

MOUNTAIN ECHO

News of the Episcopal
Diocese of Vermont

an edition of
Episcopal Life

Vol. 19, No. 11

"Glorify the Lord, O mountains and hills..."

November 2008

Solar power system dedicated at St. Barnabas, Norwich



The Rev. Beth Hilgartner, rector at St. Barnabas, Norwich, thanks the Flowers family for the gift of a solar power system in honor of their mother and member of St. Barnabas, Ann Flowers. Bishop Ely led prayers of dedication.

by Anne Clarke Brown

On sunny days, the electric meter on the back of St. Barnabas, Norwich, now runs backwards, thanks to the family of church member Ann Flowers. In honor of her eightieth birthday, her children, Christopher, Katie and Peter, and the White Flowers Foundation gave St. Barnabas a system of photovoltaic panels that are connected to the local power grid. When the sun shines, the panels provide power to the church and feed what isn't used back into the grid, giving credit to the church for its usage at night and on cloudy days.

Bishop Thomas Ely joined the members of St. Barnabas and the Flowers family Sunday, October 12, to dedicate the new "solar system." In his sermon, part of which is included in his column on Page C, the bishop noted that, "The readings today are those appointed for Solar Sunday, and they call to our attention how the sun is both a symbol of and a metaphor for the glory of God, for new and sustaining life, and for the resurrection."

Ely said, "I wonder if in this time of global climate crisis we can think of this system of renewable energy that we dedicate today, and others like it, as sacraments of grace reflecting God's energy working in us and our commitment to be faithful stewards of God's creation." And he

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The Episcopal Diocese of Vermont

Praying the prayer of Christ,
learning the mind of Christ
and doing the deeds of Christ
through ministries of

Formation

Liberation

Communication

Connection

Celebration

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Ministry Fairs prepare delegates for Diocesan Convention

by Anne Clarke Brown

The annual diocesan Ministry Fairs have four components: morning workshops focused on the theme of the Diocesan Convention, Eucharist, a shared meal, afternoon presentations on diocesan ministries and opportunities to discuss matters that will come before the Diocesan Convention.

The theme for this year's Diocesan Convention—"Tending God's World—NOW!"—inspired the five workshops on energy audits, carbon footprint/carbon offsets, bread and community, the global water crisis, and developing the capacities for responding to climate change. Each drew interested participants at both St. John's, Randolph (October 11), and Zion, Manchester (October 18). The final Ministry Fair will be at St. Paul's Cathedral November 1, 9 a.m.—4 p.m.

The Rev. Anita Schell-Lambert, rector at St. Peter's, Bennington, and chair of the Convention planning committee, preached, using the lessons for the Feast of St. Luke the Evangelist. She began with questions: "So, on this feast day of Luke, as we feel the seasons turning, we ask ourselves, How do we seek and serve all of God's creation, beginning with our neighbor; how do we expand our understanding of who our neighbor is, as Luke told stories of Jesus, always going first to his neighbor, regardless of country, creed or color?"

Schell-Lambert said, "We humans are on the verge of doing further irreparable damage to the nest that bears all of our lives. We

are off kilter, teetering out of control, spinning off in our own self-absorbed orbits of materialism and individualism. We need to return to our center, to God our Maker and Jesus our Savior. To turn our backs on the suffering planet and all its inhabitants is to turn our back on God and Jesus Christ."

Saying that we need to cultivate a life style of reconnection to all on the planet, Schell-Lambert said, "We are being called, in how we live, and how we vote, in the transportation we employ, in the food we grow, buy and eat, in the energy we consume, to act, to protect this precious earth we have been given, to protect all its inhabitants, sentient and non sentient beings, and to see the earth come alive." That, she said, is "to be dazzled."

Each Ministry Fair host congregation offered a lunch of locally grown and prepared food that received high compliments from attendees.

Diocesan ministry presentations

The Rev. Angela Emerson spoke about stewardship and her work with congregations since being called as minister for stewardship development in February of this year, and she invited congregations to contact her.

Bishop Ely presented the interim plan for continued ministry at the Bishop Booth Conference Center [see Page C], and diocesan Trustee Franklin Sanders explained the current status of the Diocesan Unit Fund. As of September, the value of the Fund, which

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Emily Adams and Emily Perkins speak at Zion about the Episcopal Youth Event.



At St. John's, Bishop Ely explains the plan for the Bishop Booth Conference Center.

We gather at Convention as a people of hope and faith

by the Right Reverend Thomas Clark Ely, Bishop of Vermont

Diocesan Convention is just around the corner. It seems like such a short time ago that we gathered in Convention, in the midst of our 175th Anniversary Celebration, to welcome our Presiding Bishop and embrace our commitment to global mission and the priorities of the United Nations Millennium Development Goals. This year's Convention takes up the topic of environmental sustainability as we gather in Rutland to close out our anniversary celebration and look to the future and our ministry of *Tending God's World – NOW!*

Our Dispatch of Business Committee is busy with final plans and preparations for a smooth running Convention. The Program Committee is hard at work facilitating the Ministry Fair Workshops and preparing for the Convention Forum with Bill McKibben on Friday, November 7. Choirs are rehearsing to help lead us in our worship. Delegates are studying the budget, resolutions and nominations upon which they will vote. I'm preparing my annual Convention address. Bishop Mary Adelia McLeod is working on her sermon for the Eucharist on Saturday, even as we look forward to welcoming her back to Vermont. The good people of Trinity Church, Rutland, are preparing to welcome us with their gracious hospitality. And I hope that each and every one of you reading this column and this pre-Convention issue of the Mountain Echo is praying for our Diocesan Convention and staying informed by visiting our diocese web site for all the latest information: www.dioceseofvermont.org.

I am deeply committed to the theme of this year's Convention, and I want to share two recent ways in which I have tried to express that commitment. The first is part of an email exchange I've been having with Bill McKibben, our Friday Forum leader and Convention banquet speaker:

"My reading of *Deep Economy* has

deepened my commitment to the issue of environmental sustainability as the most important work/ministry I think I am called to do for the balance of my episcopate. This realization has been building for the last several years beginning with a retreat I attended with the other Episcopal bishops from New England that led to our Pastoral Letter on the Environment in 2003. Part of the challenge will be to live into that commitment when so many other agenda items press in from so many quarters. I pray that your being with us at Convention will help inspire folks in our churches to the kind of radical changes and commitment we all need to make before it is too late. We need to hear the reality of the situation, confess our sins, promise amendment of life and live into the hope that resurrection faith proclaims. I know from your writing and what others have said about you that you are a person of deep faith and so I want to encourage you to speak to us from that place as you are able and comfortable doing. My hope is that this Convention is the beginning of the next chapter of our diocesan commitment to do all that we can to heal and sustain the earth—God's creation and our temporary island home."

The second expression comes from a portion of my sermon on Sunday October 12, 2008, when it was my great joy and privilege to share in the celebration and dedication of the new solar installation project at Saint Barnabas Church, Norwich—a project that will provide all the electric energy needed by this parish and more:

"What I believe I have come to cel-

brate with you today is not that you're the first church in our diocese to 'go solar,' or that your electric bill will be reduced, or even that you might benefit others by returning electric power to the grid, all of which are good things to celebrate. Our celebration is about that, but it is about more than that. It must be about more than that, or else we are simply celebrating ourselves and our accomplishments when what we need to celebrate is God's creation and the community of this planet—human and otherwise—that is given life through that creation.

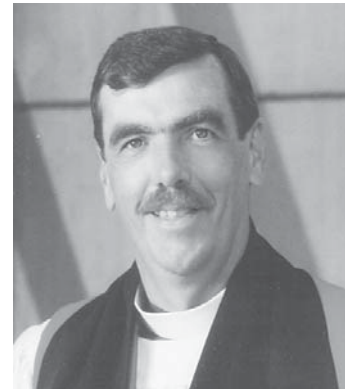
"Yes! Today we have come to celebrate that gift of creation, and yet still there is

"...environmental sustainability [is] the most important work/ministry I think I am called to do for the balance of my episcopate."

more. For even in the midst of our celebration we gather to acknowledge the grave danger God's world is in and how precarious the future is for all life that is sustained by it. Perhaps it is an odd sort of way to think about a celebration, to be sure, but this joy and this concern are both very present and very real. The creation God has given us, the creation we love and rely on for life, the creation

that bears witness to the glory, the majesty and the mystery of God's grace and love is in danger of death, and we are both its greatest enemy and its greatest source of hope. We who love it have brought it to this brink, and we must love it enough to bring it back from that precipice."

So it is that we gather in Convention in just a short time and amidst all the economic, social and environmental concerns of our present time. We gather as people of faith—both those who will be present in Rutland and those whom



we represent in our congregations and the communities we are called to serve. We gather as a people with a heritage—175 years and more of good and faithful witness to God and service to God's mission in the world. We gather as a people of conviction—baptized disciples of Jesus Christ who know the power of God at work in our lives and who proclaim our commitment to "pray the prayer of Christ, learn the mind of Christ and do the deeds of Christ."

We gather as a people of hope—heralds of Christ's resurrection and stewards of God's creation who know that Christ's reconciling work in the world has been entrusted to us. And we gather as a people of faith, committed to the promises of our Baptismal Covenant and confident in God, "whose power working in us can do more than we can ask or imagine."

All of this is part of our 175th Anniversary celebration as a diocese, so be a part of this Convention in whatever way you are able. If you can't be present in person, please be present in prayer, through the delegates from your congregation and through the continuing work that will flow from this Convention as we faithfully seek to *Tend God's Creation – NOW!*

See you at Convention,

+Thomas

The Episcopal Diocese of Vermont

The Right Reverend Thomas Clark Ely, Bishop

Diocesan Center

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E-mail: bishopbooth@dioceseofvermont.org

Christian Formation Resource Center

Jennifer Ogelby, Director

E-mail: resourcecenter@dioceseofvermont.org

Help support the "Storybook Project" at the Springfield Correctional Facility

Bring or send your donations of new or gently used childrens books to Diocesan Convention. Leave them at the "Prison Ministry" table in the display area. Become part of this valuable and exciting ministry. Here's how it works:

1. The inmate picks an age appropriate book.
2. He reads the book onto an audio tape.
3. Both book and tape are mailed to his child.
4. Contact is maintained and love flourishes.

Curious or have questions about this or other prison ministry programs? Stop by the table and have a chat. You might find yourself captivated.

Dave Shuffleburg – St. Mark's, Springfield

MOUNTAIN ECHO

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Anne Clarke Brown, Editor

Contributions of news and photographs are invited and encouraged

Please send such materials to the editor at

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Ask Sr. Bible Person

Do you have questions about the Bible?

If so, ask Sr. Bible Person and get the answers!

Dear Sr. Bible Person,

At a recent Sunday Eucharist, I heard the Gospel reading from Matthew about the wedding banquet, where one guest got kicked out because he wasn't wearing the right clothes. If the host of that banquet symbolizes God, it seems that we are shown a very mean-spirited God, right?

C.F.

Dear C.F.,

That parable in Matthew 22:1-14 is a difficult text indeed. I think a lot of interpreters join the guest who was escorted out of the party in "gnashing their teeth," because it seems to be, as you say, mean-spirited. (Note: Matthew so often refers to "gnashing of teeth" when he records various parables that I often wonder if he had some painful dental condition. If so, might his misery about his toothaches have contributed to the hard-edge that he gives to some of the parables?)

Let's change the imagery and see if we can uncover some good news in the story. What if, instead of a banquet scene, we imagine a car dealer's lot. Let's call the owner Crazy Eddy, because he has this amazing deal that he is offering to anyone who comes into the dealership—he will give away a VW Beetle to anyone who wants it. The advertisements have gone out, and there are huge signs all over the lot. But a lot of people just drive by and don't come in. They have other things more important to do. So off they go. Or, as Matthew says, "they make light of it" (the text's Greek word connotes "disregard, rejection"), and off they go down the street.

What does Crazy Eddy do? He has his salespeople go out on the street and escort anyone they can find back to the dealership. Homeless people, prostitutes, teenagers hanging out on the corner, illegal immigrants, etc. They are all welcome and they all get keys to a nice VW Beetle. The people, of course, are overjoyed and there is quite a party going on in the dealership as the people celebrate their good fortune. Crazy Eddy has provided huge platters of homemade donuts and fresh apple cider for the occasion, so everyone is enjoying those refreshments—except one person who has come into the dealership, been offered the keys to a Beetle, but has not taken them.

This person is suspicious. Free cars? There must be a catch here. This person also looks at the free donuts and cider and wonders why Crazy Eddy is being so generous. This person is a real party pooper, and when Crazy Eddy notices what is happening, he goes over to the person and says, "Hey, why haven't you taken the car keys? That nice little blue one over there is all yours. But if you're not going to take it, why don't you get out of the way so someone else can have it. And it's too bad that you didn't try these donuts and the cider. They are really delicious." And, as Matthew's parable says, the person is "speechless."

That re-telling may be somewhat

farfetched, and I left out the violence and rage that Matthew included. It is certainly legitimate to ask why Matthew's story is so bloody and why the host seems to be, as you say, "mean-spirited." Maybe Matthew's teeth were really killing him the day he wrote out this parable.

Maybe Matthew was still haunted by the memory of the destruction of Jerusalem by the Romans in 70 C.E. Maybe Matthew was getting really impatient with the poor response being made to the Church's invitation to come to the banquet. Maybe Matthew was using the most dramatic and attention-getting language he had in order to show that the Kingdom of God is a life-or-death matter. And, of course, Matthew was trying to help readers interpret the reality of the crucifixion of Jesus. But underneath the blood and guts details of the story is the revelation of a fairly crazy God who offers us amazing grace and just asks us to accept it and be transformed by it...and not be a party pooper. That's how I read the story and I hope you can see some good news in it. I also hope you can find some good cider and donuts in your neighborhood. When you do, think of Crazy Eddy and give thanks.

(Note: I am grateful to David from Bennington, who wrote to me recently and said, "With reference to your column in the last edition of the Mountain Echo, dealing with the distribution of rain, I am sending you the doggerel which I picked up years ago: 'The rain, it falleth on the just, and likewise on the unjust feller. But chiefly on the just, 'cause the unjust has the just's umbrella!'")

[Send questions for Sr. Bible Person in care of the editor—address on Page B.]

