tied together and to highlight the period of this report as one of transition and possibility.

For decades the diocese has faced a familiar challenge: how to take care of this wonderful spiritual home of great natural beauty. Rock Point includes the Rock Point School, the Bishop's House, the Diocesan Center, and the Bishop Booth Conference Center, including the Rock Point Summer Camp and Diocesan retreats. It also hosts a very wide range of schools, universities, leadership groups, foragers, walkers, and nature lovers. A holy place shared by a lively mixture of groups and individuals, Rock Point is ripe for linking the Church's mission in partnership with others whose missions are compatible. Rock Point engages the "missional" understanding of working with community groups as partners that Bishop Ely has been urging us to embrace.

The Rock Point Board has taken these steps in building partnerships over the past 20 months:

1. Formed a new vision for Rock Point, engaging all parts in the process (see below).
2. Begun to develop a new structure for governance, seeking to integrate all managers on the property more directly in our decision-making and planning.
3. Created, adopted, and begun to implement a land use plan for property, incorporating a twenty-five year forestry management plan.
4. Invited and enlisted partners with the land use plan, including four working groups focused on key result areas, and begun articulating a networked organizational structure, consisting of four teams, for this work :
  - a. Staffing and Funding Group;
  - b. Rare Plants, Invasive Species, and Trails Group;
  - c. Outdoor Chapel, Retreats, Pilgrimages, and Integrated Year Round Education Group;
  - d. Gardening Team and Reaching out to the Hungry Group.
5. Started a planning process for the future of the Rock Point Summer Camp with conscious integration of Summer Camp into the Rock Point Vision
6. Identified "commons" property to calculate how all those who share the use of this property might share fairly in its upkeep.

7. Continued progress through our Energy Coop to reduce our carbon footprint and energy costs with projects at the Bishop's House, the Bishop Booth Conference Center, the Rock Point School and a plan to buy the solar orchard in 2016.
8. Received grants through the Alleluia Fund/Stirrings of the Spirit to start up a Rock Point Intentional Community and help boost the start of a partners' garden with one part, the Partners Pantry, providing food to the Chittenden Emergency Food Shelf. New worship and retreat opportunities have started and many other ideas have been named in this one-year old group comprised of sixty-five people so far.
9. Entered discussions about donating a conservation easement for a good portion of our land to a land trust group to insure our conservation goal and open the door to other possible funding sources.
10. Joined exploratory conversations with local developers and Cathedral Square to see if a small portion of the property might be used for a compatible mission to supplement income.
11. Named the need for an Executive Director of Rock Point and started the process of describing that role and its relationship with the Board.
12. Proposed an amendment to Canon 29 C, the Rock Point Board, altering the number of board members and the allowing those outside the Diocese to serve.
13. Started to combine the budgets of Rock Point, the Bishop Booth Conference Center and the new partners in land use implementation into one 2016 budget.
14. Discussed the need for a targeted solicitation campaign and have begun to name targets, such as purchase of our solar farm.
15. Hired a new Rock Point Summer Camp Director, the Rev. Sherry Osborn, quarter-time; and thanked Jennifer Ogelby for her six years of selfless service as Summer Camp Director.
16. Hired a new Bishop Booth Conference Center Manager, Tony Drapelick, 5/8 time; thanked Steve Antell for his fine work managing the BBCC.
17. Underwent the process of updating BBCC rates, last done in 2010.
18. Met jointly with the Rock Point School Trustees
19. Kept the Trustees of the Diocese, the title holders to the land, up to date with progress reports on development steps.
20. Recommended that the Diocesan Council reaffirm the Rock Point Summer Camp as a program of the diocese and support the work of planning for its future and determining the feasibility of funding its future.

To summarize, we have made a great deal of progress in creating strategies for the ongoing and future spiritual and financial health of Rock Point.

And we have a good deal of work ahead. In the coming months, this will include

1. Refining the role of a part-time Executive Director in preparation for hiring sometime in 2016;
2. Implementing new rates and fees in 2016 for the use of the property;
3. Take an incremental step towards partners sharing in the cost of our commons property in 2016;
4. Making a decision about giving a conservation easement for Rock Point (the parts outside the building envelopes, as we define these spaces);
5. Participating in shaping a targeted solicitation campaign to address opportunities for increased income flow and needed repairs;
6. Taking next steps in launching the brand new land use implementation plan and nurturing the network of partners involved.
7. Continuing discussions with developers/partners to use a piece of our land to generate revenue and be a partner in supporting our overhead.
8. Expanding Rock Point's presence on the diocesan website.
9. Join the discussion of next steps for Rock Point Summer Camp's future.
10. Preparing to welcome an administrative assistant who will help with organizational details concerning Rock Point

We have appreciated the interest and support shown over the course of the last twenty months, and will need continued support as we move into this new chapter for Rock Point.

I close by sharing the vision we have created. What follows after the statement are some possible ways that vision might incarnate itself. We on the Rock Point Board see ourselves as funnels or conduits for the many members in our diocesan family and friends of Rock Point who are not of the diocese to become involved in service at Rock Point. We invite and urge your participation.

### **MISSION**

Rock Point, a property of the Episcopal Church in Vermont, serving as a home for the Bishop and a place for education dedicated to the Christian mission "to restore all things to unity with God and each other in Christ." Rock Point seeks to express its mission through the following:

### **VISION**

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

Possible illustrations of the Rock Point vision, for discussion with potential partners

Rock Point was set aside as a heritage to serve the larger church and society. Believing that the purest scientists are the deepest contemplatives, we see Rock Point as a holy

place where a down to earth spirituality and the disciplines of science combine to uncover ways to heal our planet and our relationships:

- + explore and adopt spiritual practices that honor all our relationships and relationships with the earth and its natural communities as holy and created to live in harmony and with dignity;
- + study how land use impacts the Lake Champlain watershed and disseminate practices others may adopt;
- + adopt and teach non-violent communication and peacemaking practices that will be used in decision-making for our intentional spiritual community;
- + learn how to conserve the unique ecosystem of the cedar pine bluff forest;
- + develop resources to be used for spiritual reflection within the natural and historic locations on Rock Point;
- + employ agricultural practices that are harmonious with the natural areas;
- + use traditional and develop new worship resources that express creation spirituality;
- + reduce to zero net carbon through conservation and renewable energy; ;
- + link the course work done on conservation and nature education to the holy rhythms of sacred time (for example, phenology and liturgical seasons);
- + teach advocacy skills for justice: for example, poverty issues and Eco justice model for our diocese and others effective practices of environmental stewardship and sustainability;
- + work in partnership with all who live on the property or come on the property to cooperate in serving this vision;
- + teach and practice reconciliation to tend and care for our common life and as a model for how others may be the same;
- + invite other spiritual communities who teach and practice prayer, meditation, and contemplation to share their wisdom.

**Report to the members of the Episcopal Church in Vermont  
Rock Point Summer Camp 2015**

Submitted by the Rev. Sherry Osborn, Camp Director 18.Sept.15

**VISION FOR ROCK POINT PROPERTY**

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

**CAMP GOALS**

*Care of Creation - Care of Neighbor - Care of Self - Have Fun*

**GUIDING SONG**

*Earth my body/ water my blood/air my breath/ and fire my spirit (repeat)*

**2015 PRIORITIES**

*staff recruitment - program - partnerships*

On a beautiful sunny July day, the junior high campers learn they are about to go on a hike to explore this summer's nature & spirituality theme – “*Who is our neighbor?*”. Sarah (not her real name) states unequivocally, “I hate hiking...I gave up a trip to the Alps because I hate hiking”. Sarah is a long time Rock Point camper who had walked the Holy Trinity trail many times. Yet upon her return, when asked how the hike was, without skipping a beat she replied, “I never saw how beautiful the land is. We stopped at the rocks looking out at the lake. We listened and looked. All this time I've taken the land for granted. I never saw the land...”



Our final morning prayer circle was celebrated at the outdoor chapel. The ten Day Campers ranged in age from 5-8 years old. Chaplain Molly closed with the final song when it happened: A Chickadee lighted on a tree just behind us. A teachable moment. In the silence that our prayer time had offered, we learned how to call birds in: “*pish, pish, pish...*” The kiddos quietly, tenderly began to *pish, pish, pish*. Minute after minute this went on.

Slowly, one by one, the children began to see the birds return to the canopy high above. Arms lifted slowly, fingers pointing as more and more birds were seen. *Pish, pish, pish...*three minutes, five minutes, ten minutes...on and on it went. The adults were mesmerized by this delightful band of quiet, focused children. The signal was given that it was time to leave this sanctuary of all of our neighbors. Quietly, dare I say prayerfully,

we all walked toward our next activity.



An unsolicited email from a first year camper parent: *We had such a positive experience with Rock Point this year. Thank you for making it so wonderful. Mary (not her real name) just loved it and came away with such confidence and happiness. She really just glowed. We loved seeing the daily pictures and are still following along with the pictures from the other camps. So great.*



A first year staffer reflection: *I've learned so much throughout this summer! I've learned about myself, the person I want to become, my future, and so much more.*

### **Summer 2015 HIGHLIGHTS**

- 2015 Nature & Spirituality based program and worship theme: *Who is our neighbor?*
- 59 campers attend day and residential camps
  - 44 campers with faith community affiliation
  - 15 campers no affiliation
  - 16 different church or synagogue represented
- 50% of our campers request scholarship support
- \$7900 donated by churches and individuals through scholarships and Angel Fund - THANK YOU!
- Sr. High Program Partnership with Rock Point School and *Homeward Bound Gardening Initiative*
- Partnership with *Crow's Path*: staff training and joint weekly camp activities
- Girls @ Work, Inc. lead elementary campers in building Adirondack chairs for the conference center and fundraising - as their motto states: *teach a girl to build and you can empower her for life*
- Fabulous Chaplains and Volunteers - returning and new - THANK YOU!!!!!!
- Budding partnership with St. Michaels College environmental education professor & staffing support
- *Stirrings of the Spirit* Grant received - *Church on the Trail*, Sr. High earth leadership initiative
- Newly formed Rock Point Summer Camp Advisory Team

### **2016 PRIORITIES**

- Alumni Association development
- Diversify camper recruitment strategies
- Continue to hire diverse, skill based staff

- Deepen integration of environmental/spiritual formational program
- Strengthen partnerships begun in 2015

A rockin' Rock Point summer camp could not have happened without so many helping hands! From donated canoes, Rock Point School loaner van, weekly volunteer "Elders" and chaplains, Chuck and Tony behind the scenes support, Bishop Tom's weekly visits to Canon Lynn's guidance & support, exceptional camp staff, Advisory Team members... the list goes on and on. Thank you one and all.

## **Report from Trustee of the Vermont Ecumenical Council and Bible Society**

VECBS entered a new and hopeful stage this year, after struggling through financial crisis in 2014. Its survival is due primarily to the strong leadership of Bishop Thomas Ely and the VEC administrator, Betsy Hardy.

In January of 2015 the religious communities of Vermont, through VECBS, welcomed the new Roman Catholic bishop of Burlington, the Most Rev. Christopher J. Coyne. VEC, through its president, the Rev. Roy V. Hill, Jr., extended an invitation to Bishop Coyne to join in a meeting on the future of the VEC, to be held at Christ Church, Montpelier, on April 26, 2015. Bishop Coyne accepted the invitation and attended the meeting, together with VEC trustees and some fifty interested persons from all over Vermont.

A follow-up meeting for those who had expressed interest in continuing to work with VEC is scheduled for October 6. The agenda for that meeting is consideration of priorities for Christian cooperation in Vermont and future structure for VEC: type of organization, budget, staff, and membership. Some twenty persons are expected to attend that meeting, including Bishop Thomas Ely, who has taken the lead throughout this year and who acted as facilitator for the meeting, as well as Bishop Coyne and his designated representative to VEC, Sr. Pat McKittrick, and representatives of the Methodist, Presbyterian, UCC, and Orthodox churches in Vermont.

In June 2015 the VEC Trustees approved a statement on the Environment and Economic Justice drafted by Joseph Gainza (attached). VEC was also represented by its president, Roy Hill, in the organization and initial meeting of the new Vermont chapter of the NAACP in July.

Respectfully submitted,

Linda M. Maloney+

Trustee for the Diocese of Vermont

## Vermont Ecumenical Council and Bible Society

### Statement on the Environment and Economic Justice –

*The Earth is the Lord's and the fullness thereof. Ps.24*

Today, Christians are confronted by two intertwining realities which challenge our faith. Climate change, which overwhelming evidence attributes in major part to human activity, threatens the survival of civilization, millions of human and non-human lives, and even entire island nations. The second challenge, global poverty and a growing disparity in wealth, within and among nations, undermines democratic institutions, and exacerbates and is exacerbated by the impact of environmental destruction, especially climate change.

Both these phenomena are occurring at a time of great worldwide expansion in economic activity, bringing benefits to many while driving both environmental destruction and wealth disparities. Humanity seems to be caught in a dilemma. Economic growth is believed to be the way to raise billions of the poorest people out of poverty, while the environmental destruction brought about by such growth threatens the very existence of life on earth.

We who have faith in a loving, just, faithful and merciful God, a God who sanctified creation with the Incarnation, are asking how do disciples of Jesus Christ respond to these challenges.

- First, we must pray for greater understanding of God's creation and humanity's role in it.
- We must read more deeply our sacred scripture, and study closely our Christian Tradition, recognizing that changing times can provide us with new insights into both scripture and tradition.
- Then we must address the larger national and world community, bringing

forward the wisdom and truth which has Christ as its source.

The traditional understanding of God's command to increase and multiply, and subdue the earth seems to be pushing God's creation toward extinction. In the Book of Genesis we read that God enjoins us to have dominion over the world and its creatures. Closer examination, in light of the present environmental crisis, of the injunction to dominate, reveals that human beings, made "in the image of God," are to act as God's representatives in creation and thus have "dominion" over the earth as would God, who called all of creation "good." The first humans, made out of the soil, are commanded to cultivate ('abad) it, which in the literal translation of the Hebrew term means to *serve* it.<sup>1</sup>

Accordingly, human *dominion* over creation involves both dependence on the earth for our sustenance, and, as God's earthly representatives, the responsibility to care for, or be in service to, God's creation.

The book of Genesis is clear that God's covenant is not limited to humanity but is also established with every living creature, indeed with the whole earth (Gen. 9:8-17).

Through the eyes of faith we can seek understanding of the complex interplay of environmental destruction, economic development, and growing wealth disparities and poverty. We can examine how they interact and what are their moral and ethical implications. Prayerfully, we must consider our complicity in the destruction of the natural world: how through our institutions, including the Church, we fail to address poverty and economic injustice in any effective way; and how we participate in the ravages wrought by a consumer driven economy. We can discern what God would have us do by turning again to scripture and our Christian tradition. As we share our insights with the larger world community, we must join with it in countering the destructive forces which humankind has let loose upon the world. Ultimately our task is to renew

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1 "Excursus: Dominion or Dependence." The New Interpreter's Study Bible; New Revised Standard Version. Nashville: Abingdon Press, 2003. p 8.

our covenant with God, to walk humbly with our God, grateful for all we have received at God's hands (Mic. 6:8), to live justly (Eccl. 5:8; Matt 25:40) and renew the face of God's good creation (Gen. 1:28-31; Psa 104:1-30).

