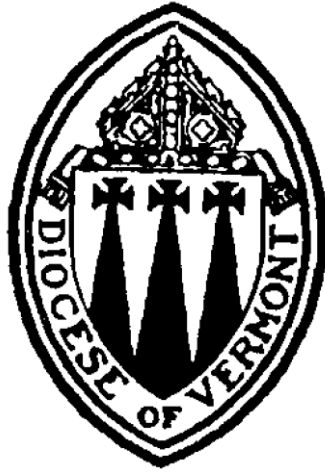


2010 Diocesan Convention



November 5 & 6

*Cathedral Church of St. Paul
Burlington, Vermont*

Convention Journal

**The Journal of the
220th Annual Convention of the
Episcopal Church of Vermont**

**Being the
178th Annual Convention of the
Diocese of Vermont**

**Held at the
Cathedral Church of St. Paul
Burlington, Vermont
November 5 - 6, 2010**

The Mission of the Episcopal Diocese of Vermont is
To pray the prayer of Christ, learn the mind of Christ, do the deeds of Christ.

We envision a lively, mission-oriented church
that discerns and welcomes
God's call to us as a Diocese.
Five interwoven themes emerge from this call:

Formation + Liberation + Communication + Connection + Celebration

Table of Contents

REPORTS TO 2010 CONVENTION

DIOCESAN ALTAR GUILD	4
BISHOP'S REPORT OF OFFICIAL ACTS	5
BROOKHAVEN TREATMENT AND LEARNING CENTER ANNUAL REPORT	7
COMMISSION ON MINISTRY: COMMITTEE ON DISCERNMENT	9
CONGREGATIONAL SUPPORT AND RESOURCES COMMITTEE.....	10
DIOCESAN COUNCIL	10
DIOCESAN LOAN REVIEW COMMITTEE.....	15
EARTH STEWARDS COMMITTEE REPORT – 2010.....	16
REPORT OF THE HISTORIOGRAPHER AND REGISTRAR.....	19
FINANCIAL OVERSIGHT AND AUDIT COMMITTEE.....	20
REPORT ON SYNOD MEETING.....	21
PROVINCIAL SYNOD OF THE PROVINCE OF NEW ENGLAND.....	21
ROCK POINT SCHOOL	23
ROCK POINT SUMMER CAMP 2010.....	24
TRUSTEES OF THE DIOCESE.....	25
UNITED THANK OFFERING	26
VERMONT ECUMENICAL COUNCIL AND BIBLE SOCIETY.....	27

2010 CONVENTION

LAY DELEGATES REGISTERED.....	29
CANONICALLY-RESIDENT CLERGY REGISTERED.....	32
LICENSED CLERGY REGISTERED	33
DIOCESAN CONVENTION ADDRESS 2010	34
MINUTES OF DIOCESAN CONVENTION.....	45
2011 DIOCESAN BUDGET.....	73

OTHER

CANONICALLY RESIDENT CLERGY AS OF 6/30/10	78
DIOCESAN ORGANIZATIONS AS OF DECEMBER 1, 2010	80

2010 Statistics of Congregations and Missions (Compiled by The Episcopal Church)

REPORTS TO CONVENTION

DIOCESAN ALTAR GUILD

The 54th annual meeting of the Diocesan Altar Guild was held at Saint Martin's Episcopal Church in Fairlee on Thursday, May 13, 2010, with registration at 9:30 am. The business meeting was called to order with prayer, at 10:10 am by Directress Sarah Maynard of Saint Andrew's of Saint Johnsbury.

The minutes of the 2009 annual report were read and accepted as presented.

The 2010 treasurer's report and 2010 budget were perused. In the absence of Treasurer Carol Walters, former Directress Carolyn Murray reported on the situation at the sacristy of Saint Michael's Chapel at Rock Point. Since the death of Janet Smith, nothing has been taken care of. There were problems with mice, moth and mold, torn linens and vestments. The Diocesan Altar Guild is responsible for candles and vestments but the Chapel is responsible for wine and wafers. Rev. Lizette Baxter, rector of Saint Andrew's in Colchester and Betty Lehneman of Saint Andrew's went through things and disposed of many unusable items. They found candle wax on the altar and decided to purchase oil candles. Carol Walters told Carolyn that Saint Andrew's should not have to pay for these candles and had sent \$195 from the DAG money. It is suggested that camphor balls were good to deter moths, mice and moisture.

Vera Mallary moved that Baxter, Murray, Lehneman, and Walters be authorized to spend up to \$1,000 to renovate and bring up to date Saint Michael's Chapel at Rock Point. It was seconded and approved.

The treasurer's report was accepted.

There was a question about the proposed Altar Guild banner. Since Carol Walters was not in attendance and was organizing this project, it was tabled.

Sarah reported that she had been approached by Angie Emerson about the Altar Guild conducting a workshop at the next ministry expo. Symbolism and origins of purposes might be a proposed project. This might be a recruitment project.

Judi Shank of Saint Paul's, White River Junction, was approached to fill the vacant position of Assistant Directress. She asked that she give it thought for another year.

Former Directress Katherine Webster was appointed to the Board of Directors.

It was asked if there was a job description for the various positions and it was noted by Carolyn Murray that there was not. It was suggested that job descriptions be created.

The meeting was suspended at 11 am for a wonderful music program presented by church organist Matthew Wiencke and cellist Margaret Gilmore. Ann Davis explained the various types of music used for different aspects of the worship service and members were able to sing a few verses of these songs. Matthew and

Margaret then played several pieces used for preludes and postludes at different times. It was noted that they were often joined by other talented musical numbers of the church. Matthew has been organist of Saint Martin's for fifteen years and also works for the Dartmouth College Medical Magazine.

After resumption of the business meeting Carolyn Murray reported that surplus supplies were stored at the cathedral and it was hoped that an inventory would be available soon. There were questions about DAG dues and it was noted that the suggested amount for each Altar Guild is \$50, but any amount is welcome, if a church cannot afford that much.

Directress Maynard asked if the DAG members would like to have a quarterly newsletter and offered to write it.

Following a delicious lunch presented by the Altar Guild of Saint Martin's, Sarah presented an "Altar Guild stole" that she had made to Bishop Thomas C. Ely, which he wore during the Ascension Day Holy Eucharist. Bishop Ely was assisted by the Rev. John Morris, rector of Saint Martin, Eucharistic Minister Ann Davis, Lector Pat Ballou, Usher DeWitt Mallary and Organist Matthew Wiencke.