Grants awarded for MDG projects

by Anne Clarke Brown

Members of the Global Reconciliation Committee met October 7, to consider grant applications for matching funds to go toward projects aimed at achievement of the United Nations' Millennium Development Goals (MDGs). The grant funds are from a \$6,000 line item in the diocese's 2008 budget that is part of a Diocesan Convention commitment to allocate 0.7% of net disposable income toward meeting the MDGs.

The Committee awarded a grant of \$754 to St. Michael's, Brattleboro, to match a donation of \$1,507 from the congregation's Outreach Committee for a CHABHA (Children Affected by HIV/AIDS) tutoring project in Kigali, Rwanda. Grants are based on a ratio of \$1 for every \$2 raised by a congregation.

The CHABHA funded AMAHORO Association works with children who have been orphaned and made vulnerable by HIV/AIDS. The tutoring project will bring together older, successful students in the AMAHORO program with younger children who need academic support.

The Committee divided the remaining funds in the 2008 budget (\$1,779.50) equally between CHABHA and Bishop Ely's

Interim plan adopted for management of Bishop Booth Conference Center

by Anne Clarke Brown

On September 26, Bishop Thomas Ely wrote to many of the leaders in the diocese (clergy, Diocesan Council, and several other leadership groups) to share an interim plan for the ongoing ministry of the Bishop Booth Conference Center (BBCC) that was approved by the Rock Point Board September 23. He asked that the plan be shared widely with Vermont Episcopalians. The bishop also presented the plan to attendees at the pre-Convention Ministry Fairs.

Ely noted that both the Rock Point Board and the Diocesan Council have been dealing with concerns about a growing financial deficit from the operations of the BBCC, and he wrote, "As a diocese we are not alone as we face the demanding realities of smaller church camps and conference centers with aging facilities, deferred maintenance, and increased utility, insurance, industry regulations and personnel costs coupled with marketing, usage and programming challenges."

The Rock Point property and the BBCC are, for many in the diocese, sacred space. People of all ages have found rest, renewal and spiritual formation at Rock Point, and the bishop and the Rock Point Board are committed to a long-range future for the property and the ministry of the BBCC.

Ely said, "While the Rock Point Board continues its long range and strategic planning for the ministry of the Bishop Booth Conference Center, it became clear to us that we needed to take action now with this interim plan so that the future of the BBCC is not further compromised. By cutting back on the residential use of the facility during the winter months and by restructuring the staffing configuration for the BBCC, we believe that we can continue to serve the diocese and work toward a long range

plan to put Rock Point and the BBCC on a more secure financial footing and thereby best serve the diocese and its mission of hospitality, formation and spiritual renewal that is so much a part of Rock Point."

The plan, which is printed below, represents an interim (up to two years) restructuring of the operations of the BBCC to stabilize its finances while long range planning and eventual fundraising are underway. Canon Lynn Bates will have oversight responsibilities, and new, part-time staff positions are being created (current staff may apply). Ely emphasized that the BBCC will continue to serve the diocese and the larger non-profit community, and he asked attendees at the Ministry Fairs to, "Repeat after me: The Bishop Booth Conference Center is **not** closing."

The bishop told Ministry Fair attendees that only 30% of the income generated by the BBCC comes from use by diocesan congregations and groups, including the Rock Point Summer Conferences. "Support of the BBCC, its programs and the Rock Point Summer Camp by the people and congregations of the diocese," he said, "is an essential component of this plan and the future of the BBCC."

Ely concluded, "I hope and trust that if you have questions, concerns or constructive ideas to help during this time of transition that you will contact me, Canon Lynn Bates, or members of the Rock Point Board so that we can work collaboratively to make this plan go well. We will shortly be recruiting members for the newly configured staff, including paid and volunteer members for the hospitality teams that are a significant component of this plan. Please let Lynn know of your interest to serve in any capacity or ideas you have for good candidates (lbates@dioceseofvermont.org; 802-863-3431).

A proposal for the continuing ministry of the BBCC

The situation:

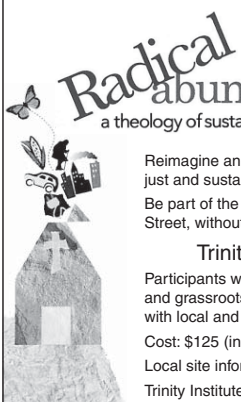
1. The operating budget of the Bishop Booth Conference Center has been in a deficit position for the past three years. Financial Audits need to be completed before we can say for certain the extent of that deficit, but it has been growing each year. The projected 2008 deficit is \$90,000. Currently the BBCC line of credit with the diocese is at \$130,000 (The security for this line of credit is a portion of the "Anniversary Fund" which is a quasi-endowment fund producing income for the BBCC operating budget). While the steps taken to reduce staff and monitor finances more closely have helped stem the tide to some degree, the reality is that we are placing the remaining endowment assets of the BBCC in further jeopardy by continuing on the current course.

2. The Rock Point Board is currently in an evaluation and future planning process for the BBCC. So far this work has identified some key elements of the mission of BBCC and identified the need for work-

Continued on Page G

Letters to the Editor (300 words or fewer) and Opinion articles are welcome and encouraged on any relevant topic.

Anne Clarke Brown, Editor
Mountain Echo



39th Trinity Institute
National Theological Conference

Radical abundance
a theology of sustainability

Save the dates!
January 21–23, 2009

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Local site information: institute@trinityshelburne.org, or call 802-985-2269

Trinity Institute information: www.trinitywallstreet.org/institute

More Coming Events

Festival Evensong for All Saints

St. James on the Green, Woodstock, Vermont

Sunday, November 2, 6:00 p.m.

The St. James Choir and Consort with Robert Lee Adams, director of music and organist, will lead the service, using the *Preces and Responses* by Thomas Tallis, *Service* by Adrian Batten, *Cantate Domino* by Giuseppe Pitoni, and *Sing unto the Lord* by Christopher Tye. All are welcome. For information, call 802-457 1727.

Events at the Cathedral Church of St. Paul

St. Paul's Cathedral, 2 Cherry Street, Burlington, Vermont

Cathedral Arts

Social Band: Tenth Anniversary Celebration

Sunday, November 9, 3:00 p.m.

Social Band first shared its exuberant sound with Burlington audiences in 1998, at the Cathedral Church of St. Paul. In this ten year retrospective, Burlington's lively band of 22 singers, directed by Amity Baker, shares some of their favorite homegrown and international choral works spanning the millennia, including works by Social Band co-founder Don Jamison. Suggested donation \$15 / ages 15 and younger – free.

Evening Prayer in the style of the Community of Taizé

The Feast of All Faithful Departed

Sunday, November 2, 7:30 p.m.

The Cathedral Choir will lead the singing for this meditative service. Taizé is an ecumenical monastic community in the Burgundy region of France. Its distinctive style of prayer includes the use of mantra-like sung prayer, candlelight, and Eastern Christian icons. All are welcome.

Tuesdays, Noon to One

A free, informal noontime concert series. Bring lunch. Coffee and tea provided.

November 11: Vermont Chamber Group. Robert Rachlin, Carolyn Lukancic, Michael Hopkins, and Peter Brown.

November 25: Xiudan Lin, piano.

Stone Church Arts

Immanuel Episcopal Church, 20 Church Street, Bellows Falls

Tickets for most Stone Church Arts Concerts are \$15 (\$10 seniors and children under 12). Call 802-463-3100 for information, or visit www.immanuel Episcopal.org.

Áine Minogue, Celtic harp

Saturday, November 8, 7:30 p.m.

Like so many Irish before her, Áine moved to the United States and settled in New England and continues to concentrate on the traditional music of her homeland. Áine takes the ancient art form, extensively explores its underpinnings but adds her own creativity to each piece.

Asteria, early music

Saturday, November 22, 7:30 p.m.

Winners of the very first Early Music America "Medieval/Renaissance Performance Competition" in the fall of 2004, Asteria (Sylvia Rhyne, soprano and Eric Redlinger, tenor and lute) has toured far and wide. Specializing in Burgundian love songs of the 15th century, Asteria's performances convey the anguish and ecstasy of the poetry and the rapturous beauty of interweaving vocal and instrumental lines. With them, the listener travels in time back to the age of knights and chivalry!

An Afternoon of Chopin & Rachmaninoff

Sunday, December 7, 4 p.m.

Pianist Jayne Kelly's technical skill and expressiveness, along with her ability to find the inner voices in a wide variety of classical pieces, have won her many followers. For her second Stone Church Arts appearance, she presents an afternoon of Chopin and Rachmaninoff.

Scott Neal to lead Advent Retreat

by Mary Lou Ashton

You are invited to attend the Advent Retreat at the Bishop Booth Conference and Retreat Center, Rock Point, Burlington, December 5–7, 2008. The Rev. Scott Neal, rector of St. James, Arlington, will lead participants through meditations exploring the themes of Advent. Neal's title is "Awake, Arise," and he will cover themes such as longing, expectation, peacemaking, silence, darkness and quietness using images and poetry as a starting place.

The chaplain for the weekend will be the Rev. Angela Emerson, who came to Vermont in February 2008, to serve as the diocesan minister for stewardship development. She is originally from Georgia, where she practiced law before attending the Seminary of the Southwest in Austin, Texas.

Neal has been a faithful Rock Point retreatant for many years. He is a life-long Episcopalian and was a member of St. Mary's, Northfield, for over 40 years, where he served as choir director for 24 years. He left Northfield to attend the General Theological Seminary in New York and was

ordained to the priesthood on December 1, 2007. Neal has been married to Beth Neal for 28 years and has two daughters. Both are at the University of Vermont, Allison as a senior and Hilary as a freshman.

The retreat begins on Friday, with registration from 5 p.m., followed by a social hour and dinner at 6:30 p.m. The silence begins after dinner on Friday and goes to the Sunday Eucharist and lunch. It is a time to get away from the hectic rush of every day life, to get in touch with your inner self, prepare for Advent and connect with our Lord.

To register, send a non-refundable \$50.00 check, made out to the Diocese of Vermont, to John King, 433 Bean Road, Colchester, VT 05446. The total cost of the retreat is \$150.00 for a double/triple room, or \$200.00 for a single room, if available. The balance is due at registration. If you have specific dietary or physical needs, please let John know. Questions, call John at 802-862-6834.

Mary Lou Ashton is a member of St. Andrew's, Colchester.

EDS hosts November lectures

[EDS] "One day, two great lectures" is the tag line for the Joanna Dewey Lecture in Feminist Biblical Studies and the Carter Heyward Scholars Program Lecture, both to be held on November 13 at Episcopal Divinity School, 99 Brattle Street, Cambridge, Massachusetts.

The Joanna Dewey Lecture begins at 4 p.m. and features the Rev. Dr. Renita J. Weems, a noted scholar, author, and ordained elder in the African Methodist Episcopal Church. "Renita Weems is a pioneer African American Hebrew Bible scholar and a delightful and challenging speaker," said Dr. Joanna Dewey. "I am deeply honored and really looking forward to her talk." Weems's lecture is entitled "Baking Cakes to the Queen of Heaven: God, Goddesses, and Growing Up Black and Female in America."

The Dewey Lecture was created as a tribute to Dr. Joanna Dewey, the Harvey Guthrie, Jr. Professor Emerita of Biblical Studies and former EDS academic dean, to assure the continuation of Dr. Dewey's life work in theologies of liberation. Dewey teaches during EDS's June term.

After a short reception and light supper, the Carter Heyward Lecture begins at 7 p.m. with Marvin Ellison, William S. Bass

.Professor of Christian Ethics at Bangor Theological Seminary in Maine, as lecturer. "Marvin Ellison is a powerfully feminist, and a wonderfully queer, liberation ethicist whose work in the area of sexual justice is unparalleled," said the Rev. Dr. Carter Heyward. "There's simply no one like him. There's also not a kinder, gentler, better humored brother anywhere." Heyward continued, "I love Marvin and celebrate his work, and can't wait to hear him at EDS." Ellison's lecture is entitled "Is Marriage a 'Must' or a 'Bust'? Enlarging the Justice Agenda."

The Carter Heyward Scholars Program was created to honor Heyward, the Howard Chandler Robbins Professor Emerita of Theology at EDS and one of the first women ordained in the Episcopal Church. Dr. Heyward dedicated her life's work to making theology inspire and transform lives, and to inspire Christians to action.

There is no fee, but pre-registration is requested. The lectures will be webcast live and recorded for future viewing on the EDS website, www.eds.edu. For more information or to register, please contact Priscilla Burns at pburns@eds.edu or visit the EDS website at www.eds.edu. The EDS campus is handicap accessible. Guests are encouraged to take public transportation. ❖

EDS announces January courses

[EDS] This January, Episcopal Divinity School is bringing back some of its most popular courses and offering them in intensive one or two week formats. Scheduled from January 5 to 16, 2009, January term courses meet Monday–Friday for a minimum of two hours per day, allowing students to earn full graduate course credit in an intense period. Short-term housing and meal plans are available for students enrolling in the January term. Continuing Education students are welcome. All the below are two weeks unless otherwise noted.

"A special treat this year is the liturgical practicum offered by the Rt. Rev. Michael Peers, formerly the primate of the Anglican

Church in Canada," said The Rev. Dr. Sheryl Kujawa-Holbrook, academic dean of Episcopal Divinity School. "The practicum will cover the basics in Anglican and Episcopal congregational practice such as baptisms, weddings and funeral, and is an ideal opportunity for educators, seminarians, or the newly ordained." 7–9 p.m.

Psalms and Worship examines the Psalms in their original contexts in ancient Israel and how they have been used liturgically and musically by Jews and Christians since the beginning of the Common Era. Taught by Dr. Gale Yee. 10 a.m.–noon.

Continued on Page E

Bishop Ely shares Lambeth experience



ACB image

Bishop Ely discusses the Lambeth Conference at St. Paul's, White River Junction.

by Anne Clarke Brown

Bishop Thomas Ely offered three sessions in late September for members of the Diocese of Vermont to meet with him and discuss the 2008 Lambeth Conference, which met July 16–August 3 in Canterbury, England. [For articles about the conference, Bishop Ely's column and interviews with Tom and Ann Ely, see the September issue of the Echo, available at www.dioceseofvermont.org.] He also participated in a "Lambeth Review" at Episcopal Divinity School on September 25, with Lambeth design team member Ian Douglas and Bishops Chilton Knudsen and Gayle Harris. That program may be viewed as a webcast on the EDS Web site, www.eds.edu. Click on "Webcast Archives" on the home page.