Consensus amongst 97% of climate scientists worldwide is that the greenhouse gas emissions of modern industrial economies have created chaotic disruptions in what has been a relatively stable climate for the last 15,000 years. These disruptions, including global warming, are dramatically increasing, and threaten the ability of the planet to sustain life.<sup>2</sup> The impact of human activity on the world - including climate instability, loss of habitat, massive extinctions, ocean acidification and other environmental insults - has reached such a scale that scientists have named the present epoch the Anthropocene: human dominated nature.<sup>3</sup>

At the same time an ideology of economic activity has been adopted by most of the nations of the earth which is driven by human wants, not human needs. This economy favors the accumulation of wealth in private hands.<sup>4</sup> The ideology promotes the belief that if each person is free to act for his or her own economic good, without interference, all will eventually benefit. It assumes that competition between individuals and groups, striving to maximize their profit results in a shared benefit provided by an “invisible hand.”

Within this “free market” ideology there is scant attention paid to the notion of the “common good.” The concept of the common good is derived from the fact that humans are social beings. In Christian belief, persons, created in the image and likeness

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2 Intergovernmental Panel on Climate Change:  
[http://report.mitigation2014.org/spm/ipcc\\_wg3\\_ar5\\_summary-for-policymakers\\_approved.pdf](http://report.mitigation2014.org/spm/ipcc_wg3_ar5_summary-for-policymakers_approved.pdf)

3 Smithsonian Magazine: <http://www.smithsonianmag.com/science-nature/what-is-the-anthropocene-and-are-we-in-it-164801414/?no-ist>

4 Inequality is Most extreme in Wealth, Not Income, New York Times, March 30, 2011 at  
[http://economix.blogs.nytimes.com/2011/03/30/inequality-is-most-extreme-in-wealth-not-income/?\\_php=true&\\_type=blogs&\\_r=0](http://economix.blogs.nytimes.com/2011/03/30/inequality-is-most-extreme-in-wealth-not-income/?_php=true&_type=blogs&_r=0)

of the Triune God, are relational; we become persons through interactions with other persons. Following St. Augustine and St. Thomas Aquinas, we understand human well-being to be found in the good of the whole society, i.e. the common good.

Unfettered competition may have been reasonable at a time when earth's human population was relatively small (although anthropologists tell us cooperation was the more prevalent behavior). However, with today's world population of 7 billion humans expected to rise to 9 billion by 2050, dismissal of the common good in favor of individual advancement is having catastrophic consequences.

Today, with our increasing recognition of the unity and interdependence of all life, we must expand our understanding of the term "common good" to include a natural environment capable of sustaining the abundance and diversity of life on earth. Additionally we recognize the necessity of a political economy that operates within the regenerative and assimilating capacities of the natural world while providing every person with the means to live a life with dignity.

The Incarnation of Jesus Christ firmly established the relationship between people, people and God, and people and the natural world (John 1:10; 17:22-23). As Christians we understand in this three-way relationship our obligation to seek justice for all (1 Cor.13:6), to love God by loving our neighbor (1 John 2:9-11; 4:9-12) and to protect the natural world which Jesus blessed by becoming human.

The failure to honor these relationships of interconnectedness, action which breaks our bond with our neighbor, with the natural world, and with God, is what we call sin. This breakdown in relationships has a social dimension. Modern, industrial societies have broken the bond with the natural world. In the pursuit of profit, many of the largest and most powerful institutions of these societies have exploited natural systems to the point that the earth can no longer assimilate the wastes produced, nor regenerate fast enough to replace what is taken. Several studies have indicated that industrial nations

are consuming resources faster than nature can regenerate and absorb.<sup>5</sup> We are living off the earth's capital with the likely result similar to what would happen if a household continued to live beyond its means. This society-wide break with the natural world has a name: "systemic sin." As Christians who benefit (in the short run) from this systemic sin, we have an obligation to change this system which not only allows, but even promotes such sin.

Those least responsible for climate change are being subjected to the greatest destruction it creates. This is where environmental destruction, including climate change becomes a traditional moral issue. Wealthy nations, mostly in the Northern Hemisphere, are the greatest producers of carbon and methane, two of the major greenhouse gases which are warming the earth and bringing about destructive climate change. Yet people, primarily in the Global South, amongst the poorest people on earth, are enduring the greatest destruction and death caused by climate change. Unlike their rich northern neighbors, these nations do not have the resources to mitigate the effects of climate change, nor can they adapt to the new circumstances such change imposes. The accompanying extinction of scores of thousands of species of animals and plants is now recognized as ecological sin and carries its own moral condemnation.

We recognize that climate justice, like economic justice, must be the concern of Christians, indeed of all people. We can build a world where the fruits of human labor and the riches of the earth are shared more equitably, where each person has enough to reach their potential without destroying the biological foundations of all life on earth. Climate change and economic injustice are human made; we can undo what we have done and move in a more just and ecologically sound direction. It is our choice: if we

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<sup>5</sup> ["Overconsumption? Our Use of the World's Natural Resources," Friends of the Earth Austria, Sustainable Europe Research Institute. Sept. 2009 at <http://www.foe.co.uk/sites/default/files/downloads/overconsumption.pdf>; Report: Consumption of Earth's resources Unsustainable, CBS News, May 12, 2012 at <http://www.cbsnews.com/news/report-consumption-of-earths-resources-unsustainable/>; Living Planet Report 2012, World Wildlife Fund at \[http://awsassets.panda.org/downloads/lpr\\\_2012\\\_summary\\\_booklet\\\_final.pdf\]\(http://awsassets.panda.org/downloads/lpr\_2012\_summary\_booklet\_final.pdf\)](#)

choose to turn from our present path of destruction for ourselves and all the earth, we can find a way, as promised by Jesus, to have life and have it more abundantly (John 10:10). May we choose the way of life.

## **Report from the Standing Committee of the Diocese of Vermont**

Below is a list of the official acts of the Standing Committee July 1, 2014 – June 30, 2015

### **1. Consented to these Episcopal elections:**

- Diocese of Central Pennsylvania – the Rev. Canon Audrey Cady Scanlan, Bishop.
- Diocese of the Central Gulf Coast – the Rev. James Russell Kendrick, Bishop Diocesan.
- Diocese of Southeast Florida – the Very Rev. Peter David Eaton, Bishop.
- Diocese of West Texas – the Rt. Rev. David Mitchell Reed, Bishop Coadjutor.
- Diocese of Massachusetts – the Rev. Alan M. Gates, Bishop
- Diocese of Maryland – the Rev. Heather Elizabeth Cook, Bishop, Suffragan.
- Diocese of West Texas – the Rt. Rev. David Mitchell Reed, Bishop Coadjutor
- Diocese of East Carolina – the Rev. Robert Stuart Skirving, Bishop

### **2. Holy Orders:**

- Recommended to the Bishop, Susan Ohlidal for ordination to the priesthood
- Recommended to the Bishop, Jimmie Sue Deppe for ordination to the Priesthood.
- Recommended to the Bishop, Mark Genszler for ordination to the Priesthood.
- Recommended to the Bishop, Steve Reynes as a candidate for the Priesthood.

### **3. Property Items**

- Consented to the request of St. James, Woodstock for approval of a bridge loan from Lake Sunapee Bank for \$400,000 contingent on a positive decision of the congregation to approve a collateral requirement of the bank for \$1.2 million.
- Approved a request from St. Mark/St. Luke to change the name to St. Luke's Mission, Fairhaven, VT.
- Approved a Quitclaim deed for SPG parcel to Deer Lake Timber.
- Approved a Quitclaim deed for SPG parcel to Topsham

- Approved a Quitclaim deed for 1.4 SPG acres in Bristol.
- Approved a Quitclaim deed for 7 SPG acres in Guilford, VT.
- Approved the sale of the rectory at St. Paul's Windsor

Respectfully submitted,

Alice C. Winn, President - 2015

**Members of the Standing Committee**

The Rev. Donald Morris – 2015

Elizabeth van Dyk – 2016

The Rev. Lisette Baxter – 2016

Harry Kendrick – 2017

The Rev. Mary Lindquist – 2017

The Rev. Lee Crawford – 2018

Maxine Neal – 2018



## ***Stirrings of the Spirit, 2013-2015***

This is the final report for *Stirrings of the Spirit*, a three-year initiative for the Episcopal Church in Vermont to discern where the Spirit was calling us through exploring new *understandings and expressions* of what it means to follow Jesus in a rapidly changing world. Our work these three years was shaped by a resolution from 2012 Diocesan Convention and led by a leadership team. The following report was offered to Diocesan Council in May 2015 and illustrates the work of this initiative.

### ***Stirrings Work as Shaped by the Resolution***

Per the resolution that created it, *Stirrings of the Spirit* was to work on a set of defined tasks. This report shows the activities categorized by the resolution points (*italics*), 2013—15 April 2015.

*A Diocesan “Stirrings” Team appointed by the Bishop in consultation with Diocesan Council convened 2-23-13 with 11 members: 2 lay, 9 clergy. Susan Ohlidal is the diocesan minister working with the team will...*

- 1) *research a full spectrum of successful Vermont and national faith community activities to see what can be learned about programs that assure nurtured and empowered spiritual lives;*
  - Set up [web page](#) and FB page for sharing results, best practices, and resources (FB page later merged with diocesan FB page)
  - Conducted congregational leaders survey about spiritual development and liturgy practices—what is being done, what is needed
  - Created summer 2013 “try on new liturgy” for congregations—invitation, resources, and encouragement
  - Created of a [resource list](#) for new models of church, new models of church leadership, liturgy, and spiritual growth and development for church in the 21<sup>st</sup> century
  - Initiated and developed relationship with Tom Brackett, TEC Missioner; use of his [recommended models](#) and work in [Five Marks of Mission](#)
  - Participation in Living Stones 2014 and 2015 offered learning about variety of TEC and Anglican Church of Canada models

- Invited and encouraged clergy to join Tom Brackett’s web conferences on new models of church, series on church re-development, series on new initiatives and the First Mark of Mission.
- 2) *support the creation of a spiritually healthy church and community;*
- Received Constable Grant to fund development of VT Interfaith Action members among congregations—the VIA Partnership Project.
  - Offered *Vine That Binds* workshop for leaders in congregations re spiritual and missional development
  - Created webpage of [Christian Formation resources](#) from TEC—varied and inclusive of new models
  - Presented *liturgy+lab* as Ministry Fairs in 2013 and [created liturgical resources page](#) on website
  - Planned Convention 2013 program with Ana Hernandez and Tom Brackett, offering leadership development, new aspects of liturgy, and spiritual development
  - Collaborated in planning Convention 2014 program and Ministry Fairs with missional themes and activities—“God in the neighborhood”
  - Offered field trip to Church in the Woods, NH—new model of church and development of spiritual community
  - Replaced conventional team meeting with Stakeholder Gathering to model effective and collaborative investment in, partnership development of, and assessment of project
- 3) *provide recommendations for assessing and understanding the spiritual development needs of church members and the community;*
- Offered resources from ECF Vital Congregations, Episcopal Divinity School, TEC Standing Commission for Small Congregations, and TEC formation resources via FB page, web page, and used in workshops
  - Offerings of Donald Schell on developing spiritual leaders in congregations
- 4) *prepare recommendations and models for churches looking for new ways of being a church in their community;*
- Supported leaders in participating in Province 1 new models of congregational leadership/new models of church, new models for Christian formation
  - Offered three workshops at Ministry Expo—transformational narratives, church beyond walls (in the community/public square) and dinner church liturgy practices
  - Invited Donald Schell for Ministry Expo 2013—new leadership models; focus on wardens and clergy
  - Presented pop-up labyrinth workshop—*Stirrings* seminarians.

- Developed relationship with Episcopal Church Foundation Vital Teams Project and Vital Practices; offered resources to vestries and other leaders; two VT projects, in turn, featured by ECF
- Supported leaders in participating in [Art of Hosting](#) training offered by Tom Brackett and Province 1 in 2013 and 2015
- Presented *liturgy+lab* as Ministry Fairs in 2013 and created liturgical resources page on website including material used at *lab* and wider TEC videos offering models of new church and congregations engaged in mission
- Participated fully in **AlleluiaFund** appeal activities, including featuring stories of new models of being church and being in community/public square
- Established relationship with Steve Blackmer and Church of the Woods/Kairos Earth
- Presented case study at Living Stones on 3 new clergy leadership models resulting from *Stirrings*; peer assessment and critique

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

- Learn about TEC Mission Enterprise Zones 2013/14 and whether VT diocese or *Stirrings* could apply
- Sponsored participation in Living Stones workshop on “third space” for congregational and diocesan leader, resulting in local development of art space as spiritual space in Randolph

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

- 2013/14, created guidelines for grants—two tiers for grant types—created review team, and awarded \$39, 825. to 9 projects (denied 3)
- 2015, revised application process to stress innovation and new models, revised financial grant reporting to align with CS & R reporting, revised narrative reporting to present variety of media, awarded \$40, 920. to 9 projects (denied 2), referred 4 to other sources of diocesan funding

#### **Members of the *Stirrings* Leadership team over the three years:**

Jimmie Sue Deppe, Episcopal Divinity School

Paul Habersang, Montpelier

John Hartman, Bethel

Ken Hitch, Essex Junction

Laura Hunter, Wilmington

Mary Lindquist, Brattleboro

Susan McGarry, Middlebury

Paul Moberly, Brattleboro

Sherry Osborn, Charlotte

Lisa Ransom, Waterbury

Diane Root, Greater White River Junction Area

Susan Taylor, Episcopal Divinity School and Randolph, VT

Susan Ohlidal, Canon for Ministry Development

*Respectfully submitted,*

***Susan Ohlidal***

## **2014-2015 Report of the Trustees of the Diocese of Vermont**

The Board of Trustees of the Diocese of Vermont operates according to Canon 11 of the Constitutions and Canons of the Diocese of Vermont. The Trustees meet quarterly. In 2014-15, those meetings were held on July 30, 2014, November 19, 2014 (Annual and Regular Meeting), February 24, 2015, and May 12, 2015.

Report of the Real Estate Committee: According to Canon 10.1(b), title to real property of the Diocese shall be held by the Trustees, except otherwise directed by the Bishop and Standing Committee. The Real Estate Committee oversees all matters related to such property that is to come before the Trustees. In the past year, Quitclaim deeds for SPG lands were approved by the Trustees for properties in Poultney (2 parcels), Topsham, Worcester, Bristol, and Guilford. At the instigation of the Real Estate Committee in consultation with the Chancellor, the Trustees approved a procedure to expedite the approval of Quitclaim deeds in future. Negotiations continue with the Richford Historical Society regarding the use of the St. Anne's mission property in Richford, which unfortunately this year were delayed due to significant ice and water damage to St. Anne's caused by extreme weather over the winter months. Church Insurance is involved with the claims process.

Report of the Investment Committee: According to Canon 10.2(b), all funds other than operating funds unless otherwise directed shall be invested in the Unit Fund of the Diocese. The Investment Committee of the Trustees manages the Unit Fund, which includes accounts of the Diocese and many of its congregations, and amounted to \$25,303,421 as of June 30, 2015, the most recent quarterly valuation. In the twelve months ended June 30, 2015, the Unit Fund returned 2.54%; for the 36 months then ended, the Unit Fund returned 10.15%; for the 60 months then ended, the Unit Fund returned 9.78%.

The target allocation for the Unit Fund investments is 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. Given the actions of General Convention in June regarding fossil fuel divestment, the Investment Committee will revise its investment guidelines for fossil fuel divestment, renewable energy and other socially responsible investing in accordance with Episcopal Church policies and practice.

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.

In addition to its ongoing business regarding Real Estate and Investments, the Trustees regularly receive reports from and meet with the Rock Point Development Minister and representatives of the Trustees of the Rock Point School.