Attending were the following people:

From the host church, Saint Martin's, Fairlee - Pat Ballou, Ann Davis, Freda Farmer, Janet Jones, Vera and DeWitt Mallary, Jacqueline Wren, the Rev. John Morris, organist, Matthew Wiencke, cellist, Margaret Gilmore

From Christ Church, Montpelier-Eunice Crosby, Joan Saben

From Saint Andrew's, Saint Johnsbury-DAG directress Sarah Maynard, DAG secretary Betty Maynard

From Saint Barnabas-Norwich-Kathleen Peterson, Sandy Virginia

From Saint Luke's Saint Albans-Brad and Carolyn Murray

From Saint Paul's, White River Junction-Claire O'Connor, Judi Shank

From Zion, Manchester Center - Luanne Hardy, Kathie Peltz

Betty Maynard, Secretary
Diocesan Altar Guild

BISHOP'S REPORT OF OFFICIAL ACTS July 01, 2009 - June 30, 2010

On July 21, 2009, Letters Dimissory accepted from the Diocese of Central New York on behalf of the Rev. David Ganter (St. Matthew's Church, Enosburg Falls).

On September 16, 2009, Letters Dimissory issued to the Diocese of Connecticut on behalf of the Rev. Kristina Lewis.

On September 16, 2009, Letters Dimissory issued to the Diocese of Massachusetts on behalf of the Rev. Thomas J. Brown.

On September 16, 2009, Letters Dimissory issued to the Diocese of Colorado on behalf of the Rev. J. Harrison L. Heidel.

On September 21, 2009, Letters Dimissory issued to the Diocese of Maine on behalf of the Rev. Judson Pealer.

On September 26, 2009, Jakki Renee Flanagan (Cathedral Church of St. Paul, Burlington) admitted as a Postulant for Holy Orders.

On October 9, 2009, Letters Dimissory accepted from the Diocese of Massachusetts on behalf of the Rev. Margaret Lee Ferry (St. John in the Mountains, Hardwick).

On November 3, 2009, Letters Dimissory issued to the Diocese of Western Massachusetts on behalf of the Rev. David M. Hall.

On December 19, 2009, Donna J. Reidt (St. Michael's Church, Brattleboro) ordained to the Transitional Diaconate at St. Michael's Church in Brattleboro.

On December 22, 2009, Letters Dimissory issued to the Diocese of Western Massachusetts on behalf of the Rev. Cn. Tanya Wallace.

On February 11, 2010, Letters Dimissory accepted from the Diocese of New Hampshire on behalf of the Rev. David Hamilton (All Saints Church in South Burlington).

On April 16, 2010, Letters Dimissory issued to the Diocese of Rhode Island on behalf of the Rev. Dr. Anita L. Schell-Lambert.

On May 23, 2010, Mark F. Genszler (St. Michael's Church, Brattleboro) admitted as a Postulant for Holy Orders.

On June 15, 2010, Auburn Lynn Watersong (Christ Church, Island Pond) admitted as a Candidate for Holy Orders.

On June 15, 2010, Thomas N. Mousin (St. Michael's Church, Brattleboro) admitted as a Candidate for Holy Orders.

On June 24, 2010, Letters Dimissory issued to the Diocese of New York on behalf of the Rev. Cn. Jeanette Tweedy.

In this twelve month period (July 1, 2009, through June 30, 2010), the Rev. Margaret Lee Ferry was called as Priest in Partnership at St. John the Baptist Church in Hardwick, the Rev. David Hamilton was called as Rector at All Saints Church in South Burlington, and the Rev. David Veale was called as Priest in Partnership at St. Luke's Church in St. Albans.

In this twelve month period (July 1, 2009, through June 30, 2010), the following Lay Participants Licenses in the Liturgy were issued: 19 Catechists, 1 Chalice Bearer, 326 Eucharistic Ministers, 57 Eucharistic Visitors, 46 Lay Preachers, and 81 Worship Leaders.

In this twelve month period (July 1, 2009, through June 30, 2010), 28 official visitations were made. At these visitations, 21 adults and 11 youth were confirmed,

14 adults were received into the Episcopal Church, and 57 recorded reaffirmations of baptismal vows.

In this twelve month period (July 1, 2009, through June 30, 2010), consents were given to the elections of 10 diocesan bishops and 3 suffragan bishops. Consents were given to the resignations of 8 diocesan bishops and 2 suffragan bishops.

Respectfully submitted,



The Right Reverend Thomas Clark Ely
10th Bishop of Vermont

**BROOKHAVEN TREATMENT AND LEARNING CENTER ANNUAL REPORT
(July 1, 2009 to June 30, 2010)**

2010 has been an exciting year at the Brookhaven Treatment and Learning Center. Through the dedicated efforts of our staff and partners in the community, Brookhaven continues to succeed at our critical mission of providing quality clinical and educational programming for boys with severe emotional/behavioral issues and learning difficulties.

Our comprehensive residential treatment program is designed specifically for boys whose difficulties have become so severe that removal from their home environment is essential to the treatment process. We provide these boys with therapeutic milieu services, intensive behavior management, individual, group and family therapy, case management services and psychopharmacological intervention. The residential program also includes our Family Retreat. This is a place for our residents and their families to come together on campus for overnights and intensive family focused treatment.

In addition to residential treatment, we also provide onsite educational services (grades K-8) for our residents, as well as, day students from the community. Our Learning Center, a state licensed independent school, provides a therapeutically oriented academic curriculum. Our program serves boys who are able to continue residing in their home, but whose behavior/learning difficulties require more intensive services than are available in their local school.

This last year we have seen three young men move on from our residential program after the successful completion of treatment. These boys entered good homes with families who understand the emotional and behavioral challenges of nurturing the growth and development of a child who is a victim of abuse and trauma. To further ensure the success of these placements we have also made available intensive family therapy and follow-up support through the Family Retreat.

During the 2009 Christmas break, many of the boys enjoyed home visits with relatives. The Board of Trustees once again joined children and staff at our annual Christmas party. The boys helped to set up tables and chairs for the party, as well as presenting board-members with small gifts. Before eating the celebratory meal, Christmas carols filled the building as child and adult alike sang together, sharing the celebration and experience. The boys truly enjoyed themselves and spent quite a bit of time engaging the board of trustees with questions and ideas about Christmas and Santa Claus.