The bishop began his Vermont presentations (in White River Junction, Rutland and Burlington) with a slide show of images from the Conference and events such as the Walk for Witness in support of the Millennium Development Goals. He then offered some thoughts and invited questions.

Ely emphasized that the Lambeth Conference was a conference and not a convention. No votes were taken. Rather the goal was conversation and building relationships. He said that the Archbishop of Canterbury was wise to begin with a retreat and that he was "stunning in his presentations." The bishops had Canterbury Cathedral to themselves during the retreat, and when asked in White River if being in that space with all its history offered any sense of "This too shall pass," he said, "Yes, there was that sense of the longer path of history."

The bishop said that for him, Lambeth provided a "profound experience of the incarnational reality that is the Anglican

Communion." He found that expressed most clearly through the worship and the Bible study groups, particularly in the daily praying of the Lord's Prayer in each person's own language. "That became an icon for me, because as we moved through the days, the rhythm eventually put us in synch with one another." He added, "That told me that we need to practice, to practice our prayer together."

Ely spoke about the Indaba group conversations and the reflections document that emerged, a document that attempted to present the discussions without drawing conclusions. This part of the conference was in tension, he said, with the afternoon hearings on the Windsor Report continuation process and the proposed Anglican Covenant. These hearings brought division into the process that was reminiscent of the old way of doing things at Lambeth, a divisiveness that carried over into the hearings intended to help the Indaba Reflections Group in the completion of the final reflections document.

Ely also spoke about the relationships developed in his Bible study group, about the day devoted to issues of domestic violence, the strong witness of the gay, lesbian, bisexual and transgender community, the opportunity U.S. bishops had to correct misinformation about The Episcopal Church, the apparent lack of support for an Anglican Covenant that has a juridical focus, the deep concern expressed by many for the environment and climate change, and the gatherings hosted by many Province I bishops for other bishops to meet Bishop Gene Robinson. He found in many areas, he said, "a place of common ground and common meeting." ❖

EDS January courses Continued from Page D

Liberating Bible Interpretations, Antiracist, etc.: Approaches to Reading Scripture asks the questions: What makes an interpretation of the bible liberating? For whom? When? Where? The class will develop antiracist and anti-oppression strategies for preaching and teaching from Scripture. Taught by Dr. Angela Bauer-Levesque. 1–3 p.m.

Introduction to the New Testament introduces the literature of the New Testament in its historical, social, and theological context. Attention will be given to learning basic exegetical techniques. Taught by Dr. Lawrence Wills. 3–5 p.m.

Understanding and Encouraging Local Ministry Development is an introduction to dimensions of ministry development led by practitioners and theologians. Taught by Dr. Fredrica Harris Thompsett, the Rev. Margaret Babcock, and the Rev. Rayford Ray. 1–5 p.m. January 5–9 only.

English Spirituality will introduce students to key figures and texts in the history

of English spirituality from the fifth to the 21st centuries. Taught by the Rev. Dr. Sheryl Kujawa-Holbrook. 10 a.m.–noon.

Eros, Sexuality, and the Spirit asks: what has sexuality to do with spirituality? Why are Christians afraid of eros? Why is it difficult to talk about eros and sexuality in the church? Why are denominations preoccupied with issues of human sexuality? What has the erotic to do with spiritual practice? Taught by Dr. Kwok Pui-Lan. 3–5 p.m.

For more information visit the EDS website at www.eds.edu, or request a catalogue at 617-868-3450, ext. 507. To register, contact Penny Kohn, Registrar, at 617.682.1525, or at registrar@eds.edu. Special pricing is available for Ministers-in-Vicinity – New England clergy, lay religious professionals, and graduates from an accredited theological school. For short-term housing, please contact Penny Smith at guestroombooking@eds.edu or 617-682-1593 to reserve, as housing is limited. ❖

Dioceses of Vermont and Maryland to "Tell Our Stories"

by Susan Ohlidal

On Saturday, December 13, groups from the Diocese of Vermont who are engaged with baptismal ministry will gather to tell and hear stories of their congregations and organizations.

"Telling Our Stories: Baptismal Ministry," will be a celebration of stories in the Diocese of Vermont about baptismal ministry: reasons it sprung up in places, the variety of expressions it has, and a telling of the journey we have been on. Joining the Vermonters will be colleagues from the Diocese of Maryland, who will tell stories about local teams in their congregations and the story of the Commission on Ministry in Maryland. Companions, ministry developers, congregation members, and our Commission on Ministry will also attend.

The idea for this gathering came from a recommendation at the Living Stones meeting, when colleagues in baptismal ministry from other dioceses and seminaries encouraged Vermont to re-engage and re-covenant around our experiences of baptismal ministry in the diocese. Our hope is that by

re-telling the stories, we will all learn from others' experiences, deepen our baptismal formation, and re-invigorate the life in our diocese around baptismal ministry.

Congregations who have ministry teams in place will tell their own stories. Congregations who are exploring new configurations of leadership in the context of baptismal ministry will each bring a team of people to the event so they will "bring back" this day's experience to the congregation. Members of the Commission on Ministry will hear more about our congregations, learn Maryland's story, and come away with some possibilities for work and ministry here in Vermont.

The design team members for this event are Joel Hill, Brattleboro, a trained storyteller; Thad Bennett, canon for ministry development and deployment; Susan Ohlidal, canon for ministry development; Canon Mark Gatzka, trained storyteller, and Canon Rick Morely, both from the Diocese of Maryland.

For information, contact Susan Ohlidal, sohlidal@dioceseofvermont.org.



Kids4Peace Vermont hosts party

by Anne Clarke Brown

The board of Kids4Peace Vermont invited 2007 participants in the Kids4Peace camp and others interested in learning about Kids4Peace to a party at the Bishop Booth Conference Center the afternoon of October 5. Young people and adults of the three Abrahamic faith traditions attended.

Kids4Peace, begun in Jerusalem by Vermonter Henry Carse, is a summer camp experience plus gatherings throughout the year that is aimed toward reconciliation, transformation, and communion among the "People of the Book." Children and adults learn to listen, respectfully observe, question and understand each other's traditions. Kids4Peace Vermont plans a camp in the summer of 2009 for 12 young people from Israel/Palestine—four from each faith—and 12 from Vermont.

The event began on the patio with an ice-breaker introduction game led by board

chair Libby Hillhouse in which those in the circle echoed the person in the middle: "My name is John; I live in Burlington; I love to fly kites."

Inside the dining hall, attendees gathered around a table with the 2007 camp's peace banner and objects of religious significance to each faith. The 2007 campers demonstrated how they described the objects to those of other traditions. A lively discussion ensued, with both adults and young people asking questions and giving answers about various traditions.

After all had the opportunity to participate in a craft project, they enjoyed a barbecue chicken and pot-luck meal.

To read about the 2007 Kids4Peace camp, visit www.dioceseofvermont.org and click on "Kids4Peace Vermont" on the home page. For more information, contact Libby Hillhouse, bobolink@kingcon.com or 802-592-3547. ❖



ACB image

Libby Hillhouse (right) prepares a nametag for a young Kids4Peace party goer during the introductory ice-breaker game at the BBCC.

Northwest Deanery 1

Beth Crane, Bureau Chief

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The Northwest Deanery held its fall meeting Sept. 11 at St. Luke's, St. Albans. **Reid Brown** was re-elected as clergy representative to Diocesan Council. The next deanery meeting is scheduled for April 30, 2009, at St. Matthew's, Enosburg. The deanery will continue its work on the issue of hunger.

The deanery sponsored Oxfam Hunger Banquets on Sept. 12 (St. Luke's, St. Albans) and Oct 2 (St. Matthew's, Enosburg). The Rev **Ryon Price** of the United Church in Colchester was a guest speaker at St. Luke's. Vermont Secretary of Agriculture **Roger Allbee** attended along with other elected officials. Rural Vermont, the Grange, as well as various civic and agricultural groups were also represented.

At St. Matthew's, State Rep. **Dexter Randall** spoke about the impact of U.S. farm subsidies on cotton farmers in West Africa. The Oxfam Hunger banquet demonstrates the distribution of wealth in the world by assigning guests to an income tier—high, middle, or low—and serving guests a meal that corresponds to their income tier. All guests are invited to share their thoughts after the meal.

A hunger council is being formed in Northwest Vermont. The council is working to bring together food resources and assist groups serving the hungry. For more information, contact **Ethan Dezotelle** at the County Courier (933-4375).

ST. MATTHEW'S, Enosburg, is continuing its successful dances, with two a month. The dances alternate square and round, and started Sept. 13. For more information, visit www.stmatthewsvt.org.

ST. ANN'S, Richford, hosted a very successful concert by **Elisabeth Von Trapp** Sept. 27. An audio slide show can be viewed at www.countycourieronline.com.

ST. LUKE'S, St. Albans, Interim Rector **Jean Austin** lectured as part of UVM's Osher Lecture Series at the St. Albans Museum on Sept. 10. She participated in a series on women "firsts." The annual book sale will be Oct. 25.

At GRACE CHURCH, Sheldon, the acclaimed retro-folk duo, "Hungrytown," (Rebecca Hall and Ken Anderson) closed out the extended concert season Oct. 2. A service celebrating renewal of ministry will be held at Grace Church Oct. 26 at 5 p.m. **Bishop Ely** will join the congregation and community in officially welcoming **Janet Brown** as priest-in-partnership.

HOLY TRINITY, Swanton, will hold an organ dedication Nov. 16. The parish has started a new program of Community Breakfasts on the first and third Wednesdays of the month. They have opened the new parish hall facilities to many community groups to hold their meetings on a weekly or monthly basis, including Alcoholics Anonymous, Voices Against Violence Domestic Violence Support Group, Building Brighter Futures Playgroup for children up to age 3, Kinship Care Support Group for Adults/Relatives caring for children who are not their birth children.

❖ deanery doings ❖

News of Parishes and People in the Diocese of Vermont

compiled and reported by the Mountain Echo "Deanery Bureau Chiefs"

Otter Creek Deanery 2

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ST. THOMAS & GRACE, Brandon/Forestdale, will worship in Brandon in November, December, and January and return to Forestdale in February.

The Outreach Committee at ST. STEPHEN'S, Middlebury, is targeting funds to address local needs in the areas of food and fuel. A festive dinner for newcomers is planned for Nov. 1.

TRINITY, Rutland, is preparing to host Diocesan Convention. Women of Trinity's annual Fall Rummage Sale is scheduled for Nov. 15, beginning at 9 a.m. in Nourse Hall. The annual Parish Thanksgiving Dinner will be Nov. 23, following the 10 a.m. service. All are welcome.

ST. PAUL'S, Vergennes, has welcomed their new rector, the Rev. **Alan Kittelson**. A formal installation service is in the works.

Southwest Deanery 3

Sarah Smith, Bureau Chief

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ST. PETER'S, Bennington, welcomed the Rev. **Dave Ames** of the Global AIDS Interfaith Alliance as guest preacher Oct. 12. That afternoon, he led a public forum on "Preventing AIDS and Implementing the UN Millennium Development Goals."

Southeast Deanery 4

Many thanks to Bette Harrison of Bellows Falls for her work as Bureau Chief. Please keep her in your prayers, as she must step down to focus on health issues. I would welcome a volunteer. Contact me at abrown@vermontel.net or 802-672-5250.

A seven week adult forum series at ST. MICHAEL'S, Brattleboro, is exploring worship and liturgy, particularly as expressed at St. Michael's. The Montpelier Community Gospel Choir will offer a concert Nov. 23, to benefit the Pastoral Counseling Center.

The choir at ST. LUKE'S, Chester, had a day-long retreat led by **Lori Routhier** of Immaculate Heart of Mary Church in Rutland. St. Luke's hosted an organ demonstration on the Organ Historical Society's tour of New England organs.

ST. MARY'S IN THE MOUNTAINS, Wilmington, observed the 10th anniversary of the death of **Matthew Shepard** with a reception and showing of *For the Bible Tells Me So* on Oct. 11. The film focuses on families with gay or lesbian children. The observance continued Oct. 12 in the Sunday worship with memories of Shepard, thanksgivings for the acceptance and presence of GLBT members in the area, and prayers for the end of hate and prejudice. A special offering went to support the Matthew Shepard Foundation and their Erase Hate campaign.

Three Rivers Deanery 5

Betsy Arnold, Bureau Chief

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ST. JOHN'S, Randolph, now has new concrete walkways that provide full accessibility to the church. St. John's Christmas Bazaar will be Dec. 7.

Members of ST. PAUL'S, White River Junction, have been involved in the formation of the United Valley Interfaith Project (UVIP). Its founding assembly will be Nov. 2. The annual Holiday Bazaar will be Nov. 15, 9 a.m.–3 p.m.

At ST. JAMES, Woodstock, the Rev'ds **Liz and Lyle Hall**, who are serving the congregation during the rector's sabbatical, hosted a parish picnic at their home. A Wednesday morning group (9–10 a.m.) will read and discuss Peter Gomes's *The Scandalous Gospel of Jesus*.

Central Vermont Deanery 6

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GOOD SHEPHERD, Barre, welcomed Bishop **Thomas Ely** on Oct. 29 to lead a celebration of a new ministry with their rector, the Rev. **Kevin Fisher**. Fisher will serve Good Shepherd part-time and also complete work on a doctorate through Vanderbilt University.



The Rev. Kevin and Jane Fisher.

ST. MARY'S, Northfield, will rededicate a recently restored stained glass window on Nov. 2, in memory of **Art Hambleton** and **Ray Wood**. At that service the congregation will bid farewell to Rector **Lee Alison Crawford** and will process to the parish hall, where services will be held until Holy Week to save on fuel costs.

ECW building New Orleans home

The national board of Episcopal Church Women (ECW) is asking all ECW members throughout the nine provinces to come together and work as the "hands and feet of Christ" by raising funds to build a home in the City of New Orleans for a family. The cost of a Jericho Road House is \$110,000. The board's goal is to raise funds to build this house in 2009.

They are asking local ECW groups and individuals to purchase cardboard building blocks (in \$50, \$100 or \$200 sizes) that will be built in the shape of a house at the ECW Triennial meeting in July, 2009. The donor's

Northeast Deanery 7

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Champlain Deanery 8

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Please remember the Chittenden Emergency Food shelf with your donation of food, time and money. The need is great!