Respectfully submitted,

Amy Hastings

President of the Trustees of the Diocese of Vermont

Trustees of the Diocese of Vermont: William Ames, Clark Anderson, Laurel Broughton (Clerk), Ron Calise, Albert Cicchetti, Amy Hastings (President), Steve Reynes

Ex officio: Bishop Thomas Ely, Wallace Good (Treasurer)

## **Bishop's Address to Convention**

We gather this weekend in the power of the Holy Spirit as members of a community of Christian disciples, part of the "Jesus Movement," (thank you Bishop Curry!) known as the Episcopal Church in Vermont. This identity is part of our missional DNA, and has been from the very beginning, even before that first Convention of the Episcopal Church in Vermont held in Arlington in 1790, the 225th anniversary of which we remember and celebrate at this Convention.

We have been changing, adapting, innovating and improvising since those colonial times. Churches have opened, closed, re-opened, moved, merged and through it all the spirit of the people of the Episcopal Church in Vermont has remained faithful and resilient. Every time we have felt the Spirit moving in our hearts we have prayed and done our best to respond to God's missional invitation.

This current season of missional renewal in our life is no different. We can and we will respond to God's call to mission on this the dawn of our next 225 years! So, I remain most grateful for these past 15 years in which I have been privileged to serve as your bishop and share in the life of this diocese, its congregations and people. And I'm not done yet!

That Spirit of God was certainly alive and moving in us at the Washington National Cathedral last weekend as we welcomed and installed my friend and colleague, Bishop Michael Bruce Curry, as the 27th Presiding Bishop of the Episcopal Church. I hope you were able watch as he called us to our baptismal identity as part of the "Jesus Movement," and encouraged us to live fearlessly in the grace, power and love of our God who has already overcome the world. I hope that same Spirit is moving in our hearts this weekend.

Jazzed About God's Mission, was selected as this year's Diocesan Convention theme, because I wanted to continue our focus on God's mission and our "Becoming More Missional" journey. I find this compelling metaphor especially appropriate for this season of our life and discipleship together.

The Reverend Dwight Zscheile in his book, *The Agile Church*, which many of you have read (and all of you should!), uses the jazz metaphor when talking about Improvisation as one of the "Disciplines of a Learning Church." Contrasting the leadership models of the classical orchestra and jazz musicians for today's world and church, Zscheile writes: "Jazz offers a better metaphor. Jazz is less about executing a pre-determined script than it is about improvisation, whose Latin root *improvisus* means 'not seen ahead of time.'" He says, "Jazz is about learning while doing, embracing imperfection, trying things out, and pushing boundaries – but all within shared structures and patterns. It is about collaboration and accompaniment, freedom and innovation. Jazz is built on shared expectations and commonalities; the basic structure of a melody, rhythm, or song.

These minimal structures provide the groundwork for improvisation. Jazz is fundamentally social, a collaborative effort among several musicians, and in so doing it creates space for a certain amount of autonomy and self-expression. Jazz only works (and I love this part) when the musicians engage in ‘generous listening’ – ‘an unselfish opening to what the other is offering and a willingness to help others be brilliant as possible.’”

It is this both/and understanding of “innovation grounded in tradition” that I want to hold up as the creative tension that can inspire and guide us as the life and witness of the Episcopal Church in Vermont continues to unfold. In jazz parlance, this is the practice of improvisation in the context of structure, and I invite you to hold this metaphor in mind as we move through and beyond this Convention.

Today I want to focus on three topics related to the “Becoming More Missional” consultation process in which we have been engaged, culminating with the June Convocation at Trinity, Rutland that many of you attended. But before I get to those items let me offer several expressions of gratitude.

First, a huge thank you to all who make our Convention possible, including our Cathedral - its gifted staff and welcoming members; the members of the Dispatch of Business Committee, Diocesan Council and the various Convention Officers; the diocesan Ministry Support Team for more work than you can imagine; Mark Kalbfleisch and his team who help us with all our audio-visual needs; Kathleen Moore for her Communications Workshop today and the introduction of the Asset Mapping Project that will help us see and share our many local ministries on the ground; and last, but not least, all those who brought ministry displays to help deepen our awareness of God’s mission throughout Vermont and beyond. Thank you all very much!

Next, please join me in expressing thanks to our special Convention guest, the Reverend Gay Clark Jennings, President of the House of Deputies of the Episcopal Church, and a friend and colleague to many of us here in Vermont. Gay is offering us the full measure of her time, energy, wisdom and passion for God’s Mission and the Episcopal Church she dearly loves (most of the time). Thank you President Jennings!

And, thanks to all of you for the gift of your time, interest and commitment to our common life as the Episcopal Church in Vermont. Among my many hopes for our time together is that you will leave feeling fed and better equipped for your participation in God’s mission and your ministry at the local level, and that you will bring back to your local faith community what you learn and experience here this weekend.

I also want to offer a special word of appreciation to one of the many very special people in the life of the Episcopal Church in Vermont. By my best reckoning, 2015 is the 20th year anniversary of Tom Little’s ministry as our Diocesan Chancellor! Tom served as Deputy Chancellor before that and in many other leadership capacities since then on the local, diocesan and church-wide levels, not to mention his distinguished ministry in daily life as an Attorney and Legislator. Lesson One in new Bishop’s School is make sure you

have a good Chancellor and pay attention to what he says! I believe I (and we) have one of the best in the Episcopal Church today. Thank you Tom for your friendship and faithful service!

I turn now to three key elements (three melodies, if you will) of our missional future, all of which flow from our “Becoming More Missional” consultation process. The first melody inviting our harmonies, alterations and improvisations is what the Diocesan Council is calling “Local Mission Approaches,” as expressed in their Convention resolution under the same title that we will consider tomorrow.

Since my earliest days as a priest, one of my most repeated mantras has been “Ministry is the consequence of baptism.” I am grateful to my mentor, friend and former Rector of Christ Church, Montpelier, the Reverend David Brown, for this expression. It describes well for me the significance and truth of baptism and its relationship to God’s mission. “Ministry is the consequence of baptism.”

The primary setting of that baptismal ministry is local. Local in the sense of our daily life and local in the sense that most ministry is rooted in and always tied back to the local faith community in which we are nurtured, nourished and sent forth each week to “love and serve the Lord.” It is also true in our Anglican/Episcopal tradition that this emphasis on local is always understood in relationship to the more than local - our affiliation with Bishop and Diocese.

This “both/and” understanding about mission and ministry was clearly reinforced for me in the “Becoming More Missional” consultation process. It has always been true for me, and especially in my ministry as a bishop, that one of the most important components of diocesan ministry is the support and encouragement of ministry at the local level – where the “rubber meets the road” as the saying goes. That has been and continues to be the guiding principle (the steady jazz base line, if you will) of my ministry and that of the members of the diocesan Ministry Support Team.

Under the leadership of diocesan Treasurer, Wallace Good, and your Diocesan Council, we have made adjustments to our Diocesan Budget and personnel in an effort to be more responsive to and supportive of local mission and ministry approaches and opportunities as we seek to turn our focus outward in mission. For 2016, this includes changes in the makeup of diocesan Ministry Support Team, one feature of which is an expansion of our communications ministry. And here, let me once again express my appreciation to the Reverend Susan Ohlidal and the Reverend Angela Emerson for their faithful and effective ministries as members of the diocesan Ministry Support Team.

The 2016 Diocesan Budget also reflects another significant change we have made in support of local mission and ministry. This change is reflected in the resolution from Diocesan Council supporting the articulation and implementation of what we are calling “Local Ministry Approaches” in each of our 46 congregations over the course of the next two years. This is very much about the missional call to move more deeply into the

neighborhoods and communities where we “live and move and have our being” and discover and respond to what God is already doing. This, as Bishop Curry reminds us, is the Galilee of today – the places where Jesus has gone before us and where we will meet the living Christ, even as it was promised to those first witnesses of the resurrection.

Members of your Diocesan Council have worked faithfully to craft this resolution in response to the sacred conversations that were part of the Rutland Convocation this past June. The sub-committee literally reviewed every recorded word, and from that determined to make this the centerpiece of our effort to name, share and support the local ministry approach of each congregation. Council shifted \$45,000 in budgeted resources to support this priority.

As the resolution recognizes, congregations are at different places in their capacity to articulate and implement their “Local Mission Approach.” Some are far down the road and others are less so. This resolution does not judge where any congregation is along that spectrum, but rather commits to supporting each congregation along this journey into the Galilee of our world today.

Mixing metaphors, but in the spirit of the jazz metaphor, this resolution does not offer a roadmap, but rather a compass. The true north of that compass is every congregation’s capacity to name and implement the best local approach to mission and ministry possible, given its unique local context. With tools, such as Appreciative Inquiry and Asset Mapping, the Bishop and Council can and will support you in that effort. We remain firm in the belief that faithful and effective local ministry makes for a faithful and effective Episcopal Church in Vermont. I invite you to read the explanation section of the Council resolution to get a fuller sense of how we understand this effort.

Let me say one more word on this subject. Local outreach, especially the many efforts in response to poverty, hunger and homelessness in communities across Vermont is very much in sync with this initiative. In many cases those are the very ministries that move us to discover in greater depth what God is up to in our neighborhoods and communities, and provide us with increased opportunities to witness to our faith and confidence in Jesus Christ and the reconciling mission for which he gave his life. The same can be said of the many global ministries in which we are engaged.

In addition to those efforts, I believe we need to increase our awareness of and attention to the root causes of economic injustice, income inequality, environmental justice, racism, bias on the basis of gender identity and expression, violence in its many forms including gun violence, and other expressions of social unrest and injustice, locally and globally. Our faith communities and buildings need to be known as places of sanctuary and welcome, places of hospitality and healing, places of compassion and justice. The church is at its best when we honor the dignity of all and when we model our compassion and engagement with the world of which we are a part on that ultimate dignity agent, Jesus.

We can and we will improvise, try on, and no doubt sometimes fail in an effort to let the world know who we are and whose we are as disciples of Jesus Christ. I'm ready to go there with you and support you as you go there in the power of God's Spirit moving in your hearts, and minds, and hands and feet.

There are people in our communities hungry to be part of a compassionate, caring, loving community of people who are seeking to make a difference in the world today; hungry to be welcomed and accepted as beloved children of God; hungry to be introduced to this "Jesus Movement." The Episcopal Church in Vermont can and will be such a community in which people discover their spiritual home.

The second key melody flowing from the "Becoming More Missional" consultation is taking a comprehensive look at how we fund our mission. In the consultation process, we heard clearly that this area of our common life should receive added attention. In response, I have named the Funding Our Mission Task Force, comprised of twelve lay and clergy leaders, along with Canon Lynn Bates, Diocesan Treasurer Wally Good and myself. The team has a broad mandate to "jazz it up," and is charged with examining the various components of our diocesan budgetary, grant and loan processes to determine what changes of a fundamental nature - what harmonies, alterations and improvisations - would be useful to assure the optimal carrying out of our participation in God's mission at the local, diocesan and Church-wide levels.

This work will include a review of the mutually agreed upon formula, enacted by Diocesan Convention, for determining the canonically required contribution of each congregation to the common diocesan operating budget, often referred to as "the assessment."

The work will include a review of the various grant and loan programs administered by diocesan entities, such as the Bishop Butterfield Loan Fund, the McClure Discovery Grant Initiatives, the Stirrings of the Spirit Initiative, and the use of funds available to the Bishop, including grant money from the Virginia Hunt Trust Fund. It will include a review of our use of restricted and unrestricted investments at both the diocesan and local levels to fund our participation in God's Mission, as well as various financial appeals, such as the Alleluia Fund annual appeal.

The goal is to be transparent, comprehensive and responsive to the current realities, challenges and opportunities we face in the faithful use of our financial resources, and to help us sing new songs. At the same time, my hope is that the biblical witness and wisdom of generosity, abundance and stewardship will guide our work. The work of the Task Force is to take place between now and next year's Diocesan Convention, offering recommendations to the Bishop, Diocesan Council and Diocesan Convention. Please pray for the work of this Task Force and its members.

The third element, or melody, of our missional future flowing from the "Becoming More Missional" consultation process is the future of Rock Point. There was significant energy, interest, and yes passion, around this song, this component of our common life and

ministry during the consultation process and at the June Convocation. So let me hum a few bars for you as you imagine some of the harmonies, alterations and improvisations we might bring to this beautiful tune called Rock Point!

As we sit here in this our Diocesan Cathedral, less than two miles away there is a property we own that is the largest open space remaining in Burlington today. It is a strategic missional location welcoming over 10,000 people each year. It is home to hiking trails open to the public, community gardens, our diocesan offices, the Rock Point School, the Bishop Booth Conference Center, the Rock Point Summer Camp and the residence of the Bishop of Vermont since the time of Bishop Hopkins in the early 1800's.

You own a piece of that Rock! That's right, you own a piece of that inheritance and legacy. And the question before us is our faithful stewardship of this resource and how will we best use it in service to God's mission now and for generations to come.

For fifteen years I have done my best to shepherd efforts aimed at creating a sustainable future for Rock Point amidst some challenging realities. In these past two years that effort has seen considerable progress, which delights me beyond words. In the pre-Convention Journal there is a comprehensive and engaging report prepared by the Reverend Craig Smith, Rock Point Board President, to which I call your attention. Craig has also served as Development Minister for Rock Point these past two years, thanks to a grant I received from the Hunt Fund.

Craig's good work has enabled us to move forward on many fronts that are highlighted in that report, including a clear and compelling vision and mission statement, the development of a comprehensive Land Use Plan involving over 40 people, a sustainable Forestry Plan, the creation of the Rock Point Intentional Community, the strengthening of the relationship among the residential partners on Rock Point, as well as relationships with the many partners from the wider community who value and connect with the vision and mission of this sacred place.

A renewed governance structure has been established. A Rock Point Commons Budget is in place. Our Solar installation is producing more than 100% of the electricity we use on Rock Point. The future of both the Rock Point School and the Rock Point Summer Camp looks bright. Sustainable energy, gardening and environmental education projects are thriving. A long term plan for the development and conservation of the property is emerging. Future staffing needs and capital improvement projects have been identified. And, we are about to embark upon a major fundraising effort to place the future of this ministry on solid ground.

One very exciting aspect of the fundraising effort will be the outright purchase of the Solar Installation at the end of 2016, as per our original agreement with All Earth Renewables. When that is accomplished (with your help) an additional revenue stream of up to \$50,000 will be available to support the vision and mission of Rock Point.

We'll hear more about Rock Point tomorrow. I say all of this here to highlight the accomplishments of these past few years, as well as remind us of the fact that Rock Point is a missional resource and a ministry of the wider Episcopal Church in Vermont. It is your ministry. It is our ministry together. Each and every congregation, each and every member of our diocese is a stakeholder in this ministry. In a reflection paper I wrote earlier this year about the relationship of Rock Point to the wider mission of the Episcopal Church in Vermont, I included these words:

"..... Rock Point is a ministry of the Episcopal Church in Vermont. Rock Point School is a ministry of the Episcopal Church in Vermont. The Bishop Booth Conference Center is a ministry of the Episcopal Church in Vermont. The Rock Point Summer Camp is a ministry of the Episcopal Church in Vermont. The Solar Installation is a ministry of the Episcopal Church in Vermont. The Bishop's House and the Diocesan Office, both of which are currently on the grounds of Rock Point, are ministries of the Episcopal Church in Vermont. Our partnerships with and hospitality toward others on the property of Rock Point is a ministry of the Episcopal Church in Vermont.

Each ministry may have different histories, different emphases, different foci, different personnel, different budgets and different organizational systems but they are all ministries of the Episcopal Church in Vermont."

