



## Diocesan Convention Schedule

### Friday, November 4, 2011

10:00 AM– 3:00 PM	Registration
11:00–Noon	Workshops (check website for details)
12:00–1:00	Deacons' Lunch
12:10–1:00	Convention 101
1:10–2:50	Open Hearings on budget, canons and resolutions,
3:00–5:00	Forum with Bonnie Anderson, President, General Convention House of Deputies
5:00–6:00	Social Hour (cash bar) and Friends of Bill Meeting
6:00–8:00	Dinner with Guest Speaker, House of Deputies President Bonnie Anderson
8:00–9:00	Taizé Worship

### Saturday, November 5, 2011

8:00–10:00	Registration
8:30–10:00	Eucharist, Bishop Ely presiding
10:00	Convention Business, beginning with Bishop Ely's annual address (Lunch provided for delegates)
4:00	Expected adjournment

## Notes on Convention

**All are welcome** to attend part or all of the Diocesan Convention. **Seating** for the Forum and Convention worship services is open. While the Convention is in session, only delegates and clergy are to be seated on the floor. A special seating area will be available for visitors.

**Exhibit areas** in the Grand Summit Hotel lobby areas will be open Friday afternoon and Saturday morning.

**Convention 101** is a short course on the workings of Convention for new and seasoned delegates alike.

**The hearings** on proposed resolutions, canon changes, and the diocesan budget provide a condensed forum for delegates to discuss briefly the issues that will come to the floor of Convention.

**Parking** is available on site, but there are limited spaces plus handicapped parking next to the hotel. Drive to the entrance, unload, and they will valet park your car in a lot just down the hill in front of the hotel. There is no charge for parking.

**Lodging:** Special rates have been negotiated at the Grand Summit Hotel (\$99 plus taxes, single or double). Make arrangements directly with the hotel by calling 800-817-0764.

# 2011 Diocesan Convention: "I Love to Tell the Story"

November 4-5, 2011

The Grand Summit Hotel, Mount Snow, West Dover, Vermont

## House of Deputies president is Convention speaker "I Love to Tell the Story" is theme

by Anne Clarke Brown

The 179<sup>th</sup> Annual Convention of the Episcopal Diocese of Vermont will take place November 4–5, 2011, at the Grand Summit Hotel at Mount Snow, West Dover, Vermont. The convention theme is, "I Love to Tell the Story," and Episcopal Church House of Deputies President Bonnie Anderson will lead a forum on Friday afternoon, speak at the Convention dinner Friday evening, and preach at the Saturday morning Eucharist.

The Convention theme has taken on new meaning in the wake of Tropical Storm Irene and not only the devastation experienced by many but also the outpouring of help offered by Episcopalians throughout the State of Vermont. Convention planners are working to create opportunities for the stories of Irene to be shared. A few of those stories can be found in the October issue of the Mountain Echo. Many more remain to be told.

President Anderson will, according to Bishop Thomas Ely, "help us think about how we tell God's story through the lens of our own life and journey of faith. She will also bring stories of the people of God engaged in God's mission in daily life throughout The Episcopal Church, and help us think about and give expression to the ways we participate in God's mission in our daily lives." The Irene experience will add a dimension to the relevance of Anderson's message.

The Saturday morning Convention Eucharist will feature a special ingathering of contributions from the congregations towards The Episcopal Church's "Rebuild Our Church in Haiti" appeal.



Image courtesy of Bonnie Anderson

### House of Deputies President Bonnie Anderson.

This will be the third time in recent years the Convention has met in a venue other than the Cathedral in Burlington, and it represents a commitment to meet in different parts of the Diocese. Irene caused extensive flooding in the Mount Snow area, particularly in the community of Wilmington, but thanks to the hard work of State and local road crews, the Mount Snow venue will be completely accessible.