The CATHEDRAL CHURCH OF ST. PAUL, Burlington, will serve a Friday High Tea and a Saturday Soup Luncheon as part of their Holiday Faire on Nov. 14 & 15. **Maureen Rees** is Chair. **Jimmie Sue Deppe** held a training for Greeters on Oct. 18. **Allison Neal** and **Ben Van de Graaf**, with coordinating help from **Lisa Schnell** and **Marti Churchill**, are the new leaders for Middle and High School Youth

ST. ANDREW'S, Colchester, will hold a food drive for the Colchester Food Shelf the last Sunday of each month. **Diane Casey** will serve as director of the Church School Ministry Team. Breakfast was provided for the two services on Sept. 7, which began the Church School Year.

ST. JAMES, Essex Junction, will offer five different opportunities for Adult Christian Formation. Rector **Ken Hitch** led a session on "Episcopal 101, an Introduction to the Episcopal Church." The Sole Mates ended their summer season at a concert by the U.S. Air Force Band in Stowe. Contact **Jeanetter Racine**, 878-15012 or **Molly Weeks**, 878-3995 for the Fall happenings. The Parish provided meals for the Burlington Emergency shelter the week of Oct. 12-17.

TRINITY, Shelburne, began the weekly Lunch Bunch Book Group Sept. 15. Contact the Rev. **Carole Wageman**, 985-2269, for the next selection. **Richard Forcier** is hosting a new group for the exploration of one's faith from mid-October until Advent. **Ken Horseman** leads a bible study between services using the African Bible Study Method. Call 862-3106 for more information.

ALL SAINTS, South Burlington, is looking forward to the revival of the play, "Joshua and the Battle of Jericho" by the All Saints Players. The Holiday Bazaar will be held Nov. 15, 9 a.m.–2:30 p.m. **Iris Darling** served as recruiter for the Crop Walk. She has served for 29 years.



CS&R approves grants

Congregational Support and Resources Committee Chair Bob Halverson reports that the committee approved the following grants at its September 16 meeting:

Talent and Resource Network grants (McClure Initiative II) were awarded to: St. Michael's, Brattleboro, \$3,367 for a Katrina relief construction trip; St. Andrew's, Colchester, \$1,500 for a healing training workshop; Trinity, Shelburne, \$500 to upgrade a telecommunication router; St. Paul's, Vergennes, \$10,000 for the discern-

ment process; and Immanuel, Bellows Falls, \$250 for a vestry retreat.

A Congregation Renewal and Emergency Assistance grant (McClure Initiative III) of \$4,846.93 was awarded to St. James, Essex Junction, for emergency capital expenses.

Grants from the Irish Fund were awarded to: Christ Church, Island Pond, \$4,300 for a building feasibility study, and St. John's, Randolph, \$2,130 for an ADA compliant accessible walkway.



Alternative gifts support ending childhood hunger

by Joanne Heidkamp

Is your parish hosting an Alternative Gift Fair this holiday season? If so, are you looking for organizations to participate that will touch the hearts of gifters and recipients alike? The Vermont Campaign to End Childhood Hunger (VTCECH) would love to be a part of your fair this winter.

VTCECH is a statewide nonprofit organization dedicated to hunger prevention through expanding access to nutrition programs that nourish Vermont's children and families. With VTCECH's participation

in your fair, your congregants will have the opportunity to give a gift of meaning this holiday season to support VTCECH's work. We provide you with lovely holiday cards that parishioners can send announcing their gifts of meaning.

Please contact Alida Duncan, Development Associate at VTCECH, at 865-0255 or ADuncan@vtnohunger.org, with any questions or information about Alternative Gift Fairs at your church.

Joanne Heidkamp is program director at the Vermont Campaign to End Childhood Hunger.

Status of congregation audits

Below is the status of 2007 parish audits as of September 30, 2008. It is a canonical requirement that each parish perform a financial audit following instructions found in the diocesan audit manual. Annual audits for the prior calendar year were due September 1.

Congregations perform these audits as part of the stewardship of their financial resources to assure that all is in order financially and to help prevent parish rectors, vestries, treasurers, and others from being at risk for liability due to improper financial activity. If there are any questions about this process or the published status of a congregation's audit, please call the diocesan office. [Data provided by the Diocesan Financial Administrator and the Oversight and Audit Committee.]

Audit Approved	Stowe	Middlebury	Montpelier
Arlington	Underhill	Sheldon	Newport
Bellows Falls	Wells	Swanton	Northfield
Bethel	Wilmington	White River Jct	Norwich
Brandon/ Forest Dale	Audit Received (Awaiting Review or Clarification)	Windsor	Poultney
Burlington		Audit Not Received	Proctorsville
Canaan	Barre	Alburgh	South Burlington
Chester	Brattleboro	Bennington	Springfield
Randolph	Colchester	Essex Junction	St. Johnsbury
Rutland	Enosburg Falls	Fair Haven/ Castleton	Three Rivers IPC
Shelburne	Island Pond	Fairlee	Vergennes
Slate Valley IPC	Lyndonville	Hardwick	Waitsfield
St. Albans	Manchester	Killington	Woodstock

Ministry Fairs Continued from Page A

includes both diocesan and congregation investments, stood at just over \$20 million. It is managed as a single portfolio with 60% in equities and 40% in bonds and has, until recent months, performed better than the market. He said the management has been fairly conservative, and he does not expect a significant change in the distribution for January.

At the Zion Ministry Fair, three young people—Emily Adams and Emily Perkins of St. Peter's, Bennington, and Carleton North of Trinity, Rutland—spoke about the summer Episcopal Youth Event and their hopes for the church and youth ministry. They emphasized the importance of mission and outreach and their hopes for a diocesan-wide outreach group and mission trips for youth. They said it is very important that youth be included in the activities of their

congregations, both in the liturgy and in other ministries.

Convention hearings

Members of the Nominations Committee presented candidates for election to various diocesan offices (see Pages H-1), and Bishop Ely asked for volunteers for the ministries to which he makes appointments.

Treasurer Steve Smith presented the budget proposed for 2009 (see Pages M-O). The bishop thanked Smith for his four years of service as treasurer and announced that once a new treasurer had been identified, Smith would step down. He asked that interested persons contact him.

The day concluded with members of the Resolutions Committee presenting the seven resolutions that will be considered for adoption at Convention (see Pages J-M). Proposers were available to answer questions. ✦

BBCC interim plan

Continued from Page C

ing committees in the areas of marketing, development and program. This work is likely to take some time to complete and it will have an important impact on the long range future of the BBCC. To date this work continues to affirm that there is a future for the BBCC, the exact nature of which is still to be determined.

3. There are significant capital repairs and projects at the BBCC that need funding. Some estimates place the need in excess of \$300,000 – \$400,000. Planning for the diocesan Capital Campaign will be affected by any uncertainty about the future of the BBCC and especially its capacity to operate without significant monetary deficit.

4. The BBCC as part of the Rock Point property continues to be a place of importance in the life and ministry of many in the Diocese of Vermont and its future mission is of great interest and importance to many.

5. The winter months (December through March) appear to be the most taxing on the facility, the least "profitable" in terms of revenue over expenses, and the least booked times of the year. While we serve some larger groups on some weekends during these months, the reality is that revenue from facility usage is nowhere close to meeting the increased operating costs during this time of the year – a time of year which many say was never meant to be an operational season for the BBCC because it was not built as a year-round facility.

6. The current BBCC staff has been "promised" employment through the end of 2008, with the understanding that the Rock Point Board was working on an operating plan and budget for 2009 to be completed by the end of September, 2008.

7. The current mission priorities for the BBCC in the Diocese of Vermont are:

- Congregational use for meetings and retreats;
- The Rock Point Summer Camp Program;
- Diocesan Committee and Commission meetings and retreats;
- Other BBCC sponsored programs/retreats;
- Use by other religious organizations;
- Use by non-religious organizations with an educational and/or environmental focus.

Some assumptions connected with the proposed plan:

- There is a future for the BBCC.
- Children's, youth and adult spirituality/retreat/formation is a core ministry of BBCC.
- Use by Episcopal congregations in Vermont and diocesan entities is a priority and the primary reason for diocesan budget subsidy.

4. An interim plan is needed to place the BBCC in a more stable financial position before moving forward with any long range plans to expand facilities and/or use. Components of this interim plan need to include:

- A skeletal and affordable staffing structure;
- More use of contracted services;
- Increased reliance on the Rock Point Property Manager for Maintenance needs;
- Seasonally limited use of the facilities;

- Continual and close monitoring of the finances by the Rock Point Board and diocesan personnel;
- Increased use of the facilities by congregations and diocesan entities;
- A strong summer camp program;
- Strong Rock Point Board leadership and involvement;
- An increase in volunteerism to cover certain aspects of the operation.
- Opportunities to increase staffing are linked to demonstrated positive financial results from increased use.

Basic components of the plan:

- An interim operational plan for up to two years beginning January 1, 2009;
- All current staff are compensated through December 31, 2008;
- Residential conference ministry of BBCC is limited to the months of April – November;
 - Kerr and Van Dyke "closed down."
 - Limited day use ministry at BBCC November through April;
- Butterfield remains "open" and available for day use, food service/catering use, office space and residential apartment options.
- Booking priority given to Rock Point Summer Camp, congregations and other entities of the Episcopal Diocese of Vermont, other religious organizations and non-profit groups (especially educational, environmental and those who have booked with BBCC in the past);
 - New staffing structure to include:
 - BBCC Manager: A part-time position (20 hours per week to start) with responsibility for bookkeeping, scheduling of reservations, scheduling of contracted services (i.e. food, laundry and janitorial) and day to day operations;
 - Office Assistant: A part-time position (15 hours per week to start) with responsibility for assisting the Manager with various office duties.
 - Contracted accounting, food, janitorial, housekeeping and linen services;
 - A seasonal Summer Camp Director, who works full time June through August and part time the rest of the year.
 - A "Hospitality Team" of paid and volunteer personnel trained to provide on-site hospitality to those using the BBCC;
 - Rock Point Property Manager to oversee all maintenance at BBCC, with funds available for seasonal employees and contractors.
 - General oversight provided by the Canon to the Ordinary.

[Approved by the Rock Point Board on September 23, 2008]

[Approved by the Rock Point Board on September 23, 2008]

St. Luke's, Alburgh, featured in calendar

The Vermont church featured in the 19th Historic Episcopal Churches Engagement Calendar is St. Luke's, Alburgh.

All major feasts and fasts, plus secular holidays are noted in the week-at-a-glance calendar. The cost is \$16.95 per copy. Add 10% (minimum \$3.00) for postage and handling. Send orders with payment to NEHA, 509 Yale Ave., Swarthmore, PA 19081. For bulk orders (with discount) contact nehahqs@aol.com or 610-544-1886. ✦



176th Convention of the Diocese of Vermont

Tending God's World—Now!

November 7-8, Trinity Episcopal Church, Rutland



Diocesan Convention Schedule

Friday, November 7, 2008

- 11:30 AM–2:30 PM Registration
- Noon–1:00 Convention 101
- 1:00–2:30 Open Hearings on budget, canons and resolutions
- 3:00–4:30 Forum with Bill McKibben, "Not Just Talking: Actually Taking Action on Climate Change"
- 5:00–6:00 Evensong
- 6:00–7:00 Social Hour (cash bar) and Friends of Bill Meeting Franklin Conference Center
- 7:00 Dinner, Franklin Conference Center – Guest Speaker: Bill McKibben

Saturday, November 8, 2008

- 8:00–10:30 Registration
- 8:30–9:45 Eucharist – Preacher, The Rt. Rev. Mary Adelia McLeod
- 10:00–12:30 Convention Business, beginning with Bishop Ely's annual address
- 12:30–1:00 Lunch at Trinity Church
- 1:00–3:30 Convention Business
- 3:30 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 Trinity's Nourse Hall will be open Friday afternoon and Saturday morning.

Tickets (no charge) are required for the Forum with Bill McKibben. Reserve tickets at www.dioceseofvermont.org, or call the Diocesan Office, 800-286-3437.

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. Members of the Resolutions Committee, Canons Committee, and Diocesan Council (for budget hearings), as well as those individuals who submitted the resolutions or canon changes will be on hand to answer questions.

Convention communications, in keeping with the theme of sustainability and caring for God's creation, have been, as much as possible, by e-mail. All Convention materials are available on the diocesan Web site at www.dioceseofvermont.org.

Parking is available at conveniently located city parking garages. Limited parking at the church lot. You might also consider parking at the Franklin Conference Center on Friday afternoon and car pooling from there to Trinity (about 1 mile away).

Lodging: Special rates have been negotiated at the Red Roof Inn, the Comfort Inn and the Holiday Inn, all in Rutland. Contact information is on the Convention Schedule and General Information page on the Web site.

Candidates for Convention Offices

Clergy Alternate Deputy to 2009 General Convention

(Four to be elected)

Note: Alternate Deputies are ranked by the number of votes received. The first alternate in each order attends the Convention. In the event an elected deputy is unable to serve, the alternates move up in order, with the first alternate serving as a deputy and the second alternate attending the Convention as an alternate.

The Rev. Reid Farrell is rector at Holy Trinity, Swanton. He is a member of Diocesan Council and of its Executive Committee, the Cathedral Chapter and the planning team for the upcoming Capital Campaign. He was Clergy Alternate Deputy #4 to the 2006 General Convention. He says, "Having served in six dioceses and in parishes and communities of various sizes over the 25+ years of my priesthood, I believe I bring a unique perspective of who we are as a Church and what we have to offer through our ministries." He appreciates the involvement of both laity and clergy in the governance of this church and says he thinks an Anglican covenant "would be detrimental to our Episcopal Church." He adds, "I want to see our Church's focus move from issues of people's sexuality and return to the mission and ministry of the Gospel of Jesus Christ."

The Rev. Linda M. Maloney is priest in partnership at St. Matthew's, Enosburg Falls, and has served as dean of the Northwest Deanery. She says, "I was a 'worker bee' at Convention 2003 and saw how it works." She adds, "I am committed to a church that welcomes and values everyone, to the ministry of all the baptized and to an openness to the future and to mission. This means at the outset putting an end to any moratoria on human rights in the church. If there is to be a Covenant by which we live, let it be the Baptismal Covenant."

The Rev. Jud Pealer is rector at St. Paul's, Windsor and part-time chaplain at Dartmouth-Hitchcock Medical Center. He serves on the Committee on Christian Formation and the Resolutions Committee. He was Clergy Alternate Deputy #3 to the 2006 General Convention. He notes that alternates serve in a supportive role to the bishop and deputies and says he would help explore and discuss theological, biblical and political issues "with humor and diplomacy."