A few short months later, with over 100 family and friends in attendance, a graduating class of 22 students marched together into the Pavilion where they were honored for the year's hard work and their many academic accomplishments. This proud moment marked the end of the 2009 to 2010 school year and the eagerly anticipated beginning of the summer break and start of Camp Haven.

On June 22nd, Brookhaven was blessed by the presence of The Right Reverend Thomas Ely. With a residential student acting as guide, Bishop Ely and the board toured the campus and viewed the new Family Retreat facility and the recently renovated pavilion. Following the tour, the Bishop met with students for a question and answer session, and then met with Dr. Iazzo, Brookhaven's Executive Director and the Board of Trustees to discuss Brookhaven's vital mission.

A key topic addressed during the Bishop's visit was the recently launched Brookhaven Initiative. The Brookhaven Initiative is a scholarship fund dedicated to offering financial assistance to families lacking the financial means to send a child to Brookhaven to receive much needed treatment. The very first child to receive a scholarship from this grass roots solution to Vermont's budgetary shortfall recently finished the summer session at Camp Haven and will be a day student going into the 2010 - 2011 school year.

Camp Haven is our therapeutic day camp and is the Brookhaven Learning Center's extended summer program that runs for six weeks during the summer months.

Over the six-weeks of camp, our teachers and counselors, in collaboration with clinical staff, create a host of fun-filled activities that foster personal growth, academics and social development. Our classroom activities this year were based on the theme "River Exploration". Our back river was used as an outdoor classroom to incorporate our theme into many hands on-activities such as raft building, exploring river habitats and learning about river species. The 2010 summer session culminated with a festive celebration and barbeque attended by over 50 family members. During this exciting ceremony, campers were recognized for their many achievements over the summer.

Also in June, Altrusa, a non-profit women's organization who donates their time and energy to community projects and the community as a whole, visited the boys, bringing each a special gift and spending time with the boys celebrating "Christmas

in June". The event was held in the freshly renovated Brookhaven Pavilion. Renovations and repairs were required after the original Pavilion floor was damaged by the flood that ravaged Chelsea in the spring of 2009. The young men were enthralled with the gifts, attention, affection, and energy Altrusa brought, talking about the visit for a couple of weeks after it happened with bright smiles and many happy memories.

As the end of summer and a new school year approaches, the boys were able to enjoy some well-earned time with families prior to the 2010 – 2011 academic year beginning.

As another year draws to a successful conclusion, I would once again like to offer on behalf of the children and staff, our heart-felt gratitude to the Episcopal Diocese of Vermont for their ongoing support and generosity.

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

COMMISSION ON MINISTRY: COMMITTEE ON DISCERNMENT

During the period July 1, 2009 through June 30, 2010 the Committee of Discernment engaged in the following activities and made recommendations as indicated:

Holy Orders:

Following review of presented documentation, valuation and personal interview recommended:

for Postulancy: Jakki Flanagan, Mark Genszler

for Candidacy: Thomas Mousin, Auburn Watersong

for Ordination to the Transitional Diaconate and for Ordination as Priest: Donna Reidt

The Committee reviewed and revised the document Deacons Among Us, and its related document Formations Portfolio Guidelines, both of which were prepared by the diocesan deacons group as process guidelines for individual seeking ordination as Deacon. Pending final edit and review the Committee looks forward to publishing these documents soon.

The Committee is engaged in ongoing collaborative work with the Committee on Christian Formation in assisting one parish in forming a Covenant group, with subsequent plans of becoming a Local Ministry Support Team.

Respectfully submitted,
Beth Stanway and Victor Horvath, Co-chairs

CONGREGATIONAL SUPPORT AND RESOURCES COMMITTEE

Congregational Support and Resources Committee administers grant funds allocated from designated Diocesan funds. The committee meets quarterly to review requests submitted by parishes throughout the diocese. Even though the amount available for grants has decreased due to the economy, we were still able to provide significant amounts. The grants awarded for the period of July 2009 through June 2010 were as follows:

Initiative II
(Talent and Resource Network)
\$14,714
Initiative III
(Congregational Renewal and Emergency Assistance Fund)
\$28,260
Irish Fund
(Assistance to Small Parishes in Vermont)
\$30,800

This represents a total of \$73,774 awarded to twenty-two congregations.

Respectively submitted,
Don Crofut, Chairman

DIOCESAN COUNCIL

Diocesan Council met five times during the reporting period. Meetings begin with a time of prayer and reflection. The Canon to the Ordinary, the Diocesan Treasurer, and the Diocesan Chancellor are ex officio members of Council. The Diocese is represented on Council by members from all geographic areas of Vermont. Council members for 2009–2010 were Sarah Benton, Robert Bowler, Ryan Corkins, Charlie Cunningham, Reid Farrell, Kevin Fisher, Etolia Fisher-Torres, Cheyenne Garland, Terry Gleeson, Barbara Hoar, Victor Horvath, Alan Kittelson, Sarah Maynard, Scott Neal, Diane Rooney, Laurian Seeber, Helen Short and Veronika Travis.

Edited minutes of the 2009-2010 Council meetings follows – complete versions of the minutes are available through the Diocesan office. Each meeting of Council includes a report from the Bishop and review of financial reports.

September 19, 2009, St. Paul's Church – White River Junction

The 2010 Diocesan Budget was approved for Convention action. It was noted that the Mountain Echo, beginning in 2010, will become a quarterly publication. First issue will be March 2010. It will still be sent with Episcopal Life. During this

transition, the web site will be upgraded, a new communications team will be formed, and there will be more use of email.

It was noted that Anne Brown will be going on sabbatical during 2010.

Council continued its review of the diocesan Strategic Plan for Growth and Ministry with Key Ministry Area #6: Parish to Parish and Diocese to Parish Relationships.

A draft revision to Canons 6 and 6A to restructure the current deanery system and election process to Diocesan Council was presented and discussed. A decision to create five mission districts which would each directly elect 3 council members was made, decreasing the number of Council seats from the current 28 to 15.

Diocesan Flu Policy Proposal was presented and discussed, including suggestions of providing hand sanitizers with 62% alcohol content in different areas of the church, changing practices with the communion cup and most importantly, engaging in conversations at the local level.

Report to Convention on Council's Strategic Plan Update and proposed resolution. The current version of the plan will become an interim document; the strategic plan is an ongoing process and changes with the needs of the Diocese.