## Candidates for Convention Offices

### Alternate Deputy to General Convention 2012—Clergy Order

(Elect 4; First Alternate will attend General Convention)

**The Rev. E. Angela Emerson**, diocesan Minister for Stewardship Development, attends St. Paul's, White River Junction. She is president of The Episcopal Network for Stewardship and is a member of the diocesan Earth Stewards Committee. She has worked with lay and clergy leaders in nearly every congregation in the Diocese and says, "Because of this exposure to so many people in the congregations of Vermont, I have a good perspective on the wide range of issues and concerns facing Vermont Episcopalians." She believes the church needs to develop new organizational models to serve the contemporary context, and she says, "The church must have a voice that cries out against the rampant pandering to and manipulation of fear in the face of uncertainty. A voice for economic justice is more important than ever."

**The Rev. Margaret Fletcher** is priest-in-partnership at St. Thomas & Grace, Brandon/Forest Dale. She says, "I am deeply saddened by the fact that we as a church have allowed one topic to dominate General Convention for 27 years," and she believes "there should be term limits on how long one may serve as a delegate [sic] to General Convention." She is concerned that, "Stabilizing the world's population is the #1 issue to maintaining any quality of life on earth," that embracing Ethanol "has perilously raised the price of corn for millions of people," and that 80% of the resources in the US are controlled by 20% of its people. She says, "Is not the Episcopal communion in a unique position to speak

out about the incredible injustice of this as a community covenant to justice for all."

**The Rev. Linda Maloney** is interim pastor at Calvary Church, Underhill. She formerly served as priest-in-partnership at St. Matthew's, Enosburg Falls, and was dean of the Northwest Deanery from 2005–2007. Having studied the proposed Anglican Covenant, she is not in support of adopting it in its current form. She has been "actively involved in developing liturgies for the sacramental celebration of couples' unions in the past, and would be pleased to be present to evaluate and affirm the work of the Standing Liturgical Commission on behalf of all of us." She is interested in finding ways to use the experience and wisdom of retired clergy on behalf of "the poor and neglected in our society and abroad," and she would "like to see our campus ministries revive and grow."

**The Rev. Sr. Laurian Seeber** is vicar at St. Dunstan's, Waitsfield. She serves on the Executive Committee of Diocesan Council, is a member of the Earth Stewards Committee, and served as dean of the Central Vermont Deanery from 2005–2011. She says, "I've worked in Diocesan Council for about 5 years, so have a feeling for the nuts and bolts of diocesan government, which could possibly be helpful at the national level." She keeps up with the wider church through the Episcopal Journal, and she says, "I am particularly interested in caring for God's creation and in support for small churches."

## Candidates for Convention Offices (Continued)

### Alternate Deputy to General Convention 2012—Lay Order

(Elect 4; First Alternate will attend General Convention)

**Ronald Corkins** is a member of St. Mark's, Newport, who has served in nearly every leadership position in the congregation, including senior warden, junior warden, and treasurer. He is currently chair of the stewardship team, a eucharistic visitor and eucharistic minister, and he serves on the diocesan Outreach and Social Justice Committee. He says he is dedicated to The Episcopal Church. His interests are in economic and social justice, livable wage and fair taxation.

**Margaret Giffin** is a member of St. Paul's, Windsor, who has served a number of terms on the vestry. She has served on the diocesan Committee on Christian Formation since 2007. A recent graduate of the Education for Ministry (EFM) program, she hopes to teach an EFM class in the fall. She says, "I am a Biblical Story Teller and a member of our own Green Mountain Story Telling Guild." She volunteers at the Southeast State Correctional Facility, where she teaches parenting classes and helps facilitate father/child visits.