I really believe that, and I believe more and more of you and others throughout our diocese believe that, and are embracing that belief with confidence and a better appreciation for the place and future of Rock Point in the life of a mission oriented Episcopal Church in Vermont.

If you have never been to Rock Point, please come and be introduced to this beautiful place - your inheritance and your legacy. If you have not been to Rock Point in some time, please come and see what's new. If you want to take on a bigger role in the jazz ensemble that is Rock Point, then come join the band! Please speak to Craig Smith if you would like to know more about visiting Rock Point or getting involved with any of our ministries there.

Perhaps you have noticed by now that the principle melody upon which I have built the harmonies, alterations and improvisations of this Convention Address is the song I have been singing for several years and that will be a constant tune throughout this Convention and beyond.

That melody is "Together we are the Episcopal Church in Vermont." One Lord, One Faith, One Baptism, One Mission! The mission we are individually and collectively called to serve by virtue of our baptism is the reconciling mission of God. This is a mission of divine love made flesh in Jesus the Christ, so that we might know what that love looks like in person. Our common mission as the Episcopal Church in Vermont for over 225 years now is faithful participation in God's mission, and today in our 46 current communities of faith spread across the State of Vermont.

Local engagement in that mission anywhere is part of our corporate identity everywhere. We need each other. So let's challenge ourselves and each other to respond to God's missional call. Let's let our Episcopal Church light shine!

We can and we will draw strength from each other. We can and we will learn from each other. We can and we will bless each other. We are an incredible jazz ensemble playing and singing God's love song for all the world to see. So, look to your right and left. Look in front of you and behind you. Look across the aisle and across the room and see who is playing this wonderful music of love with you. And then give thanks to God for all of it. I know I do. Let it shine, let it shine, let it shine!

The Right Reverend Thomas C. Ely

**Minutes of the 225<sup>th</sup> Convention of the Episcopal Church in Vermont  
being the  
183<sup>rd</sup> Annual Convention of the Diocese of Vermont  
November 6 and November 7, 2015  
Burlington, Vermont**

The Right Reverend Thomas C. Ely called to order the 225<sup>th</sup> Convention of the Episcopal Church in Vermont, being the 183<sup>rd</sup> Annual Convention of the Diocese of Vermont, at 4:00 p.m. on November 6, 2015, offered an opening prayer, followed by his welcome and announcements of the order of business.

**REPORT OF THE CREDENTIALS COMMITTEE**

The Bishop called upon the Rev. Lisette Baxter, member of the Credentials Committee, who reported that at 4:00 p.m. on November 6, 2015, there were 36 of 45 congregations registered and 45 of 80 eligible canonically resident clergy registered, representing a quorum.

Pursuant to Title I Canon 1:3 and 6 (Vermont Canons), a list of canonically resident clergy present and entitled to vote and a list of congregations with lay delegates present and entitled to vote is available.

The Bishop gave his address which is included in the Convention Journal and posted on the website at: <http://diovermont.org/>.

At 4:30 p.m., the Bishop called for a motion to recess Convention until 10:30 a.m. on Saturday. A motion was made, seconded and passed.

Worship began at 4:45 and was graced with a presentation of Out of the Lion's Mouth, a play by Winged Productions of St. Michael's Episcopal Church Brattleboro.

## **SATURDAY, NOVEMBER 7**

The 225<sup>th</sup> Convention of the Episcopal Church in Vermont being the 183<sup>rd</sup> Annual Convention of the Diocese of Vermont reconvened and was called back to order at 10:20 a.m. on Saturday, November 7, by Bishop Ely.

Following opening prayer, the Bishop called on the Rev. Lisette Baxter to provide updated registration numbers: 41 of 45 congregations were represented and 55 of 80 eligible canonically resident clergy were present. A quorum was established.

The Bishop introduced those with him at the head table: Neal Robinson from St. James, Essex, Secretary of Convention; Canon Lynn Bates; Tom Little, Chancellor, Trinity, Shelburne; Susyn Dees, Recording Secretary, St. Andrews, Colchester; and Vedder the Moose along with a baby version of Vedder, representing more moose on the loose.

The motion was made, seconded and passed to elect Neal Robinson, St. James, Essex Junction, Secretary of Convention.

The motion was made, seconded and passed to elect Susyn Dees, St. Andrews, Colchester, Recording Secretary of Convention.

The Bishop recognized The Rev. Gay Clark Jennings, President of the House of Deputies. A Courtesy resolution was offered in gratitude for Gay Jennings' presence among us, her leadership, good humor and her "Wings full of Eyes" sermon. The resolution carried. (Full text of resolution is at the end of these minutes.)

The Bishop introduced new Canonically Resident Clergy.

The Rev. Susan Ohlidal was ordained to the priesthood on January 17, 2015.

Transferred in were:

From South Dakota, the Rev. Liam Muller, Rector Trinity Church, Rutland

From Hawaii, the Rev. Heidi Edson, Rector St. Luke's Church, Chester,  
From Albany, the Rev. John Perry, Priest-in-Partnership of St. John the  
Baptist, Hardwick

From East Carolina, the Rev. John Spainhour, Rector Holy Trinity,  
Swanton.

Clergy transitions were:

The Rev. Fred Moser, Rector, Trinity, Shelburne

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

The Rev. Zarina O'Hagan, Deacon, St. John's in the Mountains, Stowe

The Rev. Nicholas Porter, Interim, St. Mary's in the Mountains,  
Wilmington

The Rev. Cam Miller, Priest-in-Partnership St. Mark's, Newport had been  
called to Trinity Church, Geneva, NY as Priest-in-Partnership.

All first time delegates were recognized.

Mary Dalton, delegate from St. Mark's Springfield was recognized as, at age 95, the  
most senior delegate present.

Representatives from Essex and Saranac Lake, NY were recognized:

From St. John's Church, Essex, NY were Kalora and William Finucane, Lynn  
Goepper, and Carole and Robert Harsh.

From the Church of St. Luke the Beloved Physician, Saranac Lake, NY were Laura  
Duncan, The Rev. Ann Gaillard, Nita Kohanski and Michele Raville.

A moment of silence and prayer was offered by the Bishop for those Clergy, and others, who have died in the past year: The Rev. Bob Deacon, The Rev. Mary Haas and The Rev. Norman Runnion.

The Bishop announced the outcome of the offering taken at worship tallied to \$3,527.25, which was earmarked to the missionary causes for the Convention: Vermont Foodbank, Hunger Free Vermont, Aslan Summer Camp and the Anglican Church of the Ascension – Bulawayo Zimbabwe. The Bishop offered to round the value up to an even \$4,000, so that each organization would receive \$1,000 from this event.

The Bishop instructed those making reports to use the podium, and those addressing Convention to use one of the two microphones on the floor. As well, he shared information on the proper seating of delegates and the guidelines for conducting business.

The Bishop called for a motion to accept the Rules of Order for this Convention as previously emailed. A motion was made, seconded and carried to accept the Rules of Order as presented.

#### **APPOINTMENT OF TELLERS**

Chuck Bongiorno, Head Teller for this Convention, of St. Paul's Cathedral Burlington, read the names of the other tellers appointed by the Bishop: Michael Daley, Tom Eshelman, Kathy Harman, Nicholas Porter, and Jeff Strain. The manner of vote with green and red cards was announced as well as the instructions regarding ballot vote, should the need arise.

#### **WRITTEN REPORTS**

Neal Robinson, Secretary of the Convention, called for a motion to accept the reports as filed and reported. These had been emailed October 6 to delegates to read in advance of this meeting. The motion was seconded and passed.

## **CATHEDRAL WELCOME**

The Very Rev. Jeanne Finan, Dean and Rector of the Cathedral Church of St. Paul, gave a welcome presentation, which highlighted some of the outcomes of present ministries. She thanked Jennifer Knowles and Neal Robinson for their behind the scenes work to allow an efficient Convention to take place. In giving credit to all involved in ministries she quoted Oscar Peterson, who said, "You have to know your instrument, but you also have to know the others." Marty Churchill spoke on her volunteer work with SPY, St. Paul's Youth - middle and high school groups living out their faith via leadership within church. Grant funding enabled 20 youth to go to Costa Rica for service mission. Ali Brown, a youth who went on the trip spoke on rain forest recording and Lucas Bull spoke about his wonderful experiences in Costa Rica, measuring trees, assessing and labeling them. They both gave thanks for the support.

## **LEGISLATIVE PROCESS**

Tom Little, Diocesan Chancellor, was called on for remarks on the legislative process and a review of the guidelines for discussion on the budget and resolutions. He asked that a microphone to address convention be used at all times, and amendments to resolutions must be given in writing to the head table. The Chancellor suggested a time-limited discussion on budget and resolutions (20 minutes for each item with a 2-minute limit for individuals) that can be extended by motion of Convention.

The Bishop affirmed the guidelines for debate, unless there were objections. There were none.

A Courtesy Resolution was offered to recognize Tom Little for his 20 years of service as Diocesan Chancellor (Full text of resolution is at the end of these minutes.)

## **ADDITIONAL RESOLUTIONS**

The Bishop asked if there were any additional resolutions to come before this Convention. There were none.

## CANONS COMMITTEE REPORT

The Bishop called on Steve Marshall, Chair of the Canons Committee, for its report.

Steve reported on two proposed canonical changes as noted below and moved their acceptance on behalf of the Committee.

### Proposal to Amend Canon 29C, "ROCK POINT BOARD."

The Rock Point Board in collaboration with stakeholders discerned the need to revise is governance canon, Canon 29C, to enable better governance of the Rock Point property and the activities that take place there. The Board prepared a draft revision of Canon 29C and forwarded it to the Canons Committee. The Canons Committee reviewed and discussed the draft and has prepared a revised draft which it recommends to the 2015 Diocesan Convention for immediate adoption by a vote by Orders under Canon 37, Section 2.

The Canons Committee's proposed changes to Canon 29C are as follows, with deleted text overstruck and added text underscored:

#### CANON 29C: ROCK POINT BOARD

1. Rock Point is that real property of the Diocese of Vermont located at Rock Point in Burlington, Vermont. Rock Point serves as a religious, educational, and administrative center for the Diocese. Although record title to Rock Point is in the name of the Trustees of the Diocese of Vermont, Inc., the Diocese is wholly responsible for its financial support and its proper management. As used in this Canon, "Rock Point" shall mean all of the lands, buildings, roadways, trails and all other structures and improvements on Rock Point, including areas associated with Rock Point School, the Diocesan Offices, the Bishop Booth Conference Center, the Bishop's House, and the other dwelling houses on the property.

~~2. The administration and maintenance of Rock Point shall be directed by the Rock Point Board, which shall consist of the Bishop, ex officio, the Treasurer of the Diocese, ex officio, and twelve other persons with terms of three years each, nine of whom shall be elected at annual Convention and three of whom shall be appointed by the Bishop, subject to ratification by annual Convention. No member may serve more than two consecutive three year terms but may be elected or appointed after an absence of at least one year. A vacancy occurring in an elected board position shall be filled by the Bishop, to hold office until such position is determined by election at the next Convention, the~~

~~replacement member to serve the balance of the unexpired term. Replacement board members shall be eligible to serve two consecutive three-year terms.~~

2. The administration and maintenance of Rock Point shall be directed by the Rock Point Board, which shall consist of the Bishop, ex officio, the Executive Director of Rock Point, ex-officio, a member of the Trustees of the Diocese of Vermont designated by its board of directors, and six other persons with terms of three years each, three elected at annual Convention and three appointed by the Bishop. No elected or appointed member may serve more than two consecutive three-year terms without an absence of at least one year. A vacancy occurring in an elected Board position shall be filled by the Bishop to hold office until the position is determined by election at the next Convention, the replacement member to serve the balance of the unexpired term. Replacement board members shall be eligible to serve two consecutive three-year terms following their replacement term.

~~3. All members of the Board, whether elected or appointed, shall be members in good standing of parishes and missions in the Diocese, or canonically resident clergy of the Diocese.~~

3. While there shall be no mandate to this effect, when electing and appointing members to the Board, the Convention and Bishop shall strive to maintain a clergy-lay balance among the elected and appointed members of the Board.

4. The Board shall elect its own officers and adopt its own bylaws, which shall be consistent with the Canons, and may adopt its own rules and may appoint standing committees and special committees pursuant to its bylaws.

5. The duties of the Board shall be prescribed by the Bishop and shall include: (a) Planning and providing for the use, management, security, maintenance and operation of the property, its buildings and grounds, including all residences, structures, the Rock Point School and the Bishop Booth Conference Center. (b) Planning and providing for the mission and programs of the Bishop Booth Conference Center. (c) Submitting an annual budget and request for Diocesan financial support in timely fashion to the Diocesan Council for the use and maintenance of the property, its buildings, grounds, and the Bishop Booth Conference Center programs and operations to include, as necessary, proposals for funding of specific projects for the protection and preservation of the property and its uses. (d) Submitting, in timely fashion, an annual report and such other reports as may be necessary or desired, to the Bishop, the Board of Trustees, and the Convention. The annual report shall summarize major actions of the Board, expenditures of funds, an outline of the proposed budget for the coming year, and future plans, if any.

6. The Bishop shall have authority for the engagement and dismissal of all staff associated with Rock Point, and the Bishop may delegate all or any portion of this authority to the Board or to a personnel manager, if there be one. However, nothing in this Canon shall be construed to allow interference with the management of the staff, students, curriculum and programs of the Rock Point School, which shall be governed as provided in Canon 29A. The Rock Point ~~Committee~~ Board shall be authorized to enter into, from time to time, agreements with the Board of Trustees of Rock Point School regarding Rock Point School buildings and facilities.

Transitional Provision: This amendment shall take effective immediately upon adoption through a vote by Orders pursuant to Canon 37, Section 2. Notwithstanding the terms of office of the incumbent Board members, the terms of all current Board members shall expire upon the convening of the 2015 Convention. At that Convention, the Convention shall elect three persons to the Board: one for a three year term, one for a two year term, and one for a one year term. Likewise, at the 2015 Convention the Bishop shall appoint three persons to the Board: one for a three year term, one for a two year term, and one for a one year term. All terms thereafter shall be for a three year term as set forth in Canon 29C Section 2 above.

The Canons Committee worked in consultation with a representative of the Rock Point Board and Bishop Ely and believes that the final draft (Above) implements the Board's intent with faithful clarity. The Committee recommends that the 2015 Convention adopt the amendments by a vote by Orders under Canon 37(2).

The Bishop called for a vote by orders using cards. The motion to adopt the proposed changes to Canon 29C carried.

Proposal to Amend CANON 10. "PROPERTY, INSURANCE AUDIT AND FINANCE"

Resolution #2A was submitted to the 2014 Diocesan Convention by the Financial Oversight and Audit Committee and referred by the Convention to the Canons Committee.

Report and Recommendation of the Canons Committee:

After review and consideration, the Canons Committee recommends that Canon 10.3 be amended as follows: (~~struck through language is to be deleted~~, new language is underlined).

#### CANON 10. PROPERTY, INSURANCE, AUDIT AND FINANCE

##### 3. *Financial Oversight and Audit Committee.*

There shall be a Financial Oversight and Audit Committee consisting of ~~the following persons:~~ the Bishop and the Treasurer, each *ex officio*, and six ~~members,~~ persons elected by Convention to terms of three years. Of the members elected by Convention, at least two shall be lay and two clergy.

The Bishop called for a vote on the motion to adopt the proposed changes to Canon 10 which carried.

#### **NOMINATING COMMITTEE REPORT**

The Bishop called on Natalie Good of Holy Trinity, Swanton and member of the Nominating Committee for its report. Natalie reviewed the list of nominees.