Lay Alternate Deputy to 2009 General Convention

(four to be elected)

Mary Carlson, a member of St. James', Essex Junction, is retired from the University of Vermont. She chairs the Ecumenical Lunch Bunch, a ministry among five churches in Essex Junction, and is a former board member of the Cathedral Square Corp. She has chaired St. James' Sole Mates and the Outreach Committee and co-chaired the recent rector discernment committee. She says, "I am committed to seeing The Episcopal Church (TEC) move forward in the 21st century, continuing to strengthen its ministry to all people, sharing the Gospel and bringing all people to Christ." She says that good stewardship of God's generous gifts of time, talent or treasure "should be a guiding principle of our lives."

Scott A. Paul, a member of St. Michael's, Brattleboro, serves on Diocesan Council and on the St. Michael's vestry. He chairs the parish Stewardship Committee and is a past senior warden. He attended the 2006 General Convention and says he believes he is "well-informed about the issues our church faces," and "I believe I can give every viewpoint on the issues equal opportunity before making any decisions." He adds that he hopes the worldwide Communion can be preserved, "But I also hope TEC will not shy away from being an example of Jesus' commandment to love one another and uphold a spirit of inclusion for all people who desire simply to walk in peace to love and serve the Lord."

Steven J. Smith, a vestry member and administrative warden at St. James', Arlington, is treasurer of the diocese

His interests include baptismal ministry, the environment and energy, racism, sexism, gay rights, Anglican relations, relations with other Christians and religions and the arts.

The Rev. Craig Smith is rector at Trinity Church, Shelburne, and a member of the Dispatch of Business Committee. He has served three terms on Diocesan Council, been a member of the Stewardship Committee, as a director and staff member of the Rock Point Summer Conferences and as president of the Brookhaven Board. He led the 2007 diocesan Advent Retreat. He says, "I have experience listening carefully and representing a wider perspective that fits Christ's mission of reconciliation. I believe the church needs to pursue new models and organizational forms as we adopt to our present limits in financial resources." He is interested in music and liturgy, Celtic Christianity and family systems theory.

The Rev. Carole Wageman is associate rector at Trinity, Shelburne. She serves with the group developing the diocesan Resource Center and as an alternate member of the Ecclesiastical Court. She served on the task force that led to the creation of two groups of the Commission on Ministry and chaired the Committee on Christian Formation from its inception, helping to shape its initial work. She says her experience in the human service field with marginalized youth and participation in a variety of church settings give her "an awareness and compassion for people living in very different circumstances." She notes that the current struggle in The Episcopal Church and Anglican Communion may be "less a discussion about 'identity' and more a discussion about discerning God's will for us. This discussion needs to be large enough to ensure that the needs of the world are not drowned out in the heat of any particular individual issue."

and a member of the diocesan Insurance Committee. He serves *ex officio* on Diocesan Council and the Oversight and Audit Committee. He is the former executive vice president of the Episcopal Church Pension Group (CPG) and has attended two General Conventions in that capacity. He says, "I love the polity of TEC, in which clergy and laity come together and work together to discuss and discern how God wishes to lead us forward." He opposes "the currently discussed 'Anglican Covenant' that would diminish this process and the authority of our General Convention..." and says, "Let's affirm ourselves as inclusive and then move on to address more of the other needs that God calls so urgently to our attention, among them the MDGs, the oft parallel needs of those less fortunate in our own country, and the greening of our churches and our lives."

W. Duncan Tingle, a member of St. John's in the Mountains, Stowe, is a retired school principal. He is a member of the Standing Committee, the Commission on Ministry Committee on Discernment and chair of the parish discernment committee to seek a new rector. He is president of the board of the Laraway School for children with special needs. He is a graduate of the Diocesan Study Program and has been involved in parish and diocesan leadership for many years. He says, "I believe Vermont has been on the cutting edge of new forms of ministry in rural areas for the 21st century. I would like to advocate for this on behalf of the diocese."

Candidates for Convention Offices (continued)

Standing Committee

(One clergy and one lay member to serve to 2013)

The Rev. H. Paul Brannock-Wanter is rector at St. Luke's, Chester, and a member of the Ecclesiastical Court. He is a past member of Diocesan Council and served on the Commission on Ministry in his previous diocese. He says, "I have been an ordained clergy person of TEC for almost 24 years of both change and continuity, and still have a deep love of, and adherence to, its polity and the present and continuing witness to Christian faith that arises out of this Church." He adds, "I try, whether successfully or unsuccessfully, to give precedence to grace over law, and mercy over judgment, and hope that justice and God are served therein."

C. Elizabeth Van Dyk, a member of Zion Church, Manchester, is retired from a career of administrative and university teaching. She currently serves as vice president of the board of the Southern Vermont Council on Aging. She says her experience has "honed my ability to analyze information, negotiate and communicate in person and in writing." She adds, "I have a serious commitment to my Church and Faith. Unity of all people in and out of the Episcopal community and assisting them is paramount."

Trustee of the Diocese

(One member to serve to 2015)

Stephen A. Reynes, a member of Christ Church, Montpelier, is an attorney and partner at Primmer, Piper, Eggleston & Cramer. He is a member of Diocesan Council and its Executive Committee and a former member of the Rock Point and Bishop Booth Conference Center boards. He has also served as senior and junior warden and vestry member at Christ Church. He is a graduate of the Diocesan Study Program, a participant in the Education for Ministry (EFM) program and part of an active baptismal ministry discernment group at Christ Church.

Oversight and Audit Committee

(One clergy and one lay member to serve to 2011)

The Rev. Peter D. MacLean, a retired priest who attends St. Andrew's, Colchester, is a current member of the Oversight and Audit Committee. He has served as a member of the audit team for several congregations and says "23 years of experience as a parish auditor and one-time instructor on financial management for the Parish Resource Center in New York" qualify him to serve.

Cynthia Watters, a member of St. Stephen's, Middlebury, and librarian at Middlebury College, is completing her first term on the Oversight and Audit Committee. She is a past treasurer at St. Stephen's, and she says her experience in her first term will allow her to continue to make a contribution to the committee's work.

Brookhaven Trustees

(Three members to serve to 2011)

Howard D. Clarke is a member of St. Paul's, White River Junction. He is a current member of the Brookhaven Board and has been involved in several mission trips to Honduras.

The Rev. Diana G. Collins is a deacon at St. Mark's, Springfield. She is a member of Diocesan Council and serves as chaplain to the Brookhaven Board. She is past chair of the board and a member of the advisory board of the Latin American Mission and Bible Institute in Tegucigalpa, Honduras. She is concerned about decreases in funding for children in need and the decreasing number of programs, such as that of Brookhaven, that "can offer children who have been marginalized and who are hurting hope and a caring environment."

Sue Rogers is a Chelsea resident who works in the local public school. She is a past member of the Brookhaven Board. She says, "I believe in Brookhaven and its worth in the State of Vermont" and she would like to participate in continuing its work.

Diocesan Council

(Four at-large members to serve to 2010)

The Rev. Victor Horvath is a priest/preacher member of the Ministry Support Team at Immanuel, Bellows Falls, and an administrator at Brattleboro Memorial Hospital. He is a current member of Diocesan Council, the Committee on Discernment of the Commission on Ministry and the Nominating Committee. He has served on the Standing Committee and as a vestry member and says that his previous experience on the Council and in the diocese qualify him to serve a second term.

The Rev. Scott B. Neal is rector at St. James', Arlington, and a former long-time member of St. Mary's, Northfield, where he served as choir director. He also served on the diocesan Music and Liturgy Committee. He says, "I have been in the Diocese of Vermont for over 40 years. I have experienced the unique challenges of family-sized parishes as a lay person, choir director and now rector." He adds that he fully supports the ministry of the diocese and "its many contributions and connections to The Episcopal Church."

Veronika Travis is a member of the Cathedral Church of St. Paul, Burlington, and a Web site project manager. She is

a lay eucharistic minister and a member of the Committee on Christian Formation of the Commission on Ministry. As a former member of St. Michael's, Brattleboro, she was a member of the parish's Outreach Committee, a planner of mission trips and chair of the Christian Formation Team. She has experience in budgeting and planning and has worked in customer support for an Episcopal publisher. She says, "I have a strong belief that dioceses can support the mission of individual congregations effectively. It most often happens in the realms of communication and networking, and resources of the diocese should support the growth of communities and networks that work toward its stated mission."

Note: Four at-large positions are open. Additional nominations may be made from the floor at Diocesan Convention.

(Two Youth to serve to 2009)

Nominations to fill the two youth positions may be made from the floor at Diocesan Convention. None had been received as of the August deadline.

Rock Point Board

(Three members to serve to 2011)

Laurel Broughton, a member of Trinity, Shelburne, is a retired lecturer in English at UVM. She is a current trustee of the diocese and has previously served on the Rock Point Board, the Rock Point Task Force and as part of the diocesan strategic planning process. She has been associated with the Rock Point property since she was eight, and she says, "I am firmly committed to responsible stewardship of the property and its preservation for the benefit of future generations." She is also committed to "helping create ways in which to use the property to further the diocese's strategic plan."

Travis S. Lamberton, an artist, is a member of St. John's in the Mountains, Stowe, who serves the parish in many capacities, including the Building and Grounds Committee (St. John's has just completed a new church building), the Pastoral Care Committee and the Altar Guild, as a eucharistic minister and in the areas of hospitality and stewardship.

The Rev. Craig Smith is rector at Trinity Church, Shelburne, and a member of the Dispatch of Business Committee. He has served three terms on Diocesan Council, been a member of the Stewardship Committee, as a director and staff member of the Rock Point Summer Conferences and as president of the Brookhaven Board. He says, "I care deeply for Rock Point as a spiritual center and a holy place and have been involved with Rock Point all my life in multiple capacities." He stresses the need for both a capital campaign and a planned giving program for Rock Point.

Rock Point School Trustees

(Four members to be elected to 2011)

Marylen Grigas, an English teacher, potter and poet who lives in Burlington, has devoted much of her life to education and working with students with special needs. She says that her 31 years of teaching at RPS "would provide a useful perspective as a board member."

Barbara Grimes is general manager of the Burlington Electric Department, a member of the United Way Board and the Lake Champlain Chamber of Commerce. She is a former school board member and served two terms in the Vermont Legislature as chair of the Education Committee. She says The Episcopal Church has played a big role in her life and, "I look forward to joining the Board and hope to give something back."

Lindsey Huddle, an attorney, is a member of St. James', Essex Junction. She is a current member of the board and the diocesan Canons Committee, and a former member of the Diocesan Council, St. James' vestry and delegate to Diocesan Convention. She says, "I have experience with the relationship between Rock Point School and the diocese... and commitment to the students and staff. I believe passionately in the mission of RPS."

The Rev. Canon Tanya R. Wallace is canon educator at the Cathedral Church of St. Paul, Burlington, and a current member of the RPS board. She is a deputy to the 2009 General Convention and chair of the Committee on Discernment of the Commission on Ministry. She previously served on Diocesan Council. She believes the RPS board "is a good match for my skills and passions."



Nominees for elective offices are introduced at the 2007 Diocesan Convention.

ACB photo

Proposed Resolutions

1 A Resolution on Support for Those Studying for Ordained Ministry

RESOLVED, That the Episcopal Diocese of Vermont at its 176th Convention meeting on November 5 and 6, 2008, memorialize the 76th General Convention of the Episcopal Church and its Standing Committee on Program, Budget and Finance to provide funding in the coming triennium in the amount of \$100,000 in year one, \$150,000 in year two and \$200,000 in year three for the purpose of providing needs-based scholarships for Episcopal Seminarians; and be it further

RESOLVED, That said funds be administered and distributed to needy seminarians through the existing Scholarship Program of the Society for the Increase of the Ministry (SIM), said Society having an established record of 151 years of experience in administering scholarship grants to Episcopal seminarians; and be it further

RESOLVED, That the General Convention direct SIM to report annually to the Executive Council on this work and its effectiveness in meeting the needs of the future ordained leaders of this Church and that the Executive Council, in turn, provide a full report to 77th General Convention.

Proposers: The Rev. Lee Alison Crawford
The Rev. John C. Morris
The Rev. Scott B. Neal

Explanation:

This funding schedule is intended to bring the support from the General Convention budget to a level matching the annual grants committed by the Society for the Increase of the Ministry (\$225,000.00 for the academic year 2008-09).

Enrollment of full-time Master of Divinity students in the residential seminaries of the Episcopal Church has declined 25% over the last three academic years due largely to the dramatic increases in cost of seminary education, training and formation. The cost of three years of seminary can range from \$51,000 to over \$100,000, depending upon family circumstances and one's choice of seminaries.

About half of our seminarians struggle under the burden

of debt, most of which is educational debt. The average debt of those with debt in the Class of 2009 only halfway through seminary is \$44,772. Projecting these figures to graduation and ordination, the average indebtedness of new ordinands will approach or exceed \$60,000.

The high cost of seminary education and the threat of debilitating debt limits diversity among our seminary student bodies and limits the placement opportunities for ordinands to those congregations which pay better than others.

It was at the 62nd General Convention (1970) that the seminary deans and the Board for Theological Education first called for direct financial support from General Convention. This action later led to the passing of a resolution calling on parishes to commit 1% of their net budget income to the support of the seminaries of the Episcopal Church. In 1979 the Convention reaffirmed the principle but raised the amount to 1.50%. The 1% principle was reaffirmed at several Conventions that followed. The last reported Parochial Report figures from 1999 demonstrate that such support amounted to the only .0027% (barely one quarter of one percent) of the called for support. Had support been sustained at 1.00% of net budget parish income, scholarship funds would have increased substantially and the cost of such education, training and formation would have been reduced very significantly and the situation with our seminaries might be quite different.

Meanwhile, the Episcopal Church remains the only major denomination in the United States that does not have a central funding source to support seminarians in their education, training and formation.

While both the General Conventions of 2006 and 2003 called upon various stake-holding agencies of the Episcopal Church to study this issue and to make recommendations, the General Convention has yet to become part of the solution by providing any funding to support seminarians in need. Since 1789 we have consistently acted as if funding of seminaries and seminarians is someone else's problem, not our own. It is now time for the General Convention and its budget to become an active participant in the solution.