**Wallace H. Good, Jr.**, an anesthesiologist, is a member of Holy Trinity, Swanton, and treasurer of the Diocese. He has held a variety of positions at Holy Trinity, is a past member of Diocesan Council, and he served on the discernment committee that led to the election of Bishop Ely. He says that because of his work, he has spent Sundays in different Vermont communities, where he was able to worship with many diocesan congregations. In his professional organization, he espoused the issues and concerns of his Vermont constituents at the national level and proposes to listen "to the individual members and congregations of our Diocese, representing their positions and issues to The Episcopal Church as it positions itself as a vibrant faith community into the future."

**Nanci Gordon**, an employment consultant and radio announcer, is a member of Trinity, Rutland. She served as Lay Deputy 3 at the 2009 General Convention and is a

member of the Diocesan Convention Resolutions Committee. She is a past member of the BBCC Board, the Communications Committee, the Evangelism Task Force and has served two terms on the Trinity vestry. She says, "I gained valuable experience serving as a deputy to Anaheim in 2009... I consider myself a moderate person who will strive to represent a variety of views on any contentious issues, but I also have the courage of my convictions to calmly take a principled stand as needed." She is "especially mindful of our church's ministry to our poorest neighbors and how we set a table of welcome for all."

**Laura Hunter** is a member of St. Mary's in the Mountains, Wilmington, where she serves on the vestry, the Worship Team and the Pastoral Care Team. She is a past senior warden and has been a frequent Diocesan Convention delegate. She is a licensed lay minister and is one of the diocesan Companions working with congregations. She has served as director of Rock Point Summer Camp and on the Rock Point Board. She keeps up to date with the larger church and says she believes in "justice and equality for all persons," that "people of all sexual orientations should have the right to be married in the church," and that "all people are called to ministry in their lives through their baptism and the Baptismal Covenant." She is concerned about formation of young people and the role of technology "in the continuation of our traditions and faith."

**Sarah Maynard** is a member of St. Andrew's, St. Johnsbury, and one of its delegates to Diocesan Convention. She serves on Diocesan Council and has been directress of the Diocesan Altar Guild since 2008. She says, "I am very pleased with the church helping in third world countries, which has interested me from my college days. I continue to be concerned about the 'breaking away' of dioceses in America and fully support the work of Integrity." She is

concerned about how the decreasing numbers of young people in the church will affect its future.

**Genevieve H. Ockert** is a member of Trinity, Shelburne, where she is a worship leader, a eucharistic visitor, a member of the Pastoral Care Committee, and active in a variety of other groups. She served on the Diocesan Capital Campaign Discernment Committee and was involved in the Discovery 2000 Capital Campaign. She was a member of St. Luke's Cathedral in Panama in the 1970s and active in the Missionary Diocese of Panama. She says she has "a depth of experience not available to the average person in the pew. The privilege of attending a church in a missionary diocese was an eye-opening experience of poverty in a Third World nation, and participating in activities that supported the missionary work in rural Panama gave me unforgettable experiences that still influence much of my decision-making." She is concerned about the aging population of The Episcopal Church and says, "Because I think that the emerging church is the most critical issue that we face right now, I would want to participate in every venue offered on this subject."

**Katherine A. Webster**, a registered nurse and currently receptionist at the Woodstock Visitor's Center, is a member of St. James, Woodstock. She serves on the Altar Guild, the Outreach and Worship Committees and in several liturgical roles. She is a board member and past directress of the Diocesan Altar Guild and served on the discernment committee during the episcopal election process. She has been a delegate to several Diocesan Conventions and was active as a delegate to professional conventions. She says, "If elected, I will serve the Diocese well. I will study and attend all preparatory and educational meetings to be well informed about the issues and tasks at hand." She is interested in congregational growth, evangelism and outreach.

### Diocesan Council

(Fifteen members to be elected, three from each Mission District, one each for a one, two and three year term)

[For a map of Mission Districts, go to [www.diovermont.org](http://www.diovermont.org) and click on "Governance" on the main menu bar for the link.]

#### Mission District 1

One-Year Term

[Nominee not identified at press time.]

Two-Year Term

[Nominee not identified at press time.]