Clergy Compensation: the minimum stipend resolution will propose the same rate as in 2009.

December 12, 2009, Trinity Church - Rutland

Council Reorganization:

Covenant of Leadership: Canon Bates led members in shared reflection on how the Covenant has informed its work. Noted were: support in embracing the reality of giving voice to every part of a diverse diocese; holding Council accountable to the diocese and members to each other; providing challenge and support to see beyond the parochial vision; prompting opportunities to celebrate accomplishment. It was moved, seconded and passed that the Council Covenant of Leadership be adopted as a governing document for the current year.

Stewardship Statement: The statement, drafted in 2004, was reviewed and discussed. It was moved, seconded and passed to adopt the Stewardship Statement with a commitment to revisit the statement in greater depth during the coming year.

Discussion on Council Goals and priorities for 2010:

Priorities Related to Budget:

- Recognize and empower the Communication Task Force in its mission as a vital part of the Strategic Plan. Encourage continued information sharing with a focus on increase in telecommunications and consideration of the Mountain Echo as the number of print issues decrease.
- Relate to the ministries of the Bishop Booth Conference Center and Rock Point in a more direct way.

- Support equal funding efforts for Global, Domestic and Local Outreach.
- Support the Commission on Ministry, Committee on Christian Formation as they celebrate the ministry discernment of all the baptized, one of our focuses for 2009 Diocesan Convention.
- Priorities not directly related to Budget:
- Develop a New Strategic Plan for presentation to Convention 2010 as authorized. Revisit all areas of current revised Plan to do so.
- Support the Capital Campaign Discernment Committee which has begun to meet and is interviewing potential consultants to inform ongoing discernment; room for one additional member.
- Address Canonical Changes: Continue work on Canons 6 and 6a related to deaneries and structure of Council, proposed Canon 38 to create mechanism for parishes to select Convention delegates outside of parish Annual Meeting if those previously elected can no longer serve, ensuring that parishes have full voice and vote at Convention and address Title 4 changes as charged to the Canon Committee at Convention.
- Restructuring of Executive Committee:
- Eliminate Cluster Groups in Council and build membership of Executive Committee from membership by vote.
- Replace role of members as liaison to each committee of Council with Council member as member of committee/task force identified as priority focus for the year and increase feedback and Council involvement in strategic development.

The Bishop reported on his restructuring of the Diocesan Ministry Support Team, in response to the budget decrease recommended by Council and approved by Convention.

The restructuring is as follows: the current four half-time Ministry Developer positions will be replaced by one full time position. The positions currently filled by Jeanette Tweedy and Connie Saeger Proctor will end on December 31, 2009, with the individuals receiving severance and support for their job search. Thad Bennett's position will end on June 30, 2010 when he retires. Susan Ohlidal will continue as Ministry Developer, becoming full time position sometime in 2010. Lynn Bates will continue as Canon to the Ordinary and take on the Clergy Deployment duties currently done by Thad, giving up as yet unspecified duties to accommodate for the added ones. Diocesan Companions will play an enhanced role with parishes in transition. DMST members will also pay an increased premium share on their health insurance. DMST members will meet to ensure a smooth transition of responsibilities and current commitments.

It was noted the Stewardship Minister position has been grant funded and therefore off-budget, but that it will become a budget item with the 2011 budget. This will impact budget development and may require additional adjustments.

The Treasurer noted that ten parishes have yet to submit their parish audit for 2008

Etolia Fisher has been appointed as Assistant Treasurer and a position description is being formed.

A request from the Committee on the Environment to change its name to The Earth Stewards Committee was approved.

Strategic Plan Review - Key Ministry Area #7: Rock Point. Ken Hitch and Laurie Broughton, members of the Rock Point Board, joined the meeting to review progress to date.

Goal 1: Land Use: Accomplishments: Land use plan adopted by Council; trails improved, safer, used summer and winter. Challenges: It remains difficult to assess exact boundary lines with adjoining properties, especially those to the north.

Goal 2: Expand Spiritual Ministry: Accomplishments: Development of one bedroom at the BBCC for private retreat. Challenges: Increasing utilization by parishes, developing collaborative ministries with others, expectation that BBCC be self supporting.

Goal 3: Ecological education with Burlington area schools: Accomplishments: Discussion and planning, resource identification. Challenges: Need more partners to make this a reality; vision is for this to be partially grant funded, perhaps through reviving the Friends of Rock Point.

Goal 4: Sharing with public through controlled access: Accomplishments: Community Gardens space; discussion with Shelburne Farms about shared use. Challenges: consideration of use fee as means of controlling number on site at any one time; developing organized programs to offer public use at limited specified times.

Goal 5: Rebuild summer camp program: Accomplishments: Jennifer Ogelby in place as new Director; rebuilding relationships and making progress on program development.

Challenges: Infrastructure issues

Goal 6: Build new summer camp program/educational facility:

Accomplishments: None to date: success here would free BBCC to be income generating during summer camp periods. Challenges: funding

Goal 7: Maintain facilities in working order: Accomplishments: Scheduled maintenance plan in place. Challenges: funding, competing vision within Board and external to Board

Canons 6 and 6A revisions were referred to the Canons Committee for their review and action.

January 30, 2010 – Trinity Church, Rutland

Financial arrangements regarding the re-structuring of the diocesan Ministry Support Team were reviewed. Bishop Ely reported that beginning July 1, there will be one full-time Ministry Developer, Susan Ohlidal. Her position will continue at half-time through June. There have been no COLA increases for diocesan staff for 2010. Bishop Ely noted that all of the personnel transition has led to a savings to the diocesan budget of approximately \$82,000. Bishop Ely reported that Jackie Risen had departed her work as administrative assistant. This full-time position will be converted to two ½ time positions, which will not incur the cost of benefits. One of these positions has been filled (Iris Darling). The Diocese is seeking to hire one other ½ time administrative assistant. The bishop noted that the 2010 budget met the target set in 2009.

The cost of the Companions program will be borne by the diocesan budget and not charged to parishes as consulting. The Companions are considered flexible part-time employees of the diocese. They will receive an honorarium and associated travel costs. The travel costs will be reflected in the line item set aside for travel costs for the diocesan ministry team. Bishop Ely stated that with three less ministry developers on the road, the cost savings could be used to fund Companions' travel.