The Bishop asked if there were any additional nominees. The Rev. Peggy Mathauer moved to nominate The Very Rev. Jeanne Finan and Lee McLendon to 3-year terms as Rock Point School Trustees. The motion was seconded and carried to accept these additional nominations.

The Bishop called for a motion that the Secretary of Convention cast one ballot for all uncontested offices. A motion was made, seconded and carried to cast one ballot for the following who were elected unanimously:

Financial Oversight and Audit Committee (3-year term): Mr. Channing Smith

Rock Point Board: Mr. Robert Wright (3-year term), Mr. Allan Carpenter (2-year term), Mr. Shawn Bryan (1-year term)

Rock Point School Trustees (3-year terms): The Very Rev. Jeanne Finan, Lee McLendon

Standing Committee (4-year terms): Mr. Brett Murphy, the Rev. Thaddeus Bennett

Title IV Disciplinary Board (1-year terms): Ms. Ann Cooper, the Rev. Scott Neal, Ms. Maggie Thompson, and the Rev. Carole Wageman

Trustees of the Diocese: Mr. Steve Reynes (7-year term), Mr. Steve Smith (unexpired term to 2016)

Vermont Ecumenical Council and Bible Society (1-year term): the Rev. Linda Maloney

## **MISSION DISTRICT COUNCIL ELECTIONS**

The Bishop called on each Mission District to vote for its Diocesan Council representatives. The following Council members were unanimously elected by their Mission Districts:

Mission District 1: Mr. Rick Taylor, St. Andrew's, Colchester (3-year term); The Very Rev. Jeanne Finan, Cathedral Church of St. Paul, Burlington (unexpired term to 2016)

Mission District 2: Mrs. Jean Wilson, St. Mark's, Newport (3-year term), Ms. Elisabeth Parker, Christ Church, Montpelier (unexpired term to 2016)

Mission District 3: The Rev. Donna Reidt, St. Paul's, Windsor (3-year term)

Mission District 4: The Rev. Liam Muller, Trinity, Rutland (3-year term)

Mission District 5: Ms. Deb Moser, Zion, Manchester (3-year term), The Rev. L Paul Gratz, St. James', Arlington (unexpired term to 2017)

## **VIDEO PRESENTATION**

The Bishop shared a short video, "...Follow the Money" regarding the disbursement of donations within the Episcopal Church finances.

## **RESOLUTIONS COMMITTEE REPORT**

The Bishop called on the Rev. Linda Maloney, Chair of the Resolutions Committee for its report.

Maloney moved “**A RESOLUTION ON ESTABLISHING MINIMUM CLERGY COMPENSATION**” proposed by Diocesan Council and asked the Bishop to call on Diocesan Treasurer, Dr. Wallace H. Good, to speak to the resolution.

Good explained that there were two components to the compensation plan, the stipend and the cost of living percentage (COLA). The proposal was for the stipend to remain as it was for 2015, which is based on credited years of service in the church ministry as established by the Church Pension Fund , and which includes an increase of 1.6% for each year of service plus the prior year’s COLA based on that year’s June annual Consumer Price Index .

The Rev. Susan McGarry, St. Stephen’s, Middlebury, spoke against this resolution, feeling it is too rich a plan for VT parishes. She described that when churches are unable to meet this salary expectation and pay priests less, it actually supports the Church Pension Fund company. She felt efforts should be placed to seek better compensation from the pension fund. Bishop Tom informed the Delegates that, according to the pension fund values, base salaries in Vermont are in the lower tier nationwide.

The Very Rev. Jeanne Finan, Cathedral Church of St. Paul, Burlington, spoke in favor of the resolution, stating that the cost of living in Vermont is high and these salaries are not high when this cost of living is factored in.

Josh Cheney, All Saints’, South Burlington, spoke in support of the resolution, and felt that the salaries are fair as a base, but if anything, should be increased.

Colleen Gates, St. Peter's, Bennington, suggested that the benefits associated with the priests' salaries should be re-evaluated, as she felt they were generous.

The Bishop called for a vote on this resolution which passed as presented and included below.

*Resolved*, that the 183rd Convention of the Diocese of Vermont approves the recommendation of the Diocesan Council that the minimum full-time stipend for priests receiving compensation in the Diocese of Vermont, equal to \$39,877, be unchanged [0% change] for the year 2016 and be applied to the diocesan schedule of mandatory minimum cash salaries, and that travel allowance be reimbursed at the current IRS standard.

**Explanation:**

Canon 6.7 of the Episcopal Diocese of Vermont requires that Diocesan Council annually review the minimum stipend and travel allowance for full-time-equivalent clergy and make recommendations to the Convention. Such a minimum shall be binding on all parishes and missions upon ratification by the Convention. For 2015 salaries, no change [0% change] 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 2015.

In 2012 the Diocesan Convention reaffirmed the following norms for determining minimum clergy compensation as put forth in the 2006 Clergy Compensation Resolution. These norms remain the same for 2016:

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 prior year's Cost of Living Adjustment (COLA) based on that year's June annual Consumer Price Index (CPI);

that the Mandatory Minimum Cash Salaries be adjusted annually to reflect the COLA based on an average of Northeast Urban Size B/C Cities Index and the United States Size D Cities Index as published in the June Consumer Price Index (CPI), 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. Approval of this resolution will not change the Beginning Level 1 minimum cash stipend from \$39,877 [remaining \$39,877], thus leaving the minimum full-time compensation package at approximately \$55,806 [\$39,877 cash stipend, plus housing and utilities of \$11,963\* (at 30% of cash), plus SECA of \$3,966 (at 15.3%/2 of cash, housing, and utilities.)]

\*This minimum housing amount is based on 30% of the minimum cash salary. This minimum 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.

N.B. The 1.6% credited years of service increase has been included in each compensation schedule subsequent to 2006, 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 to Diocesan Council's continued encouragement of minimum salary compliance within our diocese.

Salary/stipend is the cash amount paid to a clergyperson 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 defined as those years in which contributions are made to the Church Pension Fund.

**Schedule of Mandatory Minimum Cash Salaries for 2016**

Level 1: Operating budget below \$143,000; Level 2: Operating budget above \$143,000

Years of Service	Level 1*	Level 2*
1	\$39,877	\$44,929
2	\$40,515	\$45,648
3	\$41,163	\$46,378
4	\$41,822	\$47,120
5	\$42,491	\$47,874
6	\$43,171	\$48,640
7	\$43,862	\$49,418
8	\$44,563	\$50,209
9	\$45,276	\$51,012
10	\$46,001	\$51,829
11	\$46,737	\$52,658

12	\$47,485	\$53,500
13	\$48,244	\$54,356
14	\$49,016	\$55,226
15	\$49,801	\$56,110
16	\$50,597	\$57,008
17	\$51,407	\$57,920
18	\$52,229	\$58,846
19	\$53,065	\$59,788
20	\$53,914	\$60,745

Good assured the convention that a task force is evaluating the compensation and will present their findings next year.

The Bishop called on the Rev. Linda Maloney to continue

**Resolutions Committee report.**

Maloney moved “**A RESOLUTION TO ADOPT THE 2016 DIOCESAN OPERATING BUDGET**” proposed by Diocesan Council and asked the Bishop to call on Diocesan Treasurer, Wallace H. Good, to speak to the resolution.

Good demonstrated the revenue for the Diocese comes from 3 sources: congregation giving, \$804,753; unrestricted investments, \$89,011; and restricted grants \$143,244, totaling \$1,037,008. Fifteen percent of each congregation’s operating income is due to the Diocese each year with a maximum increase of 10% annually. Major expenditures are: support to ministry formation through the diocesan Ministry Support Team, Rock Point, and The Episcopal Church. The Alleluia Open raised over \$12,000, and over \$40,000 was raised directly from donations, with a total of \$52,000. The Alleluia Funds go to ministry, support of the Cathedral Chapter, Rock Point, Global Reconciliation, Outreach and Social Justice, Earth Stewards and All Ages formation. The budget resolution includes 2016 Alleluia Fund support of \$50,000.

A question regarding the diocesan support of the wider church (The Episcopal Church) was answered with an explanation that a change was passed by the recent General Convention that all dioceses meet a 15% contribution by the end of this triennium (2018).

The Bishop called for a vote on this resolution which passed as presented and included below.

*Resolved*, that the 183<sup>rd</sup> Convention of the Diocese of Vermont approves the recommendation of the Diocesan Council and adopts a balanced diocesan operating budget for the calendar year 2016 in the amount of \$1,037,008; and be it further

*Resolved*, that the 2016 *Alleluia! Fund* goal be \$50,000 to fund mission and ministry activities established by Diocesan Council including Rock Point Summer Camp (\$16,730), Rock Point Board/Property (\$11,000), Global Reconciliation (\$7,260), Domestic Outreach and Social Justice (\$7,260), Cathedral Chapter (\$5,000), and Earth Stewards (\$2,750).

**Explanation:**

Since June 2014, we—The Episcopal Church in Vermont—have been in discernment about our future together. *Becoming More Missional* has been the theme as we vision our role: as Christ’s hands within the new paradigm of the post-Christian era unfolding before us. Using three consultations, church hall meetings, committees, and the June 2015 convocation, we have started to restructure our institutional life to be more agile and effective in our work together. This 2016 budget is a step along that path.

Attached are four detailed financial spreadsheets disclosing the 2016 budgeting plan. Exhibit A is the revamped line item 2016 diocesan operating budget. Exhibit B is the line item 2016 *Alleluia! Fund* revenue goal and allocation plan for ministry grants. Exhibit C is the detail of the revenue contributing to Line 1 in Exhibit A from our individual congregations *per* the formula approved by the 2012 Convention. [*For 2016, this is 15% of the 2014 Parochial Report Line A report by each congregation, but limited to a maximum increase of 10% from each congregation’s 2015 contribution.*] Exhibit D is the detailed compensation for the diocesan Ministry Support Team noted on lines 9 and 10 of Exhibit A, and the detail of the compensation for two positions within the new Rock Point Commons Budget supported by Line 62 of Exhibit A.

Our discernment will continue into 2016 with a newly-formed and appointed *Funding Our Mission Task Force*, which will examine every aspect of funding our mission and make recommendations to the Bishop and Diocesan Council for consideration by the 2016 Diocesan Convention.

**ROCK POINT AND ROCK POINT SUMMER CAMP REPORT**

The Revs. Sherry Osborn and Craig Smith reported there is a movement to change the operation of Rock Point, which includes an increase in land use planning. They are partnering with up to 7 different groups to extend the use of the property and share costs. More partners will be sought as opportunities arise. The property will be a test site for youth environmental

projects. The students will be doing more intentional community service, thereby broadening the mission of the school and the visibility of the program. There are new plans for summer camps and the expansion of an Alumni Association, bringing graduates into the planning and operation of summer camp. It is hoped that an Executive Director position might ultimately be created. A challenge was offered for every parish to sponsor a new 'outside' student for the summer, bringing in a new cadre of those who can grow to appreciate the ministry of Rock Point Summer Camp.

## **ROCK POINT SCHOOL REPORT**

C.J. Spirito, Headmaster of Rock Point spoke of the experiences and growth that Rock Point affords those students who are facing challenging times in their lives. Micah Hirshman, a current senior at the School, spoke to the effect that Rock Point has had on him, and the growth he has experienced in just one term.

Convention recessed for lunch at 12:30.

Following lunch, the raffle for the Adirondack chair that was built by Rock Point students was held. The raffle yielded approximately \$350, nearly the \$410 amount for a summer scholarship. Kathryn Wright of St. Luke's, Chester was the lucky winner.

## **STIRRINGS OF THE SPIRIT/FOOD MINISTRY REPORT**

The Rev. Mary Lindquist (St. Michael's, Brattleboro) reported that this ministry is the work of the Episcopal Church to move grief to hope. This effort is in line with the more missional outreach of the church along with discerning the guidance of the Holy Spirit. Stirrings was a 3 year initiative focused on where is the spirit, how can we join in what God is doing in our midst, and liturgy labs. It is a look at presenting means of opening ourselves to doing things in new and vital ways. There were grants awarded to those who were willing to take risks and do things in new ways. Examples of these missional and risk taking efforts were: the Altered States Winged Productions who helped produce Out of the Lion's Mouth; Bethel Community Meals that includes the use of fresh, local produce; Church on the Trail that brings camp to all ages; Essex Eats Out, a group of 5 community churches providing dinner each Friday night at the participating parishes; Everyone at the Table that distributes free food in Vermont;

Interfaith Ambassador Initiative partnership; My Vegetable Garden, a community garden tool loan for those gardening on their own property; ICIT Retreat, a Japanese monastic intensive retreat in June; and the Partner's Pantry that was a grow and preserve food program at Rock Point for the Chittenden Food Bank. These were examples of what Stirrings of the Spirit can mean and how the church went to the people with its mission.

### **PETRA SCHOOLS REPORT**

The Rev. Christopher Hingley reported this is an Aslan camp which meets for 10 days in August in Zimbabwe. There were 48 children, 12 of whom were teenagers. The grant from the church enabled the operation of the camp this year, which had been very much in doubt. It was fully booked and no one paid full cost – students paid what they could. Participants said it was the happiest camp ever – one community working together for one purpose – 10 days of pure joy. Going forward, they would like this camp to have a long term future. They will be working on creating a charitable trust from graduates. There was a sense of community of reconciliation and being changed by God, and it is hoped that it can be extended to have a 12 day camp next year. It will be one of ministries sponsored from Convention next year as well.

### **THE EPISCOPAL CHURCH REPORT**

John Colon reported that he is Vermont's liaison to The Episcopal Church. He reported that The Episcopal Church is working toward being a networking partnership. The old school Episcopal Church Center is, "out of business" and we are now in the business of partnership; acting locally is an important piece of what we do. He invited all to contact him regarding questions or ideas through the following contacts:

Email [jcolon@episcopalchurch.org](mailto:jcolon@episcopalchurch.org)

1 800 334-7626 ext. 6331

[www.episcopalacidmap.org](http://www.episcopalacidmap.org)

## **BROOKHAVEN SCHOOL ANNUAL MEETING**

The Bishop explained the history of recessing Convention and convening as the Incorporators of Brookhaven and called for a motion to recess Convention and reconvene as the Incorporators of Brookhaven School. Motion was made, seconded and carried.

The Bishop called to order the Annual Meeting of Brookhaven Home, and then called on The Rev. Shelie Richardson to report for the Brookhaven Board of Trustees.

Richardson reported that Brookhaven Treatment and Learning Center was created in 1952 in Chelsea, VT on 122 acres. Its mission is individualized services to males aged 6-13 who have experienced neglect and abuse, with a goal of transition back to their homes. They provide therapy, psychopharmacological intervention, family focus treatment, and onsite education k-8 for residents and community members. They also serve those who also can reside at their own homes. Each summer they offer a day-camp for 15 students which lasts for 6 weeks where the focus is on working on self-esteem and conflict resolution.

The Bishop called on Natalie Good for the Nominating Committee report. Natalie reported the nominees for 3-year terms as members of the Brookhaven Board of Trustees are: the Rev. Diana Collins, the Rev. Beth Ann Maier, and Mrs. Mickie Richardson. A 4<sup>th</sup> nominee is needed but was not elected at this time. A motion was made to elect the three nominees to three year terms, seconded and carried.

Being no further business, at 2:19 pm, a motion was made to adjourn the Annual Meeting of the Incorporators of the Brookhaven Home and the Bishop called back to order the 225<sup>th</sup> Convention of the Episcopal Church in Vermont.

The Bishop called on the Rev. Linda Maloney to continue the **Resolutions Committee report**.