Three-Year Term

[Nominee not identified at press time.]

#### Mission District 2

One-Year Term

**Betty Maynard** is a member of St. Andrew's, St. Johnsbury, and secretary of the Diocesan Altar Guild. She says, "I am a lifelong member of The Episcopal Church and want to see the continued success of our church."

Two-Year Term

**Sarah Maynard**, a member of St. Andrew's, St. Johnsbury, has served on Diocesan Council since 2010, and as directress of the Diocesan Altar Guild since 2008. She is a delegate to Diocesan Convention from St. Andrew's.

Three-Year Term

**The Rev. Richard R. Swanson** is rector at St. John's in the Mountains, Stowe, and a current member of Diocesan Council. In the Diocese of Western Michigan, he served on the Diocesan Executive Council, as chair of his deanery and as an alternate deputy to General Convention 2009. He says, "I hope to help our diocese move in directions that enable, encourage and strengthen all of our churches, boards and institutions. I have an interest in fundraising and assisting the Diocesan Ministry Support Team and programs in building strong relationships with parishes and people."

#### Mission District 3

One-Year Term

**The Rev. Sr. Laurian Seebler** is vicar at St. Dunstan's, Waitsfield, and a current member of the Executive Committee of Diocesan Council. She is also chair of the Council's Spiritual Direction Task Force and a member of the Earth Stewards Committee. She believes "it would be useful to have some people tying over from the old Council to the new Council. She is interested in bringing greater attention to children and youth, to creating a list of people available to offer spiritual direction, and in leading "all in the Diocese to a better care for God's creation." She also says, "I believe that small congregations are a positive good, and want to see them supported as such."

Two-Year Term

**The Rev. M.P. (Empy) Schneider**, rector at St. Mary's, Northfield, served on the Diocesan Council in her previous diocese, Rhode Island. She says, "Because I am relatively new to the Diocese of Vermont, my hope would be that I might be able to bring to the table the possibility of new and different perspectives based upon my experiences."

Three-Year Term

**Betty Ann Cyr** is senior warden at St. Paul's, Windsor. She is manager of the congregation's restoration project, the buildings and properties manager, and Altar Guild directress. She says, "When I accept a job or assignment, I commit to it, make it a priority, and follow through." She adds, "I believe that small churches are, and should be, a very special and important part of who and what we are as an Episcopal Church presence in Vermont and that we have gifts, talents, and needs that are sometimes the same but may be different from the larger churches."

#### Mission District 4

One-Year Term

**Jessica Hoagland** is a member of St. Stephen's, Middlebury, where she serves on the vestry, as a eucharistic visitor, member of the Pastoral Lay Ministry Committee, an editor of the newsletter, and coordinator of the Community Lunch Program. The former parish administrator, she says she has a good working knowledge of the Diocese and would like to give her time and talents. She is "proud to be a part of a diocese that is so open, welcoming and affirming to gay and lesbian priests and parishioners. I am very interested in our commitment to outreach and social justice."

Two-Year Term

**The Rev. Margo Fletcher** is priest-in-partnership at St. Thomas & Grace, Brandon. She is interested in "considering the 'stewardship' of our world especially in the USA where 80% of our resources are in the control of 20% of the people," in the consequences of "fair trade" policies both at home and abroad, and the promotion of shared compassion among faith traditions. She says, "I am hopeful that the new mission districts could be used to give life to some discussion and study groups and even some action on any of these topics that influence our world so much."

Three-Year Term

**The Rev. Alan Kittelson** is rector at St. Paul's, Vergennes, and a current member of Diocesan Council. He says, "As the Diocese makes the transition from Deaneries to Mission Districts, I'm the single remaining representative of the area that is now Mission District 4. I am choosing to again seek a seat on the Council in order that there may be some carryover when the newly elected Council convenes."