Council voted to approve a loan from the Bishop Butterfield Revolving Loan Fund to Calvary Church, Underhill in the amount of \$12,000 over 3 years at the rate of 3%, repayment to occur as pledges are received over that period.

March 27, 2010 - St. John's Church, Randolph

The Bishop reported this year's House of Bishop's meeting will focus on "Emergence Christianity". Several books on the topic were mentioned and discussed. At Diocesan Convention in November St. Lydia's Church in New York City, an emergent congregation, will share their experience with us.

The Treasurer reported the 2007 Diocesan Audit is now completed and work on the 2008 Audit is under way.

Council voted to make the following changes regarding the Bishop Butterfield Revolving Loan Fund: close out the Money Market fund at Raymond James; deposit \$75,000 into the EDOV Operating Account to be available for approved loans; use the Operating Account for monthly/quarterly deposit transactions; establish at least two short-term 30 day CD's for \$100,000 each at a local financial institution other than the Chittenden Bank; invest the remainder of the loan fund (approximately \$325,000) in the Unit Fund.

Council approved a Bishop Butterfield Revolving Loan to Immanuel Church, Bellows Falls in the amount of \$30,000 for a boiler replacement; the interest rate on the loan to be 3% with repayment to occur over seven years commencing in 2011.

The Diocesan Leadership Mutual Ministry Review will be held at Rock Point on June 12th, led by the Standing Committee.

Council members were then invited to read Anthony B. Robinson's book, *Changing the Conversation*, before the next Council meeting.

May 8, 2010 - St. John's Church, Randolph

Council engaged in a discussion of the first chapter of *Changing the Conversation*.

The 2011 budget development process was reviewed and clarified.

A report from the Communications Task Force was received. A document containing recommendations will be presented to Council, including a recommendation regarding a new website.

The Canons 6 and 6A revisions from the Canons Committee were reviewed.

DIOCESAN LOAN REVIEW COMMITTEE

The Loan Review Committee considers applications from congregations seeking Initiative 1 Bishop Butterfield loans. These are low interest loans for improvements and repairs to church buildings and property. Recent examples of projects funded through Butterfield loans include rectory purchase, roof repair, organ restoration, and boiler replacement. Our committee works with the applying congregation to make sure that its project is well planned and that the proposed loan repayment schedule is supportable. We then recommend to Diocesan Council whether to grant the loan and on what terms.

Over the twelve months ended June 30, 2010, the committee received and recommended two Butterfield requests, \$12,000 to Calvary-Underhill for roof repairs and \$30,000 to Immanuel-Bellows Falls for boiler replacement.

Currently, there are ten congregations with Butterfield loans outstanding, in Barre, Bellows Falls, Brattleboro, Burlington, Chester, Colchester, Enosburg Falls, Hardwick, Wells, and Windsor. Total Butterfield assets at June 30 were \$1.1 million, of which loans outstanding totaled \$487 thousand.

Serving on the committee are Kevin Bisaccio (Bennington), Bob Brower (Arlington), Tom Dyett (Manchester) and Ned McElroy (Wilmington). We give thanks for the leadership of our founding chair, Joanna Taylor, who retired from the Committee last year. I succeeded her in that position.

Faithfully submitted,
Steve Smith, Chair
Arlington

EARTH STEWARDS COMMITTEE REPORT – 2010

Our mission is to foster awareness and deepen understanding of our lives as stewards of God's creation, and to practice environmental responsibility and sustainability

There's nothing like a succession of energy bills in the middle of winter to make a Vestry cry.

The Earth Stewards Committee has just one thing to say to every parish in the Diocese: Fear not. Walk *with* us. Talk *to* us. And make your church a showcase of God's creation for generations to come—from the ground, up.

Earth Stewardship formally began with a resolution at the 2007 Convention to obtain energy assessments on church buildings by the end of 2009. This effort has transformed itself into a rolling wave of activity to provide guidance and support to the Diocese in advancing its sustainability objectives. The Earth Stewards Committee in the past year has begun to promote measures that help churches say to the communities around them: We take earth stewardship seriously.

The activity has taken the form of energy efficiency assessments, a benchmark survey of individual parishes' progress in adopting sustainability practices, and the launch of a robust campaign to encourage parishioners to switch from purchasing water in plastic bottles to using refillable, non-disposable bottles for the uses in which they would normally use disposable bottles.

Energy efficiency efforts. To date, approximately 35 of the Diocese's 47 parishes have asked for and received energy assessments on their buildings from Vermont Interfaith Power & Light. Energy efficiency has been shown to be the least expensive source of energy available, it reduces greenhouse gas emissions, it helps the benefits of renewable energy sources go farther, and it saves money.

Some parishes began immediately to implement the recommendations on their assessment reports. The Earth Stewards Committee helps parishes understand how they can obtain those assessments, encourages them to designate one or more Environmental Stewards at each parish, and to provide a mechanism for reporting the results.

In a survey of progress on this effort, the Earth Stewards Committee took the first step of calculating the expected energy savings to those buildings. Under the leadership of the Rev. Anita Schell-Lambert (St. Peter's – Bennington), the Chair through Spring 2010, the Committee submitted its findings to the U.S. Environmental Protection Agency for a Northeast EPA Environmental Merit Award for nonprofit organizations in 2010. The Diocese of Vermont won that award. Although it was a thrill to pick up the award in Boston, those of us who were

fortunate enough to attend that event were deeply moved by the stories of the awardees in the other categories—just as they were moved and impressed by our achievement. Some said it was “really cool” that the Diocese of Vermont had won the award.

Water bottle campaign. Earth Stewards Committee metal bottles have been made available at the Ministry Fairs and other Diocesan events throughout the year. There will be more information for the next reporting period, but the campaign is designed so that proceeds from the sales of the bottles benefit Pure Water for the World, a Rutland-based nonprofit organization providing simple, effective water purification devices globally to regions where clean water is scarce.

Next steps. The Northeast EPA Environmental Merit Award and the success of the bottle campaign are not laurels to rest on. As a Diocese, as parishes, and as individuals, we can and must do more. The Earth Stewards Committee’s next major step is to support and assist each parish with the development of a parish-specific Environmental Plan. A draft of notes to assist with this task can be found at our display table at Convention. This Plan will lay out a roadmap for every parish to develop its own plan to re-think everything it does in the context of environmental responsibility and sustainability, and in the light of Creation theology.