3 A Resolution to Establish the First Sunday of Lent as Episcopal Relief & Development Sunday

RESOLVED, That the Diocese of Vermont dedicate the first Sunday in Lent as Episcopal Relief & Development Sunday and that congregations and individuals be encouraged to support Episcopal Relief & Development's life-saving work through prayer and a special offering that will help heal a hurting world; and be it further

RESOLVED, That the Diocese of Vermont submit the following resolution for consideration and adoption by Province One and by the 76th General Convention of the Episcopal Church, meeting in Anaheim, California, July 2009:

RESOLVED, the House of _____ concurring, That this 76th General Convention of The Episcopal Church dedicate the first Sunday in Lent as Episcopal Relief & Development Sunday and that congregations and individuals be encouraged to support Episcopal Relief & Development's life-saving work through prayer and a special offering that will help heal a hurting world.

Proposer: Kristin Wood, co-coordinator,
Episcopal Relief & Development

Explanation:

In 2008, the Presiding Bishop designated the first Sunday in Lent as Episcopal Relief & Development Sunday and as an annual celebration of Episcopal Relief & Development's role in our collective mission to seek and serve Christ in all persons.

The Episcopal Church's ongoing commitment to fight poverty and disease around the world is lived out in a variety of ways. Advocacy with our government for the achievement of the Millennium Development Goals is one vital way. Another is through the ministry of Episcopal Relief & Development, which, as the relief and development arm of the Episcopal Church, works globally to alleviate hunger, fight disease, and strengthen communities.

2 A Resolution to repeal Canons 10A and 10B and replace with new Canon 10

I. RESOLVED, that Canons 10A and 10B are repealed and replaced with the following new Canon 10.

CANON 10. of PROPERTY, INSURANCE, AUDIT and FINANCE

1. Diocesan Property

The Diocese is an ecclesiastical district of The Episcopal Church (the Church).

(a) *All Property for the Benefit of the Church.* All real and personal property held by or for the benefit of the Diocese or any Parish, Mission, Academic Institution or the Trustees of the Diocese of Vermont is held in trust for the Church and the Diocese. Subject to these Canons and the authority of the Diocese, this trust does not limit the authority of a Parish, Mission or Academic Institution to utilize property so long as the particular Parish, Mission, or Academic Institution remains a part of, and subject to, the Church and its Constitution and Canons and the Constitution and Canons of the Diocese.

(b) *Acquisitions of Property; Title.* A Parish, Mission, Academic Institution or the Trustees of the Diocese of Vermont must obtain the advice and consent of the Bishop and the Standing Committee before acquiring real property, whether by purchase, gift, bequest or otherwise. Title to real property shall be held by the Trustees of the Diocese of Vermont, except as otherwise directed by the Bishop and the Standing Committee. Where title is to be in the name of the Trustees of the Diocese of Vermont, its consent is also required.

(c) *Encumbering or Alienating Property Prohibited.* No Parish, Mission, Academic Institution or the Trustees of the Diocese of Vermont may encumber or alienate its real property without the written consent of the Bishop and the Standing Committee, which may establish procedures and other requirements for granting consent.

(d) *Insurance.* All buildings and their contents held by any Parish, Mission, Academic Institution, the Rock Point Board or the Trustees of the Diocese of Vermont shall be adequately insured for their replacement cost by the Parish, Mission, Academic Institution or other organization occupying the property. All treasurers and financial custodians, other than financial institutions described in Section 2.1(a) of this Canon, shall be adequately bonded. The Diocese and each Parish, Mission, Academic Institution, the Trustees of the Diocese of Vermont and the Rock Point Board, at a minimum, shall also maintain coverages for the following risks:

- (i) comprehensive general liability;
- (ii) employment practices liability;
- (iii) sexual misconduct liability;
- (iv) workers compensation;
- (v) directors and officers liability; and
- (vi) fidelity.

All insurance policies shall name the Bishop and the Diocese as additional insureds, as their respective interests may appear. All insurance policies and coverages must satisfy the requirements for coverage and limits established by the Diocesan Council from time to time. The Diocesan Council shall take such action as may be necessary and appropriate to encourage compliance with this Subsection.

2. Diocesan Finances.

The Diocese and its Parishes, Missions, Academic Institutions, the Trustees of the Diocese of Vermont and the Rock Point Board shall manage their finances as follows:

2.1 Funds and Securities Management.

(a) *Operating Funds.* All operating funds shall be deposited only with financial institutions whose accounts are federally insured or otherwise selected according to guidelines established by the Financial Oversight and Audit

Committee.

(b) *Investment, Trust and Permanent Funds.* Unless otherwise directed by the terms of a trust instrument, all funds other than operating funds shall be invested in the Unit Fund of the Diocese, or otherwise as directed by the Trustees of the Diocese of Vermont. Notwithstanding the preceding sentence, however, such funds under the control of a Parish, Mission or Academic Institution may be invested as directed by its governing body, subject to the requirements of Canon I.1.7(b) of the Church Canons. Records are to be made and kept of all trust and permanent funds showing at least the following: (i) source and date, (ii) terms governing the use of principal and income, (iii) to whom and how often reports of conditions are to be made, (iv) how the funds are invested, and (v) the most recent annual or special accounting filed with a court or other person where such accounting is required to be made and filed. Two signatures shall be required on any withdrawal or transfer of investment, trust and permanent funds over a *de minimis* amount to be determined by Diocesan Council from time to time.

(c) *Diocesan Funds.* The Diocesan Council may authorize any officer or officers, or agent or agents, to enter into contracts or to execute and deliver instruments in the name and on behalf of the Diocese. The Diocesan Council may make such authorization general or limited. The Treasurer and such other persons as the Diocesan Council may determine may issue all checks, drafts and other orders for the payment of money, notes and other evidences of indebtedness issued in the name of or payable by the Diocese. The Diocesan Council shall authorize the opening and keeping of general and special bank and investment accounts and shall approve all signatories thereto.

Continued on Page K

Proposed Resolutions (continued from Page J)

Proposed Canon 10

Continued from Page J

(d) *Discretionary Funds.* Each Parish and Mission may maintain a discretionary fund established by resolution of its Vestry or Executive Committee, giving the Rector, Priest-in-Charge or an Almoner discretion to make disbursements from the fund for pious and charitable purposes. Rectors, Priests-in-Charge and Almoners shall not make any disbursements from such funds to themselves or for the personal benefit of themselves or their families. (e) Securities. All securities shall be held in book entry form with a financial institution that satisfies the requirements of Canon I.7.1(b) of the Church Canons.

2.2. Financial Statements.

The Diocese, each Parish and Mission, and the Trustees of the Diocese of Vermont shall operate on a calendar year basis. The Diocese's two Academic Institutions, Rock Point School and Brookhaven School for Boys, may operate on a fiscal year basis. Financial statements shall be maintained either in accordance with generally accepted accounting principles or in accordance with the Manual of Business Methods in Church Affairs as promulgated by the Church. Financial statements shall include a statement of financial position (balance sheet) and a statement of activities (income and expenses statement), and shall include a statement of sources and applications of funds.

2.3 Audits

(a) *Academic Institutions.* The financial statements of each Diocesan Academic Institution shall be audited annually by an independent certified public accountant in accordance with each Institution's Bylaws.

(b) The Diocese, the Rock Point Board and the Trustees of the Diocese of Vermont. The financial statements of the Diocese, the Rock Point Board and the Trustees of the Diocese of Vermont shall be audited annually by an independent certified public accounting firm chosen by the Financial Oversight and Audit Committee with the concurrence of the Diocesan Council. All audit reports, reviews, complete financial statements, management letters and responses to management letters shall be delivered by the Financial Oversight and Audit Committee to the Bishop, the Trustees of the Diocese of Vermont, the Rock Point Board, the Diocesan Council and the Secretary of Convention. All fees for auditing the financial statements of the Diocese and the Rock Point Board shall be paid from Diocesan funds on order of the Financial Oversight and Audit Committee. All fees for auditing the financial statements of the Trustees of the Diocese of Vermont shall be paid from its funds.

(c) *Parishes and Missions.* The financial statements of each Parish and Mission shall be audited annually by an independent certified public accountant or independent licensed public accountant, or by such audit committee as the Financial Oversight and Audit Committee may authorize. Audits shall be conducted and reported in accordance with the Manual for Audit Committees of the Diocese of Vermont.

(d) *Timing and Filing of Audit Reports.* All audit reports, reviews, complete financial statements, management letters and responses to management letters shall be filed with the Diocese within 30 days following the date of the report, and for Parishes and Missions, in no event later than September 1 of the year following the year covered by the audit report. The Financial Oversight and Audit Committee shall report annually to Diocesan Council listing Parishes, Missions and Academic Institutions and, where appropriate, the Diocese and the Rock Point Board, not in compliance with the requirements of this subsection 2.3. The Council shall take such action as may be necessary and appropriate to encourage compliance.

2.4 Reports

Annual Parochial Reports. Each Parish and Mission shall annually prepare a parochial report in the form required by the Church. In every Parish, the preparation and delivery of this Annual Parochial Report shall be the joint duty of

the Rector or Priest-in-Charge, and the Vestry; in every Mission, the preparation and delivery of the Parochial Report shall be the joint duty of the Priest-in-charge and the Executive Committee of the Mission. The Annual Parochial Report shall include the membership, attendance, service, stewardship and financial information defined in the forms and workbooks titled "Report of Episcopal Congregations and Missions" provided to each Parish and Mission, with instructions, by The General Convention of the Church. The Parish or Mission shall submit its Annual Parochial Report to the Bishop, or, if there is no Bishop, to the Ecclesiastical Authority of the Diocese, by March 1 of the following year. The Diocesan Treasurer shall report annually to Diocesan Council listing Parishes or Missions not in compliance with this requirement. The Council shall take such action as may be necessary and appropriate to encourage compliance.

Annual Diocesan Reports. Under the direction of the Bishop, the annual report of the Diocese shall be prepared in the form required by the Church. The report shall include statistical information concerning the Parishes and Missions of the Diocese, the Clergy and other ministries, and such other ministries and organizations of the Diocese as may be appropriate; together with the financial information required by Church Canon I.4.6(i). It shall also include information concerning implementation by the Diocese of resolutions of the previous General Convention which have been specifically identified as calling for Diocesan action.

2.5 Assessments and Offerings

Parish and Mission Assessments. Each Parish and Mission shall pay an annual assessment to support the Diocesan budget. The assessment shall be determined by the Convention upon the recommendation of the Diocesan Council and shall be paid in twelve equal monthly installments throughout the year, unless otherwise scheduled by the Diocesan Council. The Diocesan Treasurer shall report at least annually to Diocesan Council listing Parishes and Missions not in compliance with this requirement. The Council shall take such action as may be necessary and appropriate to encourage compliance.

Episcopal Visitation Offering. The undesignated plate offering at the official visitation of the Bishop to each Parish and Mission shall be remitted to the Diocesan office to be disbursed for such needs as the Bishop may determine. No distribution from such offerings shall be made to the Bishop or for the personal benefit of the Bishop or the Bishop's family.

2.6 Tax Exempt Status.

No organization or entity subject to this Canon shall take any action which may impair its tax exempt status or the tax exempt status of the Diocese or the Church.

2.7 Application of this Canon.

This Canon shall apply to any parochial organization within or affiliated with a Parish, Mission or other organization connected with the Diocese.

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.

II. *FURTHER RESOLVED*, that Canon 3.5 is amended by striking the second sentence thereof and replacing it with the following sentence: The Treasurer, *ex officio*, shall be a member of the Financial Oversight and Audit Committee of the Diocese and shall also serve as Treasurer of the Convention.

III. *FURTHER RESOLVED*, that Canon 11.5 is amended by striking the words "through the Finance Committee" in the first sentence.

IV. *FURTHER RESOLVED*, that the caption of Title II of the Canons is amended by striking it and replacing it with "Finances, Insurance, Real Property and Business Methods."

Proposer: Canons Committee

4 A Resolution Establishing Minimum Clergy Compensation

RESOLVED, That the 176th Convention of the Diocese of Vermont approve the recommendation of the Diocesan Council that the minimum full time stipend for clergy in the Diocese of Vermont be increased by 5% for the year of 2009 to \$36,950 and be applied to the diocesan schedule of mandatory minimum cash salaries, and that travel allowance be reimbursed at the current IRS standard.

Proposer: Diocesan Council

Explanation:

Canon 6.7 of the Episcopal Diocese of Vermont requires that Diocesan Council review the minimum stipend for full-time equivalent clergy and the travel allowance and make recommendations to the Convention. Such a minimum shall be binding on all parishes and missions upon ratification of the Convention. A 5% increase reflects the average of the current Cost of Living Adjustment (COLA) of the Northeast Urban Index and the United States All Cities index.

According to the Church Pension Fund ("The 2006 Church Compensation Report," reflecting 2006 data), the national average median compensation for full-time Episcopal clergy was \$62,793, up from \$61,379 in 2005. This figure includes cash stipend, fair-rental value of housing, utilities and payment of one-half of the Social Security/Medicare (SECA) tax.

Approval of this resolution will change the Beginning Level 1 minimum cash stipend from \$35,190 to \$36,950, thus raising the minimum full-time compensation package to approximately \$51,710 [\$36,950 cash stipend, plus housing and utilities of \$11,085* (at 30% of cash), plus SECA of \$3,675 (at 15.3%/2 of cash, housing, and utilities.)]

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

Schedule of Mandatory Minimum Cash Salaries for 2009

Years of Service	Level 1*	Level 2**
1	\$36,950	\$41,594
2	\$37,541	\$42,260
3	\$38,142	\$42,936
4	\$38,752	\$43,623
5	\$39,372	\$44,321
6	\$40,002	\$45,030
7	\$40,642	\$45,750
8	\$41,292	\$46,482
9	\$41,953	\$47,226

Continued on Page L

Proposed Resolutions (continued from Page K)

5 A Resolution on Racial Profiling in Vermont

RESOLVED, That the 176th Convention of the Episcopal Diocese of Vermont affirms that racial profiling by law enforcement agencies contradicts our baptismal covenant's call to "strive for justice and peace among all people, and respect the dignity of every human being;" and be it further

RESOLVED, That the Episcopal Diocese of Vermont commends the Vermont Advisory Committee of the United States Civil Rights Commission for investigating the extent to which Vermont law enforcement personnel engage in racial profiling; hearing from police personnel and individuals who feel they were the recipients of such profiling; and be it further

RESOLVED, that the diocese specifically commends law enforcement agencies in Chittenden County who have started listening to community concerns and have voluntarily agreed to begin collecting data about police stops and the ethnicity of the person involved in order to gain empirical data on whether there is any racial profiling; and be it further

RESOLVED, that this convention urge all Vermont law enforcement agencies to voluntarily collect this data in order to see the extent to which their agencies may be engaging in racial profiling; and be it further

RESOLVED, that this Convention urge all law enforcement departments to provide training for all personnel around racial profiling and the larger issues of racism and diversity, particularly in light of Vermont's increasingly diverse population; and be it further

RESOLVED, That this Convention communicate this

resolution to the Vermont Advisory Committee of the United States Civil Rights Commission; the Attorney General for the State of Vermont; Vermont Public Safety Commissioner; the Director of the Vermont State Police; and the Police Chiefs of Burlington, South Burlington, Winooski, and University of Vermont.