Diocesan Council Continued on Page 3

## Candidates for Convention Offices (Continued)

### Diocesan Council (Continued)

#### Mission District 5

##### One-Year Term

**The Rev. Scott Neal** is rector at St. James, Arlington, and a current member of Council. He has accepted nomination to a one-year term to help provide continuity during the transition to a new Council. He is a deputy to the 2012 General Convention.

##### Two-Year Term

[Nominee not identified at press time.]

##### Three-Year Term

**James W. Carter**, a member of St. James, Arlington, is an attorney and a retired US Naval Officer who serves as administrative officer of the Villages of Manchester and Old Bennington. He is a member of the vestry at St. James and a former vestry member at St. Peter's, Bennington. He had been active in a parish in Herefordshire, England, and as private parliamentary counsel to the Bishop of Hereford, England (1997-2000). Prior to living in England, he was legal counsel to Little Portion Priory in Long Island and president of the Board of Catholic Education for the Diocese of Rockville Centre, NY (1976-1981).

### Standing Committee

(One clergy and one lay member to serve to 2015)

**The Rev. Donald R. Morris**, a retired priest who worships at St. Stephen's, Middlebury, is a current member of the Standing Committee. He has been rector at St. Paul's, Vergennes (1991-95), and interim at Our Saviour, Killington, Holy Trinity, Swanton, and Trinity, Rutland. He has served on Diocesan Council and on similar bodies in the Dioceses of Washington, DC, and South Carolina.

**Alice Winn**, a member of the Cathedral Church of St. Paul, Burlington, is retired. She is a current member of the Standing Committee and has served on Diocesan Council and as a member of the Oversight and Audit Committee. She has been a member of St. Paul's vestry, senior warden, junior warden and a co-chair of its Capital Campaign Committee.

### Trustee of the Diocese

(One member to serve to 2018)

**Amy Hastings** is a member of St. Stephen's, Middlebury, where she chairs the Ministry Discernment Team and has served on the vestry. She was a member of the Diocesan Capital Campaign Discernment Committee, 2009-2011. She says, "My professional working life was spent in non-profit administrative and external relations activities, including fund-raising and board management and development. I have also served on several boards of directors locally and in the State of Vermont. My commitment to my local parish and to the Diocese is strong and growing, and I welcome a chance to bring my accumulated professional and non-profit experiences into service of the Diocese."

### Oversight and Audit Committee

(One clergy and one lay member to serve to 2014; one lay member to fill an unexpired term to 2012)

#### Full Terms

**The Rev. David S. Veale** is priest-in-partnership at St. Luke's, St. Albans. He has served on governing bodies in the Dioceses of Newark and El Camino Real. Prior to ordination, he had 20 years of experience in business and says, "Because much of my former career was writing software for the financial services industry, I have both an understanding of accounting, finance and bookkeeping from a technical perspective and from a user perspective." He adds, "My hope is to help assure the people of our diocese that we are being responsible stewards of the resources entrusted to us."

**M. Beth Davis** is treasurer at St. Stephen's, Middlebury, was treasurer in her former congregation in Minnesota, and is the owner of an accounting business. She says, "I have a solid background in accounting. I have a great deal of knowledge and expertise in many types of software.... I have performed audits for nonprofit organizations."

#### Unexpired Term

[Nominee not identified at press time.]

### Rock Point Board

(Three members to serve to 2014)

**Laurel Broughton**, a retired English teacher, is a member of Trinity, Shelburne. She currently serves on the Rock Point Board, as a trustee of the Diocese, and as a member of the Diocesan Convention Nominating Committee. She was a member of the Capital Campaign Discernment Committee. She says, "I have been associated with Rock Point since I was eight and went to my first summer conference.... I am committed to the role this unique place plays in the life of the diocese and the need to preserve and sustain this special property."