The Earth Stewards Committee encourages every parish to do what it can, as soon as possible, to take new and meaningful steps toward helping buildings and grounds to make a statement about God’s creation. From building gardens to installing better windows, from fixing drafty buildings to providing non-disposable mugs at coffee hour, from adopting a recycling system to switching out old light bulbs for energy-efficient ones—the action steps are nearly endless. The really hard work will be to change our hearts, our minds, and our spirits in such a way that the action steps taken sustain our lives, our churches, and “this fragile earth, our island home.”

In the coming months, the Earth Stewards Committee will be in touch with each of your parishes, ready to provide assistance in addressing the environmental and energy challenges that are here to stay. We’re open to your suggestions and ideas, to sharing best practices, and to becoming a light in our communities.

Respectfully submitted,

The Earth Stewards Committee

The Rev. Angela Emerson, Minister for Stewardship Development

Susan Gratz, St. Peter’s – Bennington

The Rev. Beth Hilgartner, St. Barnabas – Norwich

Frances Huessy (Chair), St. James – Essex Junction

Ron McGarvey, Vermont Interfaith Power and Light

Denise Noble, St. James – Essex Junction

Sister Laurian Seeber, Christ Church – Montpelier

Bob Wertz, St. Thomas and Grace – Brandon

EPISCOPAL RELIEF AND DEVELOPMENT COMMITTEE

Diocesan Co-coordinators Kristin Lie Wood and Kit Cooke kept parishes informed, chiefly by email, about the global mission and work of ERD. These regular updates, usually provided by ERD headquarters, coupled with separate bulletins also sent to each parish rep in the diocese, help to keep ERD visible and integral to the church in Vermont

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

1) Haiti Earthquake Response: Vermont parishes responded immediately – and with overwhelming generosity -- to the January 2010 disaster, with over 13 parishes holding special collections for ERD's Haiti Relief Fund in the Sundays immediately following quake; several more parishes reporting to us also pledged to make Haiti Relief a top priority for their outreach committees.

2) *NetsforLife* Inspiration Fund: A new campaign announced by ERD in 2010 this campaign will extend funding over several years for the already successful *NetsforLife* anti-malaria program in Africa. The program is a collaboration of corporations and faith-based organizations working on the ground in Africa to distribute nets and train communities in malaria control. It has already distributed over 2 million nets in 17 different malaria-endemic countries in sub-Saharan Africa; the new campaign seeks to expand the program to 7 million nets by 2013. (*NetsforLife* received the Global Business Coalition's "Excellence in Business Action Award" June 2010.)

3) ERD Sunday: We thank the many Vermont parishes which implemented the General Convention's resolution designating the First Sunday in Lent as ERD Sunday, as well as those parishes which chose an alternate Sunday to support ERD's work. As the collections taken support ALL programs of ERD around the globe, not just the special campaigns, and this support is vital in sustaining the mission.

4) Annual Network Meeting in Belize City: Attended by Kristin Lie Wood, this year's annual training meeting of (May, 2010) ERD network coordinators was held for the first time outside the U.S., in Belize. Highlights of the meeting included a visit to an Anglican school to observe a class devoted to AIDS prevention, and a visit with four entrepreneurs who'd received micro-loans from ERD's diocesan partner working in support of the Millennium Development goals. These visits help to reinforce the way in which ERD's strategy of working in partnership with diocesan and/provincial programs is fundamental to its mission and its success. The attendance of at least one of the coordinators at the annual network meeting plays a key role in linking the organization to all Vermont parishes.

These efforts, plus the work ERD is currently carrying out to support three Gulf dioceses (Central Gulf Coast, Mississippi, & Louisiana) affected by the recent oil spill, demonstrate the organization's global impact and success. We look forward to

continuing our efforts in communicating news of ERD's work to all churches in the diocese in the coming year and wish to thank, especially, all the parish reps for their hard work in uniting Vermont Episcopalians in this essential mission.

Kit Cooke & Kristin Lee Wood,
Episcopal Relief & Development Co-Coordinators

REPORT OF THE HISTORIOGRAPHER AND REGISTRAR

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

However this routine had its pleasant interruptions which involved working with Holy Trinity Church, Swanton as it planned the anniversary of the consecration of its present building; an initial conversation with Margo Fletcher of St. Thomas's Church, Brandon concerning determining what documents, records and other paper work which needed to be saved and archived; an exchange of emails concerning one of the first, if not the first church designed by Bishop Hopkins, in 1825, while still Rector of Trinity Church, Pittsburgh, for the Lutheran Congregation attended by his wife's family; reviewing a manuscript entitled, *Josiah's Journey*, a biographical sketch of The Rev. Josiah Swett, written by his great-great grandson; and working with the Historiographer of the Diocese of Minnesota to answer his request for information about Vermont born and ordained, The Rev. John Ashley Fitch, who "went west" in 1859 and concluded his ministry in Minnesota.

Every once in a while there is an interrupting aggravation which this year involved convincing a person that the information he found on line that John Henry Hopkins, Jr. was interred in the Bishop's House and that "We Three Kings" was composed in New York City were incorrect!

In June, I attended the Tri-History Conference, the triennial meeting of The Historical Society of the Episcopal Church, The Episcopal Women's Historical Project and The National Episcopal Historiographers and Archivists (NEHA) in Raleigh, North Carolina. Once again, two of the three the high point were the two services: the opening Eucharist for which The Rt. Rev. Michael Curry, Bishop of the Diocese was the Celebrant and Preacher, the Evening Prayer at the Chapel of St. Augustine's College for which the preacher was The Rt. Rev. Carol Gallagher, Suffragan Bishop of the Diocese of South Virginia (2003-2005). The equally eloquent banquet speaker was The Rev. Harold Lewis, Rector of Calvary Church, in Pittsburgh.

Of the various workshops and presentations, the most interesting one for me was the history of Intinction with the conclusion that it is not any safer a way of receiving the wine because the host is dipped into wine from which a number of people have touched their lips and which fingers have also touched. It was also pointed out that the alcohol in the wine and the plating of the Chalice are deterrents to the spread of germs. In addition, to the content of the various presentations, the overall benefit of attending a Tri-History Conference as well as a NEHA Conference is the opportunity to see informational exhibits, as well as the opportunities to meet, talk and network with and to discuss mutual problems as well as successes with other Archivists and Historiographers, and to be reminded once again what a small world the Episcopal Church is.