Maloney moved “**A RESOLUTION FOR SUSTAINABLE DEVELOPMENT GOALS**” proposed by Diocesan Council and the Diocesan Committee for Reconciliation and asked the Bishop to call on the Ven. Catherine Cooke to speak to the resolution.

The Bishop called for a vote on this resolution which passed as presented and included below.

*Resolved*, that the 183<sup>rd</sup> Convention of the Episcopal Diocese of Vermont give thanks for the progress made on the Millennium Development Goals during the past ten years, but also, recognizing that much still remains to be done, pledge to continue our commitment of 0.7% of the diocesan budget for investment in the new Sustainable Development goals of the United Nations, which will supersede the Millennium Goals; and be it further

*Resolved*, that this Convention, recognizing that funding for nutrition, education, health care, gender equality, and sustainable development programs is essential not only to achieve the original Millennium Development goals but also to ensure respect for the dignity of all human beings, urges all congregations in the diocese to continue to work toward contributing 0.7% of their annual budgets to fund appropriate international development programs, and be it further

*Resolved*, that the Bishop and Diocesan Council be tasked with determining how the 0.7% giving of the diocese will be continued to support such initiatives; and be it further

*Resolved*, that: (1) the Global Reconciliation Committee of Diocesan Council be charged with identifying current diocesan expenditures that go toward qualifying international development programs; (2) the GRC shall make informed recommendations to the Bishop and Diocesan Council about disbursements; and (3) that the GRC shall serve as a resource in support of congregations seeking appropriate ways to contribute to sustainable development goals; and be it further

*Resolved*, that all Episcopalians in the Diocese of Vermont be encouraged to contact their elected representatives to support the United States government in its fulfillment of its commitment to the United Nations for the new Sustainable Development Goals.

### **Explanation**

Far too many of the world's people still live in extreme poverty, many dying daily and needlessly because food, water, basic health care, and education are not available. Episcopal Relief and Development has identified areas that still need attention.

[www.episcopalrelief.org/what-we-do](http://www.episcopalrelief.org/what-we-do).

The general convention of the Episcopal Church in 2015 adopted resolution A021, Continue Our Commitment of 0.7% to Millennium Development Goals. This diocesan resolution is based on the resolution of General Convention.

The Christian Science Monitor, in an article published 7 July 2015, entitled “UN Millennium Development goals: World cuts extreme poverty in half,” details what has been achieved and what needs to be done in the future. For this resource see:  
<http://www.csmonitor.com/USA/Foreign-Policy/2014/0707/UN-Millennium-Development-goals-World-cuts-extreme-poverty-in-half>.

The Bishop called on the Rev. Linda Maloney to continue the **Resolutions Committee report**.

Maloney moved “**A RESOLUTION ON ECONOMIC JUSTICE AND INCOME INEQUALITY**” proposed by Diocesan Council and asked the Bishop to call on Peter Galbraith to speak to the resolution.

Galbraith related that a similar version was passed in 2013; to date, little has been done. It is hoped that the new Presiding Bishop will take a stronger position on economic justice and income inequality.

The Bishop called for a vote on this resolution which passed as presented and included below.

*Resolved*, that the 183rd Convention of the Diocese of Vermont calls for the Presiding Bishop of The Episcopal Church to speak out and name economic inequality as a spiritual and moral crisis of immediate and urgent concern; and be it further

*Resolved*, that this Convention requests 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 endorses the following statement on Economic Justice and Income Inequality:

“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.” (Matt 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,” “to strive for justice and peace among all persons,” and “to respect the dignity of every human being.”

We believe that our democracy is threatened. As Louis Brandeis 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. This is contributing to the 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 third of the income spectrum.

Significant social unrest is a growing possibility.

If we keep silent, the suffering and overpowered majority will continue to lose the struggle for jobs, affordable housing, education, retirement security, a sustainable environment, and peace. This situation cries out for us to open our eyes, ears, minds, and hearts to a growing bitter reality and provide leadership for a just resolution. The current level of injustice is both immoral and unsustainable.

We understand that, if economic justice is to be established, there must be a grassroots movement. People Improving Communities through Organizing (PICO) and other interfaith organizations have already attempted to band together to seek a livable wage. We need to broaden and strengthen, support and encourage their attempts to establish economic justice in our country.

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## Explanation

We believe that the following information demonstrates that income inequality is a threat to our democracy:

From 2009 to 2012, 95% of income gains went to the top one percent of the earning population, and this trend continues.<sup>6</sup>

Median household income has dropped by more than \$4000 since 2000, after adjusting for inflation.<sup>7</sup>

The large increase in inequality has been exacerbated by a regressive tax policy. Tax rates on the top one percent of taxpayers have fallen. By contrast, from 1947 to 1977, when tax rates were higher, there were solid increases in prosperity in every income group.<sup>8</sup>

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<sup>6</sup> Emmanuel Saez, UC Berkeley, "The Evolution of Top Incomes in the United States," September 3, 2013; Brenda Cronin, "Some 95% of 2009–2012 Income Gains Went to Wealthiest 1%" *The Wall Street Journal*, September 3 and 10, 2013.

<sup>7</sup> Federal Reserve Bank of St. Louis, "Real Median Household Income in the United States, 1984 to 2013," September 9, 2014, available at <https://research.stlouisfed.org/fred2/release?rid=249>; Tami Luhby, "Why America's Middle Class is Losing Ground," CNN Money, September 9, 2013, available at <http://money.cnn.com/2013/03/05/news/economy/middle-class-wages/>.

<sup>8</sup> Neil Irwin, "Economic View: Why Americans Don't Want to Soak the Rich," *The New York Times*, April 17, 2015, available at [http://www.nytimes.com/2015/04/19/upshot/why-americans-dont-want-to-soak-the-rich.html?\\_r=0](http://www.nytimes.com/2015/04/19/upshot/why-americans-dont-want-to-soak-the-rich.html?_r=0).

Wage growth for the vast majority of American workers has been inadequate for decades.

Between 1979 and 2012 the growth of wages was 5% despite productivity gains of 75% and GDP growth of 149%. The average wage peaked more than forty years ago.<sup>9</sup>

We are submitting this resolution for the second time with the hope that our Presiding Bishop will provide the critical leadership our church and nation so desperately need. The injustice, adverse moral consequences, and pain endured by so many has grown even greater since our original request in 2013.

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<sup>9</sup> Drew Desilver, "For Most Workers, Real Wages Have Barely Budged for Decades," Pew Research Center, October 9, 2014, available at <http://www.pewresearch.org/fact-tank/2014/10/09/for-most-workers-real-wages-have-barely-budged-for-decades>.

The Bishop called on the Rev. Linda Maloney to continue the **Resolutions Committee report**.

Maloney moved “**A RESOLUTION SUPPORTING LOCAL MISSION APPROACHES (LMA) IN VERMONT**” proposed by Diocesan Council and asked the Bishop to call on Council Members Penny Thomas, Rick Taylor and Earl Kooperkamp to speak to the resolution.

Thomas said this is not a roadmap approach, but rather a compass. Our outreach needs to increase our involvement in our communities – sensing the underground waters - discovering and responding. This is an effort to become more actively missional. Resources are available upon request and there was a suggestion that asset mapping and appreciative inquiry be utilized in this process.

The Rev. Titus Pressler expressed his support and appreciated the distinction of mission and ministry.

The Rev. John Perry posed the question, “Do you realize this is making it hard to use ‘small church’ as an excuse?”

Colleen Gates spoke to her parish’s support of a Thatcher House room which is a homeless shelter. They are working with others to make this a community effort.

Rick Swanson is in favor of this as a support to local mission. He suggested a more intentional exploration and assessment of accountability.

A suggestion was made to amend the verbs in the resolution to subjunctive.

The Rev. Lee Crawford made a motion to amend the resolution to change indicative verbs to subjunctive. The motion to amend was seconded and passed.

The Bishop called for a motion on the amended resolution which was made, seconded and passed. The resolution as adopted is below.

*Resolved*, that the 183<sup>rd</sup> Convention of the Episcopal Diocese of Vermont, it being the 225<sup>th</sup> anniversary of the first Convention of the Episcopal Church in Vermont, give thanks for the missionary spirit of Episcopalians in Vermont throughout the past 225 years and for our commitment to local mission and ministry in communities across this great state; and be it further

*Resolved*, that this Convention express its appreciation for the engaged participation of Episcopalians throughout Vermont in the year-long “Becoming More Missional” consultation process that culminated in a Diocesan Convocation at Trinity Church, Rutland on June 13, 2015; and be it further

*Resolved*, that each congregation in the Episcopal Diocese of Vermont commit to an intentional and renewed exploration of its approach to Local Mission during the course of the next two years (2016 and 2017) in order to deepen our common understanding and practice of becoming more missional.

**Explanation:**

This resolution is a next step in our life together as the Episcopal Church in Vermont as we seek to better understand and practice what “Becoming More Missional” means in each local setting. Over the course of the past eighteen months the Episcopal Church in Vermont has engaged in a consultation process, including “Church Hall” meetings and a diocesan-wide Convocation, all focused on the theme of “Becoming More Missional.” A clear conclusion to be drawn from this process is the priority on the local mission of congregations, each within its own faith habitat. This focus on “local” includes the neighborhood, township, Mission District, county, or region of the congregation and considers naturally and historically defined relationships that form the particular congregation’s identity, but with an openness to new directions in which the Spirit might be moving the congregation. Additionally, communities of faith are encouraged to consider other Episcopal churches, ecumenical, interfaith, and

community organizations as potential partners in mission. The diocesan budget presented to Diocesan Convention contains \$45,000 to assist and support congregations in their efforts to develop and implement local mission approaches.

As the mission of the Church is “to restore all people to unity with God and each other in Christ” (*Book of Common Prayer, p. 855*), Diocesan Council encourages each congregation to develop a process by which to articulate and implement its Local Mission Approach (LMA). Resources will be available to help congregations create their individual LMAs. Such resources may include work and consultation on Asset Mapping, Appreciative Inquiry, or other means to help provide clarity and articulation in the area of local mission, as well as resources to help implement LMAs.

Bishop Ely and Diocesan Council are aware that each congregation is unique in its context and capacity for this effort. Some congregations are in transition; others have been in a stable form of ministry for years; some have recently called new clergy; others will be calling new clergy in the near future. No matter the particular circumstances of a congregation, reflection on our LMA is an important aspect of our life together.

Therefore the Diocesan Council invites each congregation to explore and articulate its particular call to a Local Mission Approach during 2016 and 2017, focusing on how each community of faith is called by God to understand its work of reconciliation and restoration as a partner in God’s reconciling mission.

## **REPORT FROM THE TRUSTEES OF THE DIOCESE**

Trustees’ President, Amy Hastings, explained that the Trustees are elected by Convention each year and the Trustees are always thorough in reviewing investments such as fossil fuel. They are working to re-align in order better to match with The Episcopal Church.

The first priority of diocesan investing is to seek social responsibility and local investment in caring for neighbors. A new preamble will be written to reflect this. There is a new management oversight structure with Hickock and Boardman. The returns have been consistently stable at 5% annually. Rock Point is primarily owned by the Trustees but they see

their role as stewards of the property. They are looking at seeking new resources and investment gift acceptance policies. Hastings thanked all of the diocesan staff for their assistance with the tasks of the Trustees.

### **REPORT FROM UNITED THANK OFFERING VIDEO**

A short video featuring UTO Coordinator, Wendy Grace, was shown that explains the purpose of UTO and how each of us might think about giving as we recognize the everyday gifts from God and incorporate a daily practice of giving thanks in our lives. She shared that these funds are granted through dioceses throughout The Episcopal Church. Since 1967 the UTO has supported over 30 grants in Vermont valued at \$385,000.

### **REPORT FROM DEPUTIES TO THE 2015 GENERAL CONVENTION**

Tom Little, Head of the Deputation, gave a brief overview of the Convention, highlighting the connection the Deputies established with the diocese through daily reports on the diocesan website that included videos and photo essays.

The Convention adopted resolutions to support marriage equality by amending the canons to make the language gender neutral and by providing liturgies for all couples, regardless of their gender. Deputies saw and worked with people from all over the church and rejoiced in the election of the Most Reverend Michael Curry as Presiding Bishop of The Episcopal Church.

Among other resolutions highlighted by deputies included several addressing social justice, racism, concerns of Native Americans, human trafficking and world mission. One deputy pointed to the mission opportunity the Episcopal Service Corps offers young adults as a bridge year between high school and college.

Vermont's deputies joined Bishop Ely in a march in downtown Salt Lake City Sunday morning sponsored by Bishops Against Gun Violence, and they commented on a sense of unity felt at the 2015 General Convention.

## **BISHOP'S APPOINTMENTS**

The Bishop announced the following appointments:

Chaplains to Retired Clergy: The Rev'ds, John Morris and Carole Wageman

Canon for Vocations: the Rev. David Hamilton (He will be assisting the Bishop in counseling those seeking a greater presence in the church and create some training which will appeal to those who cannot otherwise attend seminary).

Canons Committee: Michael Nawrath, Steve Marshall, Lindsay Huddle, Bob O'Donnell, Tom Little (ex officio)

Commission on Ministry: James Biernat & Ann Cooper (3 years), Beverley Barton (2 years), the Rev. Lee Crawford will Chair the Commission

Resolutions Committee: Anne Brown, the Rev. Linda Maloney, Mike Austin

Rock Point Board: the Rev. Jackie Arbuckle & Frank Guillot

## **2015 CONVENTION MINUTES**

Upon request of the Secretary of Convention, Neal Robinson, the Bishop called for a motion that the Dispatch of Business Committee be authorized to approve the minutes of the 2015 Annual Convention. The motion was made, seconded and carried.

## **2016 CONVENTION**

The Bishop announced that the Cathedral Church of St. Paul in Burlington will host the 2016 Convention on November 4-5, 2016, the 226<sup>th</sup> Anniversary of the Convention of the Episcopal Church in Vermont. Our guest will be the Rev. Becca Stevens of Thistle Farms. This ministry focuses on advocacy, healing and recovery for women affected by trafficking, prostitution and addiction.

## **FINAL ANNOUNCEMENTS**

The Bishop is looking for people to form a Program Committee and develop the 2016 Convention theme around the Thistle Farm theme of "Love Heals". Anyone interested should contact Canon Bates or Bishop Ely.

The Standing Committee will meet for its organizational meeting immediately following adjournment.

Convention videos and reports will be on website.

A SurveyMonkey regarding Convention will be coming out shortly after this meeting and all are encouraged to fill it out.

A motion to adjourn was made, seconded and carried at 3:34 p.m.

The Bishop gave a blessing and Convention was dismissed by Archdeacon of the Diocese, the Ven. Catherine Cooke.

Respectfully submitted,

Susyn Dees

Recording Secretary

**2015 Courtesy Resolutions by the 225<sup>th</sup> Convention of the Episcopal Church in Vermont being the 183<sup>rd</sup> Convention of the Episcopal Diocese of Vermont**

IN RESPONSE TO BISHOP ELY'S ADDRESS

RESOLVED, that this 225<sup>th</sup> Convention of the Episcopal Church in Vermont and 183<sup>rd</sup> Annual of the Diocese of Vermont,

Thank our Bishop, Thomas Ely, for his address to this gathering: reminding us that, like jazz musicians, our Church has been changing, adjusting, innovating and improvising since colonial times; and calling us to the practice of improvisation in the context of structure.

May we, as individuals and congregations, draw inspiration to further articulate and implement our local mission approaches, to honor the dignity of all and model compassion for and engagement with the world on behalf of that ultimate dignity agent, Jesus; and may we find timely ways to be good stewards of our diocesan resources for mission – including our beloved Rock Point and its ministry – as we challenge ourselves and each other to respond to God's missional call.