**The Rev. Craig Smith** is rector at Trinity, Shelburne, and serves on the Convention Committee on Dispatch of Business. He is a current member of the Rock Point Board and a volunteer chaplain and program leader at Rock Point Summer Camp. He has served on numerous diocesan bodies. He says, "I have known and loved Rock Point all my life. I am a good organizer, leader and developer, all gifts Rock Point needs as it addresses deferred maintenance, develops a renewed vision, and reaches out to the many friends who care very deeply for its welfare both within and beyond the diocesan family."

**Beth M. Garland**, a member of St. James, Essex Junction, works at Paydata Payroll Services. She is filling an unexpired term on the Rock Point Board, and she has served as senior warden and vestry member at St. James. She says, "Some of the issues relevant to this position, such as keeping Rock Point as a spiritual respite for our diocese, are extremely important to me. The natural areas and the picturesque beauty must be maintained and secured. We need to keep

it economically and environmentally sound and reduce our carbon footprint." She would like to reach out in new ways to increase use of the property.

### Brookhaven Trustees

(Three members to serve to 2014)

**The Rev. Diana Collins**, a deacon at St. Paul's, White River Junction, currently serves as vice president and clerk of the Brookhaven Board. She says, "I have served as a trustee for nine of the past ten years. I have a heart for young people, especially those in need. My service at Brookhaven mirrors my ministry with The LAMB Institute in Honduras. This past year I began doing Biblical Storytelling with the boys once a month in a Godly Play format."

**Richard P. Rogers** is a retired resident of Chelsea, who has served the community in various positions for over fifty years. He "would like to help Brookhaven become more successful."

[Nominee for the third position not identified at press time.]

### Rock Point School Trustees

(Four members to serve to 2014)

**Bayard Bigelow III** is a resident of Shelburne, who is a CPA with an MBA in finance. He has "spent nearly all of my career in finance and strategic planning specializing in the management of start-ups and turn arounds." He says he expects to concentrate his efforts in securing "a sufficient endowment to allow for expansion and long term stability." His youngest son attended Rock Point, and he says he volunteered to serve "as appreciation for what the school believes in and what it did for my son."

**John C. Koier** is senior warden at Calvary, Underhill. He says, "I have previously served on boards at my church and The Jericho Underhill Land Trust. I attended high school at a similar school to Rock Point: Hoosac School in Hoosick, NY, and it saved me emotionally and academically. I feel strongly supportive of alternative schools whose mission is to provide support for kids who would otherwise struggle and get lost in public high schools. I have a great respect for Rock Point School and would love to contribute what I can to its success."

**Suzanne McNeill** is a clinical psychologist in private practice who lives in Chicago, Illinois. She specializes in work with adolescents, and she says "I bring considerable knowledge of the developmental course of adolescence, as well as 26 years of experience working with this age group." Her own son attended Rock Point, and she says, "to have him tell me that RPS 'saved' his life was breath-taking." She adds, "I am a huge fan of this school."

**Timothy P. Slottow** is executive vice president and chief financial officer at the University of Michigan in Ann Arbor, who has served on a variety of nonprofit boards. He says, "I have seen first hand, as a parent of a student, the powerful and passionate work that RPS does with at-risk youth.... It is crucially important for schools like Rock Point to survive and thrive and be accessible to students who will benefit so immensely from the experience."

**Steve Smith**, a member of St. James, Arlington, has a coaching and consulting business. He is a Diocesan Companion, a deputy to General Convention 2012, chair of the Diocesan Loan Review Committee, and a member of the Congregational Support and Resources and Insurance Committees. He is former treasurer of the Diocese and served in a variety of positions at St. James. He says he is "moved by the powerful difference RPS can make in individual lives.... My professional background includes experience in finance, strategic planning, and non-profit management that I hope can be helpful to the School in its mission and ministry."

Nominees are presented to the 2010 Diocesan Convention.