As a NEHA Board member, I attended its two meetings as well as NEHA's annual meeting from which I returned with three sets of minutes to transcribe and circulate.

Respectfully submitted,

Elizabeth E. Allison, Historiographer and Registrar

FINANCIAL OVERSIGHT AND AUDIT COMMITTEE

We can look back and list three major accomplishments for the past year.

As a committee we have rewritten the Manual for Treasurers of Vermont Churches, a diocesan supplement to the national Manual for Business Methods in Church Affairs. It is available on the diocesan website.

As a committee inspired by Mr. James Harder, we have developed our own official chart of accounts for congregations. This chart incorporates the line numbers of the annual parochial report and is included in the treasurer's manual.

We have also revised the Audit Manual for Parish Committees as a supplement to the national Manual for Business Methods in Church Affairs. It is our plan to have the revision available on the diocesan website by August 2010

In addition to the above, we have participated in workshops for treasurers and have attended various meetings with the auditors for the Diocese of Vermont.

As a committee we are aware of three issues that keep coming back and we hope will be resolved.

1. As part of our effort to assist congregations with their audits and financial reports, we are aware that the requirements of the national and diocesan canons require records of investment and permanent funds show the source, date and

terms governing the use of principal and interest. As we assist congregations with their audits and finance reports, we are aware such records are not always readily available

2. As part of our work to review the annual parish audits, we are aware that there are congregations that do not account for their operating and non operating income and expenses as being separate and distinct from each other.

3. We continue to be concerned over the timely receipt of the annual parish audit which is due in the diocesan office by September 1st of the following year. We urge each vestry to appoint their licensed public accountant or internal audit committee at the vestry organization meeting following the January Annual Meeting and begin work on their audit within 60 days.

As in the past, members of the committee and the Diocesan Financial Officer, Julie Giguere have been available to respond to questions and concerns. We have participated in the Treasurer's Workshops and in the past year we have made an additional effort to make "house calls" to meet with parish treasurers to resolve accounting the reporting questions on site.

The Rev. Peter D MacLean, Co-chair

REPORT ON SYNOD MEETING Provincial Synod of the Province of New England

In the time period between June 2009 and 2010, the synod of Province One met once. Because of a scheduling conflict with General Convention commissions, committees, agencies and boards, last November's synod meeting was cancelled. Consequently, synod deputies received a written report in January.

At the June 2010 meeting, synod addressed the following matters:

- new leadership at the Executive Director level and the election of a president and vice-president
- revisoning the mission of the province in respect to its needs and discerning its connection with the wider church structures
- financial status
- report from Province One representatives to the Executive Council of The Episcopal Church
- approval of a resolution approving money for the New England Ecumenical Council's "Money follows Mission" event (March 2011)
- approval of a resolution supporting the bishops of New England's Carbon Footprint initiative

Synod welcomed Province One's new Executive Director, Sarah Dylan Breuer, M.Div., from Boston, Massachusetts. She is the author of *Sarah Laughed*, and brings strong set of leadership skills for synod members and dioceses to connect with each other. Synod members then elected Bishop James Curry as its new president and the Rev. Sandy Stayner as Vice President. Synod members then commended Susan Ohlidal, out-going Executive Director, Marge Burke (President) and James Curry (Vice President), giving them hearty thanks for their steadfast work and accomplishments.

Bishop Curry, of Connecticut, reporting for the Task Force on Mission, stated that supporting God's mission requires the province to engage in ministry that could be nimble and flexible. The province is now focused on communication and connection. There are fewer networks; however, they are more organic at local level and responsive to more immediate needs. The executive board considered during the past year how this province relates with wider church structures. Synod members think synod needs to find a clearer sense of purpose. The executive board has identified a middle-level relational level as a way for the province to inform our dioceses about what the priorities of mission should be.

Steve Smith, Treasurer for Province One, reported that in 2009 the active networks who reported expenditures were Higher Ed (Campus ministries), Hispanic Ministries, Youth, and Christian Formation. He also reported that the assessment for 2010 was increased 7.5% for 2010 as approved by the 2008 Synod, but that the assessment will remain level for 2011. The 2010 Provincial Budget is set at \$99,683. The budget can be found at the provincial website (<http://www.province1.org>).

The synod approved two resolutions requesting funds from the 2010 budget: one for the New England Ecumenical Council to support an event called "Money Follows Mission" (Holiday Inn in Marlboro Ma, on 3/18-19/2011) and one approving financial support for the House of Bishops of New England's initiative, a "Carbon Footprint Stewardship Minister." The bishops are excited about the creation of a minister who can serve as a point-person for provincial-wide efforts in reducing our carbon footprint. Synod enthusiastically supports this endeavor.

Province One's representatives to Executive Council, the Rev. Dr. Lee Crawford and Ms. Anne Watkins presented a history of Executive Council and recent changes in its structure. The names of Executive Council's sub-committees now more aptly describe their purpose in supporting God's mission, such as World Mission, Local Mission, Advocacy for Mission, Funding for Mission and Governance for Mission. They welcome any comments and thoughts about diocesan and provincial matters.

The Rev. Joshua Thomas discussed the Campus Ministry Network (he is at Boston University) and the Rev. Mike Devine spoke about the Hispanic Ministries Network. The Hispanic Ministries team is working on addressing immigration issues and how

they impact Hispanic Episcopalians and migrant workers. Other network groups within the Province can be reviewed at the Province One's website.

The next provincial synod meeting will be in June 2011.

Respectfully submitted,
Michelle Peattie, Lay Deputy to the Provincial Synod
The Rev. Lee Alison Crawford, Clergy Deputy to Provincial Synod

ROCK POINT SCHOOL
John Rouleau, Headmaster

Activities from July 1, 2009 to June 30, 2010

Rock Point School worked with a total of thirty-two young people during the school year. Twenty-four finished their studies in June. The average enrollment was about twenty-six students. Sixteen were from Vermont and neighboring states.

The ten students who earned diplomas at graduation are:

Kyle Ainley Newton, CT Undecided
Laura Andrews San Juan, PR Champlain College, VT
Allie Charron Williston, VT Community College of Vermont
Amber Evert Colchester, VT Burlington College, VT
Robin Lloyd-Miller Burlington, VT Champlain College, VT
Christian Rhodes Beaverdam, VA Robert Bland College, VA
Scott Robinson Paso Robles, CA Knox College, IL
Daniel Scott Monkton, MD McDaniel College, MD
Samantha Slottow Ann Arbor, MI McNally Smith College of Music, MI
Nicholas Witkin, Calabasas, CA UC Santa Cruz, CA

We are very proud of the efforts and achievements of our young women and men and the support of the school community that helped channel their efforts to higher education. The graduation ceremony was very emotional and satisfying for all who attended. We look for continued success from these graduates as they work to fulfill the promise we witnessed at graduation.