Proposers: Laura Chase
Blanche Cooper
Tinka McArdle
Constance Quinby
Nancy Vogeles
Stewart Wood
Margy Zabriskie
(Members of the Dismantling Racism Commission)

Explanation:

1) Numerous anecdotal accounts on racial profiling in Vermont have been reported in recent media stories, for example: an African-American graduate student was stopped by police 13 times during his one year in Vermont, twice on his first day in the state.

2) In July 2008, the Vermont Advisory Committee for the United States Civil Rights Commission held hearings at the State House in Montpelier to determine the scope of the problem of racial profiling in Vermont—if indeed racial profiling is a problem. The Rt. Rev. Stewart Wood, a member of the Dismantling Racism Commission, is a member of this Advisory Committee.

3) Vermont is one of only two states in the United States (the other being Mississippi) that do not collect data correlating police stops and race.

4) While there is no plan in place, at this time, for state-wide data collection, there is a new program in Chittenden County, where police from four agencies will soon begin collecting statistics on traffic stops to determine if race is a factor.

4 Minimum Clergy Compensation Continued from Page K

Years of Service	Level 1*	Level 2**
10	\$42,624	\$47,982
11	\$43,306	\$48,749
12	\$43,999	\$49,529
13	\$44,703	\$50,322
14	\$45,418	\$51,127
15	\$46,145	\$51,945
16	\$46,884	\$52,776
17	\$47,634	\$53,620
18	\$48,396	\$54,478
19	\$49,170	\$55,350
20	\$49,957	\$56,236

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

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

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

6 A Resolution to Help Prevent Phosphorous Pollution in Water Bodies

RESOLVED, That the 176th Convention of the Diocese of Vermont agree with Resolution D046 of the 2003 General Convention urging dioceses, parishes and communicants to regard water resources as precious, to encourage all to become active stewards of water resources, and to promote the education of congregants in faithful stewardship of Earth's resources; and be it further

RESOLVED, That the 176th Convention instruct the Diocese of Vermont, parishes and communicants to seek alternatives to phosphorous-laden fertilizers for use on diocesan, parish and communicants' properties, and to use phosphorous only when soil tests indicate that it is needed for proper soil-plant health.

Proposers: Alan Carpenter
Sylvia Knight
Mary Tuthill
Robert Wright
Earth Care Circle, Cathedral Church
of St. Paul, Burlington

Explanation:

General Convention actions promoting Earth stewardship are important to us at the local level, as we are continually growing in our awareness of our relationship with and responsibility for God's Creation. Our resolution extends stewardship of water resources to a particular issue in the Vermont region.

Lake Champlain suffers from algae blooms which make parts of the lake unhealthy for aquatic life as well as for humans and domestic animals. Algae blooms are caused by excess phosphorous from fertilizers, manure, and animal waste in water running off the land, and in effluent from municipal sewage systems.

Vermont Water Quality Division tells us that approximately 37% of phosphorous in Lake Champlain comes from neighborhoods and cities. Shelburne Pond, Lake Carmi in Franklin, Tickle Naked Pond in Ryegate and Lake Memphramagog on the Canadian border are also affected by phosphorous runoff. Most Northeast lawns tested by UVM need no added phosphorous. (Source: www.anr.state.vt.us/doc/waterq/lakes/docs/lpseries/lp_lps-dontp.pdf)

Lake Champlain's watershed includes nearly 2/3 of Vermont, extending as far south as the East Dorset headwaters of Otter Creek, as far west as Poultney River on the border with New York State, as far east as Cabot's source of Winooski River and Orleans County sources of the Lamoille River, as far north as East Richford where Missisquoi River runs through Canada on its way to Lake Champlain.

Since we as humans have made a significant contribution to the problem, we believe that with very little effort (using little or no fertilizers containing phosphorous

on lawns and gardens), we can contribute significantly to the solution. Information will be provided on available products and methods to avoid adding phosphorous pollution to Lake Champlain and other water bodies.

D046 Stewardship of Water Resources (General Convention 2003)

RESOLVED, That the 74th General Convention urge dioceses, congregations, and communicants to regard water resources as precious, and to recognize that the right use of water is an explicit means to show love for one's neighbor, since water connects people and all creatures throughout the global community; and be it further

RESOLVED, That the 74th General Convention encourage dioceses, congregations, and communicants to become active stewards of their water resources through conservation efforts including reduction of consumption; through examination of water discharge such that contaminated water does not improperly leave church grounds; and through the creation of environmental programs for stewardship of water and the whole of creation and for the education of congregants in regard to good and faithful stewardship of the earth's resources; and be it further Resolved, That the General Convention encourage dioceses, congregations, and communicants to undertake one or more of the following four stewardship steps:

- When and where possible, install water-saving devices, such as low-flow commodes and aspirators on sink faucets.

- Replant church grounds and home gardens with plants and trees that are drought-tolerant and have low needs for water, and that are native to the region and therefore able to survive local climatic conditions.

- Devise drainage systems that allow rainwater to flow from gutters and drain pipes to spread onto the lawn and landscaped areas of church grounds and home gardens, thereby reducing water lost to sewer systems.

- Pave new or repave existing parking lots with materials that are pervious, so that water penetrates into soil beneath parking areas, thereby reducing the flow of oil and other auto fluids into streams.



ACB photo

Delegates to the 2007 Diocesan Convention hold up green cards for a "yes" vote.

Proposed Resolutions (continued from Page 1)

7 A resolution to ask the General Convention to authorize preparation of rites of holy union for same-gender couples

RESOLVED, That the 176th Convention of the Diocese of Vermont submit the following resolution for adoption by the 76th General Convention of The Episcopal Church:

RESOLVED, the House of _____ concurring, That the Standing Commission on Liturgy and Music prepare rites of holy union for same-gender couples for consideration by the 77th General Convention; and be it further

RESOLVED, That such rites should reflect the legal contexts in which such holy unions might take place; and be it further

RESOLVED, That the Standing Commission on Liturgy and Music devise an open and transparent process for the conduct of its work, inviting participation from dioceses and individuals who have already engaged in such liturgical and theological work and welcoming theological reflection from all interested parties in The Episcopal Church and the provinces of the Anglican Communion.

Proposers: Anne Clarke Brown
The Rev. Thomas J. Brown
The Rev. Lee Alison Crawford
Thomas A. Little
The Rev. John C. Morris
Jennifer Ogelby
The Rev. Tanya R. Wallace
(All are deputies to General Convention 2009)

Explanation:

Anglican theology has traditionally had its deepest roots not in abstract theory but in practice, the practice of prayer and sacramental worship. In other words, Anglican theology is incarnational; its truths are both found in and expressed by forms of prayer and worship adopted for use in particular contexts by particular church communities.

To some extent, Anglican prayer is "common prayer," but since new churches began to form outside the Church of England, many of those churches have adapted the mother church's forms to meet the developing traditions of theology and worship practice in their own cultural contexts.

Today, the Anglican Communion is experiencing conflict over the role of gay, lesbian, bisexual and transgendered persons in its various churches and particularly over whether some churches of the Communion should celebrate in a formal way the relationships of gay and lesbian couples. Many who are critical of The Episcopal Church claim that the theology has not been done that could support such rites of blessing. Many who support such rites claim that the theology has been—and continues to be—done by those engaged in the creation and use of rites of blessing.

The Diocese of Vermont engaged in an extensive scriptural, historical and theological study as its Task Force on the Blessing of Persons Living in Same-Gender Relationships developed liturgical rites for trial pastoral use in Vermont. The group's report, stimulated by a pastoral need for prayer and worship resources for a context in which civil unions had become a legal reality, was issued in June 2004. It is available at www.dioceseofvermont.org.

This resolution acknowledges the incarnational and liturgical foundations of Anglican theological reflection by proposing that The Episcopal Church continue the work and conversation begun at the 65th General Convention meeting in Minneapolis in 1976, placing that work in the context of the preparation of resources for worship. It is based on the assumption that this practical approach is the best way for The Episcopal Church and the Anglican Communion to move beyond stalemate on the question of a theology that may support the blessing of same gender couples.

The resolution does not represent a rejection of the concerns expressed by The Episcopal Church's partners in the Anglican Communion. Rather, it is a response to calls for continued conversation, and it proposes that such conversation be placed in the context of an open and transparent process that invites participation by all interested parties, including those from other provinces in the Anglican Communion. Given the diversity of cultural contexts in the Anglican Communion, there is little likeli-

hood of Communion-wide consensus in the foreseeable future. However, in the context of many parts of The Episcopal Church, there is a pastoral need to move forward, while not expecting that other parts of the Communion will choose to follow.

Approval of this proposal by the 2009 General Convention will not mean approval of rites of blessing. It will mean that The

Episcopal Church can continue a process begun over 30 years ago in a manner consistent with the Anglican tradition of discerning a theological position in the context of exploring liturgical responses to practical needs. Should this proposal be approved, any rites developed would be presented to the 2012 General Convention for a first vote and not receive final approval until 2015.

Proposed 2009 Parish Support Schedule

TOWN	PARISH	2008 SUPPORT	2009 SUPPORT
ALBURG	ST.LUKE'S	1,242.00	1,220.00
ARLINGTON	ST.JAMES'	21,633.00	17,981.00
BARRE	GOOD SHEPHERD	9,902.00	9,339.00
BELLOWS FALLS	IMMANUEL	34,393.00	35,756.00
BENNINGTON	ST.PETER'S	26,413.00	29,054.00
BETHEL	CHRIST CHURCH	5,625.00	5,903.00
BRANDON	ST.THOMAS'	9,585.00	6,666.00
FOREST DALE	GRACE CHURCH	7,063.00	6,142.00
BRATTLEBORO	ST.MICHAEL'S	40,405.00	44,446.00
BURLINGTON	ST.PAUL'S CATHEDRAL	90,844.00	95,466.00
CANAAN	ST.PAUL'S	775.00	748.00
CASTLETON	ST.MARK'S	4,008.00	4,409.00
CHESTER	ST.LUKE'S	17,199.00	18,800.00
COLCHESTER	ST.ANDREW'S	17,464.00	19,210.00
ENOSBURG FALLS	ST.MATTHEW'S	3,589.00	3,948.00
ESSEX JCT	ST.JAMES'	31,595.00	30,544.00
FAIRLEE	ST.MARTIN'S	13,158.00	13,769.00
HARDWICK	ST.JOHN'S	10,042.00	11,046.00
HIGHGATE	ST.JOHN'S	327.00	
ISLAND POND	CHRIST CHURCH	1,976.00	2,173.60
KILLINGTON	OUR SAVIOUR	4,569.00	4,497.00
LYNDONVILLE	ST.PETER'S	1,566.00	1,723.00
MANCHESTER	ZION	72,886.00	68,100.00
MIDDLEBURY	ST.STEPHEN'S	32,999.00	35,382.00
MONTPELIER	CHRIST CHURCH	30,041.00	33,045.00
NEWPORT	ST.MARK'S	10,940.00	11,714.00
NORTHFIELD	ST.MARY'S	10,582.00	11,640.00
NORWICH	ST.BARNABAS'	19,844.00	21,828.00
POULTNEY	ST.JOHN'S	2,150.00	2,365.00
PROCTORSVILLE	GETHSEMANE	1,885.00	2,073.50
RANDOLPH	ST.JOHN'S	14,708.00	16,179.00
RICHFORD	ST.ANN'S	396.00	405.00
RUTLAND	TRINITY	44,732.00	44,824.00
SHELBURNE	TRINITY	46,902.00	45,456.00
SHELDON	GRACE CHURCH	831.00	914.00
SO.BURLINGTON	ALL SAINTS'	13,142.00	13,130.00
SPRINGFIELD	ST.MARK'S	7,586.00	8,345.00
ST.ALBANS	ST.LUKE'S	22,867.00	22,897.00
ST.JOHN'SBURY	ST.ANDREW'S	6,238.00	4,864.00
STOWE	ST.JOHN'S	13,455.00	14,308.00
SWANTON	HOLY TRINITY	30,806.00	35,179.00
UNDERHILL	CALVARY	4,605.00	5,066.00
VERGENNES	ST.PAUL'S	6,998.00	7,697.80
WAITSFIELD	ST.DUNSTAN'S	6,561.00	7,217.00
WELLS	ST.PAUL'S	2,362.00	2,598.00
WILMINGTON	ST.MARY'S	3,536.00	5,024.00
WINDSOR	ST.PAUL'S	6,947.00	7,642.00
WOODSTOCK	ST.JAMES'	34,160.00	34,587.00
WRJ	ST.PAUL'S	23,877.00	24,396.00
		825,409	849,716.90
	Shrinkage 10,000	(10,000.00)	
		816,211	849,716.90



ACB photo

Members of the first official Convention Youth Presence (2007) pose with Canon Connie Saeger-Proctor (top left), Presiding Bishop Katharine Jefferts Schori and Bishop Tom Ely.

Note: 2009 assessments are subject to change.