ACB image

# Proposed Resolutions

## Statement of Support for Freedom and Self-Determination for Palestinians

*Resolved*, That this 179th Conv ention of the Diocese of Vermont express the belief that the Palestinian people must be allowed to have the freedom to determine their own future without being subjected to the control of Israel, a government in which they have no political voice; and therefore be it further

*Resolved*, That this 179th Convention of the Diocese of Vermont express the belief that water resources in the West Bank must be allocated equally to all people, including "settlers," Palestinian Christians and Palestinian Muslims, and at equal rates; and therefore be it further

*Resolved*, That this 179th Convention of the Diocese of Vermont reject the commonly held belief that the land in Palestine/Israel should belong exclusively to the Jewish people as justified by any interpretation as derived from Holy Scripture; and therefore be it further

*Resolved*, that this Convention request that these beliefs be communicated to the Presiding Bishop, the President of the House of Deputies, the President of the United States, the Secretary of State, the Archbishop of Canterbury, and the Episcopal/Anglican Bishop in Jerusalem.

**Proposers: Lois K Richardson, delegate from St. John's, Randolph Neil D. Richardson, delegate from St. John's, Randolph**

### Explanation:

The Palestinian people, Christian and Muslim, live under the control of Israel, under a military occupation in the West Bank, under a blockade in Gaza, and under discriminatory laws in recognized Israel. As a result of Israel's military occupation these people have been subjected, since 1967, to a system of dispossession of their land, their livelihood, and their history.

The water resources pose a particularly acute problem for Palestinians. Water has been diverted from the Sea of Galilee into recognized Israel, drying up the Jordan River as it flows through the West Bank. Israel controls virtually all of the aquifers in the West Bank. Yet the water is distributed in a discriminatory manner, such that the Jewish settlements in the West Bank and the Jewish towns receive a much greater allocation of water, and at much lower rates, than Palestinian residents. The water allocations to Palestinians are significantly lower than the minimum standards for human existence as set forth by the UN. Funds are

provided to the Palestinians by the United States to build various water infrastructure projects, yet Israel drastically holds back approval to proceed with the building of these projects.

The situation in Gaza is much more dire. Reportedly 90% of the water in Gaza is not fit to drink. The unavailability of parts and equipment to repair and maintain the water and sewage systems has been caused by the blockade by Israel which has been going on for over four years.

The Jewish settlers move onto West Bank lands, confiscating land and building settlements, justified under the belief that this is all land given them by God, as spelled out in the Holy Scriptures. The government of Israel gives support to this phenomenon, and successive governments following this belief are continually brought to power by an electorate who share the belief that the land belongs to "them" because of the Bible. Unfortunately this policy is supported by many in the United States through influence and untold millions of dollars, all tax deductible under the US tax codes.

The Episcopal Diocese of Jerusalem works diligently to minister and provide schools and hospitals for both Palestinian Christians and Muslims in the Holy Land but is crippled by the Occupation and policies of Israel towards the Palestinians. Currently the Rt. Rev Suheil Dawani, Bishop of the Diocese, is under threat of not even being allowed into Jerusalem as his "residency permit" is under a revocation order. The Christian community in Bethlehem, along with their Muslim neighbors, is also being squeezed out by the expanding Jewish land confiscation and settlement projects.

As Mark Braverman states in his book *Fatal Embrace*, the core issue preventing reconciliation and equal justice between the Jewish and Palestinian people, is the widely accepted interpretation of the Old Testament that dictates that the Holy Land belongs to the Jewish people exclusively. The conclusion of the Palestinian/Israeli conflict can only be accomplished by means that are based on justice for all. As Christians, we believe in the Gospels with their message of justice for everyone, even as that message sometimes contradicts Old Testament teaching. We must act to insure peace for our Diocesan brothers and sisters in the Holy Land, thus doing our part to spread the blessing of Peace throughout the world.

## A Resolution on the Formulating of a Parish Environmental Plan

*Resolved*, That each parish consider drafting an Environmental Plan specific to that parish to focus their environmental initiatives for the coming year.