#### OF THANKS TO THE CATHEDRAL COMMUNITY

RESOLVED, that we, the delegates and guests of the 183<sup>rd</sup> Annual of the Diocese of Vermont, thank our hosts, the Cathedral community and all those involved in making us welcome here, for their spirit of hospitality. We wish to acknowledge the dedication and preparation that go into the details to make things happen when they should happen (and not when they shouldn't), and the behind-the-scenes communication that ensures successful coordination. We know that whenever two or three are gathered together in His name, the Lord is there. So we feel blessed by your hospitality, gathering so many of us here in God's name to be Jazzed about God's Mission.

#### OF THANKS TO THE DIOCESAN MINISTRY SUPPORT TEAM

RESOLVED, that, this 183<sup>rd</sup> Convention of the Episcopal Diocese of Vermont applauds and gives thanks for the work of the Diocesan Ministry Support Team, without whose faithful behind-the-scenes (and very occasionally on-stage) work, our mission would have no legs to run with.

#### OF THANKS TO KATHLEEN MOORE, COMMUNICATIONS MINISTER

RESOLVED, that this 183<sup>rd</sup> Convention of the Episcopal Diocese of Vermont extends its thanks to our Communications Minister, Kathleen Moore, both for her service in keeping the General Convention deputation in touch with the diocese from Salt Lake City and for her ongoing leadership in the Asset Mapping Project. Thank you, Kathleen!

#### OF THANKS TO THE MARK KALBFLEISCH AND HIS CREW

RESOLVED, that this 183<sup>rd</sup> Convention of the Episcopal Diocese of Vermont, like Conventions before it, is aware that it would be blind and deaf without the amazing talents of Mark Kalbfleisch and his crew, who give us words and images to see and hear. They are the beat of our jazz, and we thank them.

#### OF THANKS TO NEAL ROBINSON

RESOLVED, that we, the delegates and guests of the 183<sup>rd</sup> Annual of the Diocese of Vermont, thank and honor Neal Robinson not only for his free spirit in being Jazzed about God's Mission but for his attention to detail that makes the preparation for and process of Convention run smoothly. He has gone far beyond a Jazz Quartet and perhaps at the next Convention he will also enter personally into the musical field once again to help us get organized. Only he can decide whether we should be a full-fledged orchestra, or perhaps Rock with the Lord as the New Beatles, and he may wish to consider a new career as the Ringo Starr of our Convention.

#### CONGRATULATING THE MOST REV. MICHAEL BRUCE CURRY

RESOLVED, that this 225<sup>th</sup> Convention of the Episcopal Church in Vermont and 183<sup>rd</sup> Annual of the Diocese of Vermont, extend its joyful congratulations to the Most Reverend Michael Bruce Curry upon the occasion of his installation as 27<sup>th</sup> Presiding Bishop of The Episcopal Church.

We remember fondly your visits to the Episcopal Church in Vermont, and the bonds you formed with us in your times here. May you jump-start the Jesus movement and mission throughout the whole Church, as you did in our diocese when you visited this Convention three years ago.

We prayerfully support you as you begin your new ministry, leading this band of "crazy Christians" for the next nine years. Lest we lose momentum here, we urge you to come again soon!

IN THANKSGIVING FOR THE MINISTRY OF KATHARINE JEFFERTS SCHORI

AS 26<sup>TH</sup> PRESIDING BISHOP OF THE EPISCOPAL CHURCH

RESOLVED, that this 225<sup>th</sup> Convention of the Episcopal Church in Vermont and 183<sup>rd</sup> Annual of the Diocese of Vermont, express its deepest appreciation to the Most Reverend Katharine Jefferts Schori as she concludes her ministry as the 26<sup>th</sup> Presiding Bishop of the Episcopal Church.

Thank you for your service to God, and your leadership of the people of this denomination over the last nine years. You represented us well to the wider Anglican Communion and to the world at large, handling your pioneering position and our rapidly changing times with characteristic grace and dignity.

We wish you every joy and blessing in the next phase of your journey. May there always be smooth sailing and blue skies.

IN RECOGNITION OF THE REV. GAY CLARK JENNINGS

RESOLVED, that this 183<sup>rd</sup> Annual Convention of the Episcopal Diocese of Vermont rejoices in the presence among us of The Rev. Gay Clark Jennings, President of the House of Deputies. We express our harmonious gratitude (with extra cadenza) for her strong voice and jazzy style, making her leadership of the House of Deputies (the senior house!) a powerful impetus to mission and ministry. Working together with Presiding Bishop Michael Curry, she will, we expect, provide spirited riffs and combos expressing our marvelous diversity as a church and lifting up heavenly anthems.

The members of the Vermont Deputation to General Convention 2015 express our special gratitude for her leadership, vision, and good humor, and for her unforgettable sermon on the wings full of eyes (Revelation 4).

HONORING THOMAS A. LITTLE

AS WE CELEBRATE HIS 20 YEARS AS CHANCELLOR OF THE DIOCESE OF VERMONT, AND HIS ROLE AS AN UNDERSTATED BUT FORMIDABLE MOVING FORCE IN THE DIOCESE, IN THIS TOWN AND PARISH, IN THE EPISCOPAL CHURCH AND IN THE STATE OF VERMONT

RESOLVED, that this 183<sup>rd</sup> Convention of the Episcopal Diocese of Vermont offer our deep appreciation and admiration to Tom for his role as our Chancellor as he – and we – reach this milestone of 20 years of sound, thoughtful advice and legal opinions.

BE IT FURTHER RESOLVED, that we recognize Tom for “the subtlety effect.” Quoting from *Seven Days*, Burlington’s leading arts and information newspaper: *Subtlety is Little’s secret weapon...Not only is the close-cropped, buttoned-down attorney unobtrusive in his appearance, he’s so calm and considerate that ‘he can move legislation forward without much indication that it’s happening.’* Tom has a calm and deliberate approach to any thorny problem that comes his way. We, in the Diocese of Vermont have been grateful beneficiaries countless times of “the Subtlety effect.” Other grateful recipients of his soft-spoken subtle magic are: the state of Vermont, Trinity Church, Shelburne, the town of Shelburne – where he serves as Town Moderator – and The Episcopal Church.

BE IT FURTHER RESOLVED that we acknowledge and acclaim Tom’s role a Vermont legislator for a decade, following in the footsteps of his father, George E. Little, Jr. As a legislator, Tom was Chair of the House Judiciary Committee and was a key framer and shepherd of Vermont’s landmark Civil Union Legislation. On the occasion of this summer’s US Supreme Court Marriage Equality ruling, Bishop Ely wrote of Tom’s role in Vermont: *I want to recognize Tom Little, Esq., who was the chair of the judiciary committee that wrote the Vermont civil unions law in 2000. Later, Tom chaired the statewide Vermont Commission on Family Recognition and Protection. The findings of this commission paved the way for civil unions to give way to full marriage equality in 2009.*

BE IT FURTHER RESOLVED, that we recognize Tom’s influence on the broader church as a long-standing deputy in the House of Deputies, having served at seven General Conventions, and as leader of the Vermont Deputation. In the House of Deputies he served as Chair of the Standing Committee on Structure from 2012-2015, and Chair of the Standing Commission on Constitution and Canons from 2006-2009, and – during the last triennium, as a member of the Task for Reimagining the Episcopal Church (TREC). He is on the Council of Advice to the President of the House of Deputies. We further recognize Tom’s standing as a senior Chancellor in The Episcopal Church who is often called on by other diocesan chancellors for his wisdom and advice.

BE IT FINALLY RESOLVED, that we honor Tom Little for all of these things but especially for his intelligence, calm, hope, dry but wonderful sense of humor, deep and abiding faith, commitment to compassion, equality and justice, and for his belief in the power and possibility of effective jurisprudence – not to mention his USGA golf handicap of 17. We know that, if there is something difficult to figure out, Tom is our man. In his own words: *What I like to do most is to help people solve*

*complicated problems.* We offer our thanks to God for Tom Little’s presence in our Diocese, in our state, and in The Episcopal Church!

IN CELEBRATION OF THE

SESQUICENTENNIAL OF THE BUILDING AT TRINITY CHURCH, RUTLAND

RESOLVED, that this 183<sup>rd</sup> Annual Convention of the Episcopal Diocese of Vermont, celebrate the 150<sup>th</sup> anniversary of the dedication of Trinity Church, Rutland at 85 West Street in that city. The sesquicentennial was celebrated on August 16, 2015 with a festal service, including the ringing of the church’s historic bell, newly restored in time for the occasion after several years of silence.

HONORING OUT OF THE LION’S MOUTH, A MODERN MYSTERY PLAY, AND

THE PLAYERS FROM ST. MICHAEL’S

RESOLVED, that this 183<sup>rd</sup> Convention of the Episcopal Diocese of Vermont offer our awestruck gratitude and congratulations on moving, joyous, and amazing worship on Friday night brought to us by Winged Productions. We were awed by Elle Jamieson’s glorious voice as she sang the part of Daniel. We were transported by the stagecraft, beautiful voices, worshipful and youthful enthusiasm of the singers, and inspired by the lyrics and music of Paul Dedell, Susan Dedell’s direction, and Walter Slowinski’s soaring clarinet, even as we mistrusted the satraps and trembled in fear before the “nefarious, gregarious” lions of Darius. We learned to trust in God as Daniel trusted in God – we were treated to the Lord’s salvation.

## Convention Attendees – List of Canonically Resident Clergy

Arbuckle, Jacquelyn
Baker, Stannard
Ballard, James
Baxter, Lisette
Bennett, Thaddeus
Berlenbach, Betty
Brown, Janet
Butterfield Presler, Jane
Chadwick, Thora
Christianson, Regina
Cooke, Catherine
Crawford, Lee
Davidson, William
Edson, Heidi
Ely, Thomas
Ferry, Margaret
Finan, Jeanne
Fletcher, Margaret
Fuller, Sr, Steven
Ganter, David
Gratz, Paul
Habersang, Paul
Hamilton, David
Horvath, Victor
Jersey, Jean
Kittelson, Alan
Kooperkamp, Earl
Lanier, Justin

Lee, Robert
Lindquist, Mary
MacDonald, Jean
Maier, Beth Ann
Maloney, Linda
Mathauer, Margaret
McGarry, Susan
Miller, Cameron
Miller, John
Mitchell, John
Muller, Liam
Nichols, Catherine
O'Hagin, Zarina
Osborn, Sherry
Pellegrini, Lucy
Perry, John
Preece, Mark
Richardson, Shelie
Root, Diane
Schneider, M.P.
Seeber, Laurian
Smith, Craig
Spainhour, J. Robert
Swanson, Richard
Taylor, Susan
Wageman, Carole
Watersong, Auburn
Yarbrough, Lawrence

## Convention Attendees – Lay Delegates

<b>Congregation</b>	<b>Delegate</b>
<b>Alburgh- St Luke's</b>	Lunna, Bill
	Morris, Kevin
	Claro, Sue
<b>Arlington- St James'</b>	Sherwin, June
<b>Barre- Church of the Good Shepherd</b>	Pearlstein, Margaret
	Strong, Marjorie
	Taylor, Therese
<b>Bellows Falls- Immanuel Church</b>	Parrott, Heather
	Parrott, Rodney
<b>Bennington- St Peter's</b>	Bird, Phyllis
	Gates, Colleen
	Trafton, Kay
<b>Bethel- Christ Church</b>	Hartman, John
	Hassey, Kathleen
	Radloff, Barbara
<b>Brandon Forestdale- St Thomas and Grace</b>	Bunting, Nancy
	Ebling, Barbara
	Holliday, Christopher
<b>Brattleboro- St Michael's</b>	Benton, Sarah
	Cramer, Janet
	Vick, Elizabeth
<b>Burlington- Cathedral Church of St Paul</b>	Campbell, Bruce
	Savage, Barrie
	Savage, Steve
<b>Chester- St Luke's</b>	Hunter, Janet
	Whipple- Worth, Belinda
	Wright, Kathryn
<b>Colchester- St Andrew's</b>	Daley, Mary Alice
	Lesage, Roni
	Taylor, Richard
<b>Enosburg Falls- St Matthew's</b>	Hawksworth, Edith
	Lauffer, Ferdinand
<b>Essex Junction- St James'</b>	Huessy, Frances
	Runge, Carl
<b>Fair Haven- St Luke's</b>	Austin, Michael
	Combs, Melanie
	McCauley, Catherine
<b>Fairlee- St Martin's</b>	Mallary, Peter
	Secord, William
	Sussman, Howard
<b>Hardwick- St John the Baptist</b>	Morey, Jonathan
	Whitmore, Durrelle
<b>Killington- Church of Our Saviour</b>	Brown, Anne

<b>Lyndonville- St Peter's</b>	Green, Diane
	Moore, Linda
<b>Manchester Center- Zion Church</b>	Munson , William
	Nawrath, Michael
	Van Dyk, C. Elizabeth
<b>Middlebury- St Stephen's</b>	Anderson-Ray, Benjamin
	Harlow, Cynthia
	Oettinger, Elizabeth
<b>Montpelier- Christ Church</b>	Steed, Cynthia
<b>Newport- St Mark's</b>	Moseley, Christine
	Rock, Thom
	Wilson, Jean
<b>Northfield- St Mary's</b>	Ambrose, Philip
	Trepanier, Millie
<b>Norwich- St Barnabas</b>	Hooper, Jane
	Thomas, Jenny
<b>Proctorsville- Gethsemane</b>	Springer, Mary
	Stapleton, Lisa
<b>Randolph- St John's</b>	Baker, Ellen
	Eubanks, Jane
	Richardson, Mickie
<b>Rutland- Trinity Church</b>	Fryer, Fern
	Hall, Katherine
<b>Shelburne- Trinity Church</b>	Dillenbeck, Ann
	Newton, Lisa
<b>Sheldon- Grace Church</b>	Crane, Elisabeth
	Derry, Lori
	Hilborn, Jan
<b>South Burlington- All Saint's</b>	Bertelsen, John
	Cheney, Joshua
	Crofut, Don
<b>Springfield- St Mark's</b>	Dalton, Mary
<b>St Albans- St Luke's</b>	Ballard, Linda
	O'Connor, Emily
<b>St Johnsbury- St Andrew's</b>	Bergman, Robin
	Kay, Jeff
	Montague, Diane
<b>Stowe- St Johns in the Mountains</b>	Heath-Swanson, Timothy
	Howard, Lucy
	Neal, Maxine
<b>Swanton- Holy Trinity</b>	Good, Natalie
	Marshall, Marianne
	Marshall, Steven
<b>Underhill- Calvary Church</b>	Koier, Barbie
	Koier, John
	Schacht, Margie

<b>Vergennes- St Paul's</b>	Berkenbush, Sue
	Lowe, Margaret
	Price, Bolton
<b>Waitsfield- St Dunstan's</b>	Fossum, Eunice
	Phillips, Elizabeth
<b>Wells- St Paul's</b>	Burch, Laura
	Devlin, Kerry
	Surette, Nancy
<b>White River Junction- St Paul's</b>	McConnell, Rachel
	Pillsbury, Andrew
<b>Wilmington- St Mary's in the Mountains</b>	Ward, Richard
<b>Windsor- St Paul's</b>	Giffin, Maggie
<b>Woodstock- St James'</b>	Bradley, Isabelle
	Vandouris, Candace
	Webster, Katherine