Diocese of Vermont Proposed 2009 Budget

LINE	REVENUES	ADOPTED BUDGET 2008	PROJECTED REVENUE FOR 2009	PROPOSED 2009 BUDGET			TOTAL BUDGET	COMMENT
				PRIORITY FUNDED	RESTRICTED FUNDED	ALSO FUNDED		
8	Parish Support for Diocesan Ministry	816,211	849,717				849,717	No shrinkage allowance. Cathedral assessment and usage cost (L10) shown gross.
9	Trust Revenues - Unrestricted	140,168	140,712				140,712	
10	Trust Revenues - Restricted	54,901	54,943				54,943	
11	Administrative Support - Unit Fund	12,000	15,000				15,000	
12	Support from the Hunt Fund	15,000	15,000				15,000	
13	Grants/Support for Stwdship Dev. Pos.	100,000	110,000				110,000	2nd year of three-year funding commitment.
14	Grants for Ministry Support Team	25,000	20,000				20,000	Lilly Foundation \$15,000; Roanridge Foundation \$5,000.
15	Communications (Mtn Echo Contributions)	8,000	8,000				8,000	
16	Bank Interest Income/Other Donations	4,000	3,000				3,000	
17	Support from Funds Available to the Bishop	10,000	15,000				15,000	
18	Patterson Dividend Income (prior year)	25,000	-				-	
19	Foster Bequest	10,500	-				-	
20	TOTAL REVENUES	1,220,780	1,231,372				1,231,372	
		ADOPTED BUDGET 2008		PROPOSED 2009 BUDGET			TOTAL BUDGET	COMMENT
	EXPENSES			PRIORITY FUNDED	RESTRICTED FUNDED	ALSO FUNDED		
21	1. The Episcopal Church (TEC)							
22	The Episcopal Church Covenant	145,839	161,077				161,077	17% of 21%, up from 16% in 2008.
23	Province I Assessment	6,252	6,715				6,715	
24	Provincial Synod Deputies' Expense	85	300				300	
25	Oversight & Audit	12,500	12,500				12,500	
26	Reserve - Triennial General Convention +ECW	10,000	10,000				10,000	
27	Total TEC	174,676	190,592	-	-	-	190,592	
28	2. Outreach (OUT)							
29	Outreach & Social Justice - Global Reconciliation MDG	8,000	8,619				8,619	0.7% of revenue per Convention resolution.
30	Outreach & Social Justice - Domestic	10,625		900	10,000		10,900	Supported in part by Permanent Fund for Human Needs (L10)
31	Total OUT	18,625	8,619	900	10,000	-	19,519	
32	3. Ministry Support Team (MST)							
33	Diocesan Historiographer	3,400	3,400				3,400	
34	Personnel - Salaries	447,005	482,518	20,197			502,715	4% COLA. Supported in part by L13, L14, & Episc. Fund (L10).
35	Personnel - Benefits	204,410	196,569				196,569	Reflects savings from new health insurance plan
36	Pastoral Enrichment Coordinator-Salary and Benefits	38,173	-				-	Included for 2009 in L34 and L35
37	Diocesan Consultants Training	850	850				850	
38	Continuing Ed - Bishop	1,200	1,200				1,200	
39	Deployment	4,335	4,335				4,335	
40	Professional Development - Ministry Support Team	3,800	3,800				3,800	
41	Travel & Meetings - Bishop	11,315	11,881				11,881	
42	Travel & Meetings - Ministry Support Team	33,375	31,633	3,411			35,044	Supported in part by Bryant Fund (L10)
43	Computer Technology & Equipment Costs	2,000	2,000				2,000	
44	Equipment Purchase - Office Equipment & Technology	2,550	2,550				2,550	
45	Insurance - Diocesan Workers' Comp	4,500	4,604				4,604	
46	Management Information System	2,500	2,000				2,000	
47	Office Supplies & Expenses	8,500	8,500				8,500	
48	Payroll Service Fees	1,800	1,800				1,800	
49	Postage	4,250	4,250				4,250	
50	Printing	850	850				850	
51	Telecommunications	6,800	6,800				6,800	
52	Total MST	781,613	769,539	23,608	-	-	793,147	
53	4. Commission on Ministry (COM)							
54	Seminarians	2,000		2,095			2,095	Supported in full by Seminarian Fund (L10)
55	Committee on Christian Formation (COM:CCF)	8,000				8,500	8,500	EFM License (1500); Resource Ctr. (1000); CE (2500); Youth Ministry (2000)
56	Committee on Discernment (COM:COD)	4,500				3,500	3,500	
57	Diocesan Study Program	2,000				-	-	
58	Total COM	16,500	-	2,095	-	12,000	14,095	
59	5. Ecumenism (ECU)							
60	Episcopal Ecumenical Assessment	200				200	200	
61	Campus Ministry	8,712		8,712			8,712	Supported in full by Campus Ministry Fund (L10)
62	VT Ecumenical Council & Bible Society Support	4,700				4,200	4,200	
63	Diocesan Ecumenical Officers	500				-	-	
64	Total ECU	14,112	-	8,712	-	4,400	13,112	
65	6. Institutions (INS)							
66	Brookhaven	1,000				1,000	1,000	
67	Bishop Booth Conference Center (BBCC)	15,000				25,000	25,000	BBCC operation (10,000) and contribution to summer camp program (15,000)
68	Total INS	16,000	-	-	-	26,000	26,000	
69	7. Program Ministries (PRO)							
70	Cathedral Chapter (Cathedral Without Walls)	\$ 2,550				2,500	2,500	
71	Communications (The Mountain Echo)	27,450	27,450				27,450	
72	Living Stones Partnership	3,000				2,500	2,500	
73	Accessibility	500				250	250	
74	Dismantling Racism Commission	4,250				2,000	2,000	
75	Fresh Start	2,500				2,500	2,500	
76	Chaplain to the Retired Clergy	425		2,700			2,700	Supported in full by Aged & Infirm Fund (L10)
77	Retired Clergy Medigap Insurance	10,000		10,000			10,000	Supported in full by Aged & Infirm Fund (L10)
78	Retired Clergy Pension Supplements	4,200		4,200			4,200	Supported in full by Aged & Infirm Fund (L10)

Continued on Page O

Diocese of Vermont Proposed 2009 Budget (continued from Page J)

	ADOPTED BUDGET 2008	PROPOSED 2009 BUDGET			TOTAL BUDGET	COMMENT
		PRIORITY FUNDED	RESTRICTED FUNDED	ALSO FUNDED		
EXPENSES (cont'd.)						
79	7. Program Ministries (PRO) (cont'd.)					
79	15,000				-	Program of BBCC and now included in L67
80	2,975	2,500			2,500	
81	850				-	Program of BBCC and now included in L67
82	1,020			1,000	1,000	
83				500		
84	4,000				-	Combined with COM:CCF (L55)
85	Total PRO	29,950	16,900	11,250	58,100	
86	8. Diocesan Structure (STR)					
87	659			700	700	
88	255			300	300	
89	8,000	8,000			8,000	
90	52,598	53,042			53,042	
91	25,000	26,023	1,977		28,000	Supported by Institute Fund (L10)
92	5,000	4,364	751		5,115	Supported by Concord Fund (L10)
93	3,400	3,400			3,400	
94	850			850	850	
95	500			-	-	
96	128			-	-	
97	425			-	-	
98	425			-	-	
99	680			700	700	
100	2,125			1,500	1,500	
101		6,000			6,000	Cathedral assessment (L8) and usage cost now shown gross.
102	Total STR	100,044	100,829	2,728	4,050	107,607
103	9. Appropriations (APP)					
104	1,275	750			750	
105	2,550	2,500			2,500	
106	4,250	2,000			2,000	
107	425	100			100	
108	1,275	500			500	
109	850	650			650	
110	2,125	100			100	
111	4,000	1,000			1,000	
112	340	350			350	
113	2,550	1,000	-		1,000	
114	850	250			250	
115	Total APP	20,490	9,200	-	-	9,200
116	TOTAL EXPENSES & APPROPRIATIONS	1,220,780	1,108,729	54,943	67,700	1,231,372
BUDGET SUMMARY		ADOPTED 2008			PROPOSED 2009	
117	TOTAL REVENUES	1,220,780			1,231,372	From Line 20
118	TOTAL EXPENSES & APPROPRIATIONS	1,220,780			1,231,372	From Line 116
119	SURPLUS (DEFICIT)	(0)			(0)	

Proposed 2009 Personnel Expense Summary

Appendix A

POSITION	2008 Salaries	SALARY/ HOUSING	SECA / FICA/ MEDICARE	MEDICAL INSURANCE	GROUP LIFE INSURANCE	PENSION	EQUITY ALLOW.	TOTAL
Bishop	\$ 80,657	\$ 83,883	\$ 8,000	\$ 11,387	\$ -	\$ 23,500	\$ 2,400	\$ 129,170
Canon to the Ordinary	68,414	71,151	5,443	6,556	154	7,115	-	\$ 90,419
Development Minister (Clergy)	62,800 **	65,312	4,996	6,556	-	12,656	-	\$ 89,520
#1 Lay	32,315	33,608	2,571	9,339	154	3,361	-	\$ 49,032
#2 Clergy	32,315	33,608	2,571	8,997	-	6,512	-	\$ 51,688
#3 Clergy	32,315	33,608	2,571	6,823	-	6,512	-	\$ 49,514
#4 Lay	32,315	33,608	2,571		154	3,361		\$ 39,693
Financial Administrator	42,914	44,631	3,414	11,924	154	4,463	-	\$ 64,586
Executive Assistant	30,731	31,960	2,445	6,840	154	3,196	-	\$ 44,595
Receptionist	8,305	8,637	661	-	-	-		\$ 9,298
Administrative Assistant	27,983	29,102	2,226	6,868	154	2,910	-	\$ 41,261
Communications Minister	28,257	33,608	2,571	6,865		3,361	-	\$ 46,404
Deductible Carry-Over				(5,897)				\$ (5,897)
TOTAL PERSONNEL:	\$ 479,321	\$ 502,714	\$ 40,041	\$ 76,258	\$ 924	\$ 76,946	\$ 2,400	\$ 699,283

Diocesan Calendar

November 2008

- 1 Ministry Fair, St. Paul's, Burlington, 9 am–4 pm
- 2 Bishop's Visitation, St. Dunstan's, Waitsfield
- 4 Fresh Start for Clergy, St. Barnabas, Norwich, 9:30 am–2:30 pm
- 6 Ministry Development Group, Trinity, Rutland, 9:30 am–4:30 pm
- 7-8 Diocesan Convention, Trinity, Rutland
- 10 Deadline, December Mountain Echo**
- 11 Standing Committee
- 13 Dispatch of Business, Diocesan Office, 1–3 p.m.
- 14 Trustees, Diocesan Office, 10 a.m.–2 p.m.
- 16 Bishop's Visitation, Gethsemane, Proctorsville
- 20 Congregational Support and Resources Committee, St. Stephen's, Middlebury, 11 a.m.–3 p.m.
- 23 Bishop's Visitation, St. Peter's, Bennington
- 25 Rock Point Board, Diocesan Office, 3–5 p.m.

December 2008

- 2 Fresh Start for Clergy, St. Barnabas, Norwich, 9:30 am–2:30 pm
- 7 Bishop's Visitation, St. Michael's, Brattleboro
- 8 Deadline, January 2009 Mountain Echo**

Episcopal Church apologizes for role in slavery



ACB image

Presiding Bishop Katharine Jefferts Schori kneels in front of the congregation during the Litany of Offense and Apology at the African Episcopal Church of St. Thomas in Philadelphia October 4. President of the House of Deputies Bonnie Anderson stands just to her left with some of the bishops in attendance.

by Elizabeth Eisenstadt Evans

In an unprecedented public act of remorse for centuries of support for slavery, the Episcopal Church on Saturday, October 4, held a dramatic service of repentance at one of the nation's first black churches.

Punctuated with the sound of a gong and the sung refrain of "Lord have mercy, Christ have mercy," the service began with a "Litany of Offense and Apology" detailing the ways that the denomination participated in human captivity, segregation and discrimination.

More than 500 worshippers, a multicultural sea of faces, spilled over into the aisles of Philadelphia's African Episcopal Church of St. Thomas, founded in 1792 by Absalom Jones, a former slave and the denomination's first black priest.

"Through it all, people of privilege looked the other way, and too few found the courage to question inhuman ideas, words, practices or laws," said Presiding Bishop Katharine Jefferts Schori in her sermon. "We and they ignored the image of Christ in our neighbors."

Several of America's founding fathers—most notably George Washington—were Episcopalians and slave owners, and many of the nation's most historic churches and prominent steeples were built by wealthy donors who made their fortunes on the back of slave labor.

This year marks the 200th anniversary of the abolition of the slave trade in the United States. Last June, the U.S. House of Representatives issued its own apology for slavery.

The service, and the day of workshops that preceded it, were the result of Resolution A123 passed at the 2006 General Convention. It called slavery a "sin" and a betrayal of the "humanity of all persons," and it asked dioceses to research instances in which they have been complicit or profited from it and asked the presiding bishop to hold a "Day of Repentance." Each diocesan cathedral was also asked to hold its own service of repentance.

Elizabeth Eisenstadt Evans is a reporter for Religion News Service.



Members of St. Barnabas, Norwich, process to the dedication ceremony.



ACB images

St. Barnabas' Rector Beth Hilgartner, Bishop Thomas Ely, Ann Flowers and Christopher Flowers in front of one of the solar panels given to St. Barnabas in honor Ann Flowers 80th birthday.

St. Barnabas dedicates solar power system

Continued from Page A

concluded, "As rings are to the sacred commitment of a holy union, so too is every solar panel, every wind turbine, every geo-thermal well a sign of our commitment to a sustainable future for this planet, God's creation, this fragile earth our island home, and, we pray, the home for generations born and yet unborn."

After communion the congregation, led by the crucifer, torch bearers and a bagpiper, processed out

the front doors and around the town green to the rear of the church where the panels are mounted on three steel poles. Prayers of dedication, led by the bishop included the petition, "We pray that this wonderful gift may inspire others to similar generous acts and instill in all who see it the courage and hope to embrace the many challenges we face in halting the destruction of this fragile and precious Earth God has made."

Ann Flowers, who is a life-long Episcopalian, has attended St. Barnabas since moving to Thetford four years ago. Her son Christopher Flowers of New York City suggested the idea of a donation to the church in her honor and asked her to suggest a project. She discussed the proposal with St. Barnabas's rector, the Rev. Beth Hilgartner, who came up with the solar power idea. Flowers admitted that she was not initially taken with the idea, but that her children were enthusiastic. She is now delighted with the gift.

Hilgartner said she had wanted to see churches, many of which have large south-facing roofs, use solar power. As she considered the Flowers's offer, such a system seemed to be a wonderful and creative gift that would be good not just for St. Barnabas but also for the Norwich community. ❖



Watching the electric meter run backwards.