**Proposer: Earth Stewards Committee**

### Explanation:

1. With the Episcopal Church having endorsed the Earth Charter, and with the Diocese of Vermont and many of its parishes having made considerable efforts to be good stewards of God's creation, it would be appropriate for each parish to document actions already taken and to set goals for new initiatives annually in what would be called a Parish Environmental Plan.

2. Making a Parish Environmental Plan is a way of providing an opportunity for parishes to celebrate what has been done and to think strategically of what steps need yet to be taken and in what order.

3. The following outline of action, provided by the Earth Stewards Committee, may be helpful: a) Build a plan to be

adopted by the Vestry and the Annual Meeting of the parish. b) Pick 3-4 objectives to focus on each year. c) Evaluate and document your progress each year.

4. The Earth Stewards Committee (ESC) further advises to choose objectives that are do-able and that produce increases in parishioners' awareness and understanding of the environmental impacts of their actions and choices and that result in measurable changes in energy use, water use, water pollution, food importation, and the generation of waste products. The ESC has resource materials available to help parishes do such work.



## A Resolution Establishing Minimum Clergy Compensation

*Resolved*, That the 179th Convention of the Diocese of Vermont approve the recommendation of the Diocesan Council that the minimum full time stipend for priests receiving compensation in the Diocese of Vermont for the year 2012 be set at \$37,541 (no change from 2011), and that travel allowance be reimbursed at the current IRS standard; and be it further

*Resolved*, that a subcommittee of Diocesan Council continue to evaluate the effectiveness of the 2006 Clergy Compensation Resolution in regard to the 1.6% annual increase to minimum cash salaries (as requested by a number of parishes within the Diocese); therefore that increase will be postponed.

**Proposer: Diocesan Council**

### Explanation:

Canon 6.7 of the Episcopal Diocese of Vermont requires that Diocesan Council review the minimum stipend for fulltime equivalent clergy and the travel allowance and make recommendations to the Convention. Such a minimum shall be binding on all parishes and missions upon ratification of the Convention. Although the current Cost of Living Adjustment (COLA) of the Northeast Urban Index and the United States All Cities index is a 4% (4.2%) increase, Council proposes that the minimum stipend remain unchanged due to the economic conditions in the world and in our individual parishes. This also reflects and stands in solidarity with the Council's decision not to increase diocesan Ministry Support Team salaries.

According to the Church Pension Fund ("The 2009 Church Compensation Report," reflecting 2008 data), the national average median compensation for full-time Episcopal clergy was \$ 67,820, up from \$66,545\* in 2007. This figure includes cash stipend, fair-rental value of housing, utilities and payment of one-half of the Social Security/Medicare (SECA) tax.

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

### Schedule of Mandatory Minimum Cash Salaries for 2012

Years of Service	Level 1*	Level 2**
1	\$37,541	\$42,259
2	\$37,541	\$42,259
3	\$38,142	\$42,935
4	\$38,752	\$43,622
5	\$39,372	\$44,320
6	\$40,002	\$45,029
7	\$40,642	\$45,750
8	\$41,292	\$46,482
9	\$41,953	\$47,225
10	\$42,624	\$47,981
11	\$43,306	\$48,749
12	\$43,999	\$49,529
13	\$44,703	\$50,321
14	\$45,418	\$51,126
15	\$46,145	\$51,944
16	\$46,883	\$52,775
17	\$47,633	\$53,620
18	\$48,396	\$54,478
19	\$49,170	\$55,349
20	\$49,957	\$56,235

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

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

**Secretary of Convention Jim Larkin explains procedures to the 2010 Convention. Larkin will "retire" following the 2011 Convention.**

ACB image

### Donate to the Diocese of Vermont Flood Relief and Recovery Fund

Go to [www.diovermont.org](http://www.diovermont.org), click on "Donate for Flood Relief" in the upper right corner, and then choose "VT Flood Relief 2011."