## Convention Attendees – List of Guests

Name		Affiliation
Bader, Tony	Audio Visual Technician	
Bates, Lynn	Canon to the Ordinary	Diocesan Ministry Support Team
Biernat, James	Guest	Newport- St Mark's
Brayman, Christopher	Guest	Wells- St Paul's
Brewer, Richard	Guest	Wells- St Paul's
Colón, John	Guest	The Domestic & Foreign Missionary Society
Connell, George	Guest	Brattleboro- St Michael's
Crabtree, Donna	Office Assistant	Diocesan Ministry Support Team
Curtis, Peter	Audio Visual Technician	
Dees, Susyn	Convention Recording Secretary	Colchester- St Andrew's
Devlin, Bridget	Guest	Wells- St Paul's
Devlin, Timothy	Guest	Wells- St Paul's
Duncan, Laura	Guest	Saranac Lake- Church of St Luke the Beloved Physician
Edson, Douglas	Guest	Chester- St Luke's
Ely, Ann	Guest	Burlington- Cathedral Church of St Paul
Eshelman, Tom	Guest	Burlington- Cathedral Church of St Paul
Eubanks, Steven	Guest	Randolph- St John's
Farnsworth, Francis	Guest	Brandon Forestdale- St Thomas and Grace
Finucane, Kalora	Guest	Essex, NY- St John's
Finucane, William	Guest	Essex, NY- St John's
Fuller, Jeannie	Guest	Bellows Falls- Immanuel Church
Gaillard, Ann	Guest	Saranac Lake- Church of St Luke the Beloved Physician
Galas, Anthony	Cathedral Sexton	Burlington- Cathedral Church of St Paul
Giguere, Julie	Financial Administrator	Diocesan Ministry Support Team
Goepper, Lynne	Guest	Essex, NY- St John's
Good, Wallace	Guest	Swanton- Holy Trinity
Gordon, Nanci	Guest	Rutland- Trinity Church
Gratz, Susan	Guest	Arlington- St James'
Hammond, Craig	Guest	Brattleboro- St Michael's
Harsh, Carole	Guest	Essex, NY- St John's
Harsh, Robert	Guest	Essex, NY- St John's
Hastings, Amy	President, Trustees of the Diocese	Middlebury- St Stephen's
Hingley, Christopher JH	Guest	Petra School, Zimbabwe
Hooper, John	Guest	Norwich- St Barnabas Church
Howe, Mark	Canon Precentor	Burlington- Cathedral Church of St Paul
Hunter, Richard	Guest	Chester- St Luke's
Jennings, Gay	Presenter	President, House of Deputies
Kalbfleisch, Mark	Audio Visual Technician	St Albans- St Luke's

Knowles, Jennifer	Dispatch of Business	Essex Junction- St James'
Kohanski, Nita	Guest	Saranac Lake- Church of St Luke the Beloved Physician
Kremer, Susan	Bishop's Assistant	Diocesan Ministry Support Team
Leduc, Paul	Diocesan Council	Swanton- Holy Trinity
Little, Thomas	Chancellor	Shelburne- Trinity Church
Mazariegos, Gerardo	Guest	Brattleboro- St Michael's
Moberly, Paul	Guest	Brattleboro- St Michael's
Moore, Kathleen	Communications Minister	Diocesan Ministry Support Team
Moseley, Mike	Guest	Newport- St Mark's
Muller, Cindy	Guest	Rutland- Trinity Church
Nancekivell, Diane	Guest	Shelburne- Trinity Church
Newsmith, Alyssa	Cathedral Administrator	Burlington- Cathedral Church of St Paul
Ockert, Carroll	Guest	Shelburne- Trinity Church
Parker, Elizabeth	Guest	Montpelier- Christ Church
Perez, Barbara	Guest	Essex, NY- St John's
Perez, Dick	Guest	Essex, NY- St John's
Perry, Eleanor	Guest	Hardwick- St John the Baptist
Porter, Nicholas	Guest	Wilmington- St Mary's in the Mountains
Presler, Titus	Guest	Enosburg Falls- St Matthew's
Putnam, Louise	Guest	South Burlington- All Saint's
Raville, Michele	Guest	Saranac Lake- Church of St Luke the Beloved Physician
Reynes, Stephen	Guest	Montpelier- Christ Church
Richardson, Neil	Guest	Randolph- St John's
Robinson, Neal	Secretary of Convention	Essex Junction- St James'
Sandul, Michelle	Office Administrator	Diocesan Ministry Support Team
Smith, Steven	Guest	Arlington- St James'
Smith, Jean	Guest	Brattleboro- St Michael's
Taylor, Debra	Guest	Colchester- St Andrew's
Taylor, James	Guest	Randolph- St John's
Thomas, Penny	Diocesan Council	Newport- St Mark's
Travis, Veronika	Guest	Shelburne- Trinity Church
Uva, Dr. Jane	Guest	Manchester Center- Zion Church
Weissman, Ed	Guest	Arlington- St James'
Wohler, Charles	Guest	

EPISCOPAL CHURCH IN VERMONT				
Proposed 2016 Budget				
Approved by Diocesan Council on 9/19/2015				
	ACTUAL Budget 2015	Proposed 2016 Budget	Notes whg 19Sep15	
<b>REVENUES</b>				
1	Mission Support from Congregations	791,005	804,753	15% NDBI per 2012 Convention resolution
2	Unrestricted Investment Income	85,251	74,011	Includes maximum loss for Reallocation of capital
3	Restricted Investment Income	106,970	123,244	Less surplus from A&I and Campus Ministry
4	Admin Support from Trustees for Unit Fund MGMT	15,000	15,000	
5	Support for Resource Persons working with Congregations	15,000	15,000	Maximum Funding from McClure Disc II and Irish Fund
6	Bank Interest, Other Income	32,800	5,000	Includes Church For Risk Mgmt Funds, Library Fund.
7	Support from Hunt Grant provided through the Bishop	40,000	0	
8	<b>TOTAL REVENUES:</b>	<b>1,086,035</b>	<b>1,037,008</b>	
<b>Distribution of Ministry Resources</b>				
<b>Diocesan Ministry Support Team</b>				
9	Ministry Support Team Salaries - Personnel	470,689	389,309	Partial Support L3 [Episcopal] and L4; no COLA
10	Ministry Support Team Benefits - Personnel	179,681	154,443	Est. Premiums 7% incrs health, 5% dental - includes \$4250 (50%) HRA liability + \$4,000 for HRA Admin + \$4,250 HRA Reserve
11	Deployment/Transition Ministry	3,000	3,000	
12	Resource Persons Working in Congregations	15,000	15,000	100% Support L5 - Irish and McClure Disc II Funds
13	Payroll Service Fee	900	900	
14	Worker's Compensation Insurance	4,000	3,200	2015 actual is \$3,200
15	Continuing Education - Bishop	1,200	1,200	
16	Travel - Bishop	11,000	11,000	
17	Travel - Ministry Support Team	18,000	10,000	
18	Utilities	27,000	20,000	For Bishop's House and Diocesan Office (property manager's to RP Commons Budget)
19	Insurance - Property & Gl for Bishop's House and Diocesan Office	5,000	2,269	Adjusted to align with new RP8 Commons Budget
20	Professional Development - Ministry Support Team	1,000	1,000	
21	Subscriptions and Dues	750	750	
22	Diocesan Historiographer [Archives]	3,000	3,000	Restoration; Conference; Services Donated; Partial Support Line 6
23	Office/Bishop House Maint.	1,500	4,000	New 2016 - responsibility of DCVT Budget; Partial Support L3
24	DMST Sabbatical Fund - Current Year Reserve	100	100	\$4343 Reserve Balance 2014
25	Bishop's Vehicle - Current Year Reserve	2,000	3,000	[-\$1870] Reserve Balance 2014, Using Reserves to cover 2013 Car to 2015
26	<b>Total DMST:</b>	<b>743,820</b>	<b>622,171</b>	
<b>Formation and Mission Support</b>				
27	Fresh Start Program for New Clergy	1,000	1,000	New Clergy Support and Incorporation
28	Safe Church Training	4,000	4,000	Recertifications; 3 year renewals
29	Stewardship Development	1,000	1,000	TENS Membership for all congregations, Annual Fee Paid
30	Triennial EYE - Current Year Reserve	0	500	\$2246 Reserve Balance 2014 - Anticipate 2017 participation
31	Support for Seminarians	1,700	1,700	100% Support L3 - Seminarian Fund
32	Commission on Ministry - Discommitment	2,500	2,500	Evaluations
33	Congregational Mission Approaches	10,000	45,000	New Item - Becoming More Missional Goal; Partial Support L3 [Missions, FEAF]
34	Communications		5,000	Parish Training/Development Support (Formation & Mission)
35	Triennial Deployment Conf - Reserve Available from Prior Year			\$3660 Reserve Balance 2014
36	<b>Total F&amp;M:</b>	<b>20,200</b>	<b>60,700</b>	



**THE EPISCOPAL DIOCESE OF VERMONT**  
ESTIMATED 2016 MINISTRY SUPPORT TEAM ESTIMATE

POSITION	Proposed 2016 Salary	SECA / FICA/ MEDICARE	MEDICAL* INSURANCE	Info Only Reimburse up to (Included in Med Insurance Amt.)	GROUP LIFE INSURANCE	PENSION	Paid to 403(b) EQUITY ALLOWANCE	TOTAL
Bishop	\$ 90,528	\$ 8,967	\$ 13,468	\$ 1,000	\$ -	\$ 26,638	\$ 2,847	\$ 143,448
Canon to the Ordinary	\$ 83,046	\$ 6,274	\$ 7,403	\$ 750	154	8,305	-	\$ 105,931
Finance/Property Administrator	\$ 58,500	\$ 4,386	\$ 14,108	\$ 1,000	154	5,850	-	\$ 83,998
Communications Minister	\$ 52,000	\$ 3,928	\$ 7,791	\$ 750	154	5,200	-	\$ 69,824
Office Administrator	\$ 43,875	\$ 3,052	\$ 7,893	\$ 750	154	4,388		\$ 60,111
Bishop's Assistant (20 hrs)	\$ 23,400	\$ 1,790				2,340	-	\$ 27,530
Bookkeeper (20 hrs)	\$ 20,800	\$ 1,591				2,080		\$ 24,471
Office Assistant (20 hrs)	\$ 17,160	\$ 1,313				1,716		\$ 20,189
<b>Cost to Administer HRA program</b>				\$ 4,000	-	-		\$ 4,000
<b>HRA RESERVE</b>	\$ 389,309	\$ 31,301	\$ 50,664	\$ 8,250	\$ 616	\$ 56,516	\$ 2,847	\$ 539,502
<b>TOTAL PERSONNEL:</b>	\$ 389,309	\$ 31,301	\$ 50,664	\$ 4,250	\$ 616	\$ 56,516	\$ 2,847	\$ 543,752
			*est. 7% increase					
				LINE 34		\$ 389,309		
				LINE 35		\$ 150,193	\$ 639,502	
<b>RPB Commons Budget Items</b>								
Property Manager	\$ 35,850	\$ 2,688	\$ 23,386	2,500	154	3,585		\$ 65,663
Office Assistant (20 hours)	\$ 16,640	\$ 1,248				1,664		\$ 19,552

Episcopal Church in Vermont

2016 Mission Support from Congregations, Approved by Diocesan Convention on 11/7/15

9-15-2015		2016	
TOWN	PARISH	>30 Days Past	SUPPORT [est.]
ALBURG	ST.LUKE'S		\$ 895.00
ARLINGTON	ST.JAMES'		\$ 18,262.00
BARRE	GOOD SHEPHERD		\$ 10,262.00
BELLOWSFALLS	IMMANUEL		\$ 26,122.00
BENNINGTON	ST.PETER'S		\$ 30,661.00
BETHEL	CHRIST CHURCH		\$ 3,197.00
BRANDON	ST.THOMAS & GRACE		\$ 10,843.00
BRATTLEBORO	ST.MICHAEL'S		\$ 48,565.00
BURLINGTON	ST.PAUL'S CATHEDRAL		\$ 76,083.00
CANAAN	ST.PAUL'S		\$ 743.00
CHESTER	ST.LUKE'S		\$ 18,402.00
COLCHESTER	ST.ANDREW'S		\$ 23,024.00
ENOSBURG FALLS	ST.MATTHEW'S		\$ 5,259.00
ESSEXJCT	ST.JAMES'		\$ 27,290.00
FAIRHAVEN	ST.MARK'S/ST LUKES		\$ 5,772.00
FAIRLEE	ST.MARTIN'S		\$ 12,414.00
HARDWICK	ST.JOHN'S		\$ 8,633.00
ISLAND POND	CHRIST CHURCH		\$ 1,089.00
KILLINGTON	OUR SAVIOUR		\$ 7,131.00
LYNDONVILLE	ST.PETER'S		\$ 3,551.00
MANCHESTER	ZION		\$ 55,503.00
MIDDLEBURY	ST.STEPHEN'S		\$ 40,048.00
MONTPELIER	CHRIST CHURCH		\$ 31,215.00
NEWPORT	ST.MARK'S		\$ 13,477.00
NORTHFIELD	ST.MARY'S		\$ 11,915.00
NORWICH	ST.BARNABAS'		\$ 14,827.00
PROCTORSVILLE	GETHSEMANE		\$ 2,180.00
RANDOLPH	ST.JOHN'S		\$ 10,840.00
RUTLAND	TRINITY		\$ 35,060.00
SHELBURNE	TRINITY		\$ 37,481.00
SHELDON	GRACE CHURCH		\$ 1,782.00
SO.BURLINGTON	ALL SAINTS'		\$ 16,778.00
SPRINGFIELD	ST.MARK'S		\$ 4,578.00
ST.ALBANS	ST.LUKE'S		\$ 15,996.00
ST.JOHSNBURY	ST.ANDREW'S		\$ 8,206.00
STOWE	ST.JOHN'S		\$ 20,614.00
SWANTON	HOLY TRINITY		\$ 34,930.00
UNDERHILL	CALVARY		\$ 6,725.00
VERGENNES	ST.PAUL'S		\$ 15,003.00
WAITSFIELD	ST.DUNSTAN'S		\$ 1,516.00
WELLS	ST.PAUL'S		\$ 5,062.00
WILMINGTON	ST.MARY'S		\$ 6,147.00
WINDSOR	ST.PAUL'S		\$ 4,912.00
WOODSTOCK	ST.JAMES'		\$ 44,701.00
WRJ	ST.PAUL'S		\$ 27,063.00
TOTAL		-	804,757

2016 Alleluia Fund, Approved by Diocesan Convention on 11/7/15

Line 2015		2015 Budget	2016 Proposed
	<b>REVENUES</b>		
1	Support from Members	\$ 55,000	
2	Support from Congregations and Groups		
3	FUNd Raising Events	\$ 10,000	
4	Bank Interest and Other Income		
10	<b>TOTAL REVENUES:</b>	\$ 65,000	\$ 50,000
	<b>DISTRIBUTION OF MINISTRY RESOURCES</b>		
11	Stirrings of the Spirit	\$ 15,000	
12	Cathedral Chapter	\$ 5,000	\$ 5,000
13	Rock Point Summer Camp	\$ 16,500	\$ 16,730
14	Rock Point Board/Property	\$ 11,000	\$ 11,000
15	Global Reconciliation-MDG	\$ 7,520	\$ 7,260
16	Domestic Outreach and Social Justice	\$ 7,520	\$ 7,260
17	Earth Stewards	\$ 2,750	\$ 2,750
18	All Ages Formation*		
19	<b>TOTAL ALLOCATIONS:</b>	\$ 65,290	\$ 50,000
	*Funds from previous years still available		