Operating expenses for the year were approximately \$1,525,000. Private tuition and Endowment and Gifts provided the great majority of our funding. The school community was the grateful recipient of \$198,463 in individual donations and grants, of which \$28,000 was given by Vermont Parishes.

We completed our seventh Senior Initiative. This year's juniors and seniors raised \$10,500 for the purpose of replacing the aging wood decking on the front porch with locally harvested white oak.

The school continues to provide scholarship help to as many students as possible. This year the school awarded \$92,560 to seven students. Scholarship aid continues to be a priority for all of us: we greatly desire to provide a place for young people without regard to their financial situation. The school welcomes inquiries regarding participating in a Rock Point School Bequest Society. We hope this society will provide a way for people to provide long-term support for scholarship funding.

The school follows a lively and supportive curriculum, both in the classroom and in residential life. We are blessed with a highly competent, caring and ethical staff. With the support of the Bishop and the Board of Trustees, we work hard to provide a relevant, loving and healthy place for the youngsters in our care.

In everything we do, however, we keep in mind our mission: to provide a small supportive educational community for teen-age girls and boys, where they can become successful students and learn skills for living in a community with peers and adults. The school is committed to providing the educational, cultural, spiritual and recreational opportunities necessary to accomplish these goals.

We find strength and inspiration in playing our part in the larger mission of the Diocese and we welcome your prayers, your work and your gifts, all of which support the growth and success of the students in our care.

Respectfully Submitted,
John Rouleau
Headmaster

ROCK POINT SUMMER CAMP 2010

Rock Point Summer Camp 2010 was a huge success. We had 9 more campers than last year. 30 of the campers were new this year. The kids who have attended camp this year come from 20 different churches in our diocese as well as 4 kids from outside Vermont. There have been 3 campers who are not Episcopalians and 4 campers who have no church listed. 8 campers came back for a second week!

We have been blessed this year with many "Angel Scholarships" and approx. a dozen churches in the Diocese have provided scholarships for their parishioners. The volunteers each week continue to be amazing although we could always use more help! The counselors this summer were enthusiastic, passionate young adults and a pleasure to work with.

The Rev. Ken Hitch led the High School week with the theme of the Psalms---ancient and modern. The young people were encouraged to find contemporary music to fit into each category of psalms. Some of them also wrote their own psalms. Many times during that week I heard that it was the best week they had ever had at Rock Point. Elementary Camp was led by a seasoned group of volunteers from St. Andrews in Colchester. The theme for that week was "We are the light of the

world". Day Camp was held as a separate program this summer. It was a small group of young people who are all eager to try overnight camp next summer! Intermediate camp was led by an enthusiastic group of alumni campers including, The Rev. Spencer Potter (Florida) a former camper, counselor and assistant director! We used the curriculum "Dare to be Different" based on the book "Wrinkle in Time". The Rev. Craig Smith volunteered to help lead the Jr High Group with a curriculum called "The Good Life". Kids4Peace joined us at Rock Point for 10 days this summer during the Intermediate and Junior High weeks. We all ate together which made for a lively dining hall. We also swam together and played together. A couple of the highlights of our time with Kids4Peace were a cookout at Eagle Bay followed by joyful singing on the beach. We also joined them for their *Abraham Tent* followed by a traditional Rock Point *Episco Disco*. The last week of camp was All/Ages Arts camp led by Peggy Mathauer. The theme for the last week was "Gifts". Thanks to all who volunteered this summer and especially to those who made scholarships available for the young people of this diocese. It was a great pleasure to get to know the campers this summer. We are blessed with some wonderful young people in this diocese. Stay tuned as we begin planning for next summer...we will need volunteers, campers and scholarships once again in 2011!!

Respectively submitted,
Jennifer S. Ogelby
Rock Point Summer Camp Director

TRUSTEES OF THE DIOCESE

The Trustees of the Diocese of Vermont meet quarterly throughout the year, generally in January, April, July and October. The membership includes Laurel Broughton, Michael Huffman, Neal Robinson, Ron Calise, Franklin Sanders, Steve Reynes and Carolyn Fouts. Our by-laws provide that the Bishop is an Ex-Officio member of the Trustees, and we also include the Diocesan Treasurer at our meetings when he is available.

The two primary areas of responsibility of the Trustees are the investments of the Diocese and real estate. Franklin Sanders serves as the chair of the Investment Committee, with Ron Calise and Neal Robinson also serving on this committee. Michael Huffman also sits in on their meetings. The committee meets at the end of each quarter with Hickok and Boardman Financial Advisors for a review of the portfolio position, how the position fits within our established investment policies, and what changes in investments to present to the Board of Trustees. They also bring before the Board the proposed quarterly dividend to be paid out at the end of that quarter.

The Real Estate Committee, with Steve Reynes, Laurel Broughton and Carolyn Fouts (Chair) serving, meet to consider any real estate transactions which have come to our attention for the Board's consideration. These may be issuing a Quit Claim Deed

on old Diocesan lease land, boundary adjustments, property encumbrances, or sale of property. Since a number of property transactions (encumbrances, sale, boundary adjustments), require the approval of the Bishop, the Trustees and the Standing Committee, during the past two years we have established a collaborative working relationship with the Standing Committee. I have attended a number of their meetings to present real estate items, and a member of the Standing Committee, Alice Winn, is a liaison to the Trustees' Real Estate Committee.

During the past year the Trustees and Standing Committee held a joint meeting to discuss the future of the buildings at St. John's, East Poultney, and Trinity Church, Poultney. The Parish had voted to sell all of the properties and was seeking Diocesan permission, which we granted. Subsequent to that December, 2009 meeting, efforts have been made to save both church buildings from sale and possible destruction. We have been working actively with Preservation Trust of Vermont to find alternatives to save these two historic buildings. Meanwhile, the rectory in Poultney has been sold.

It has been an honor for me to serve as a Trustee of the Diocese for the past seven years, and President for the past five years. I appreciate the knowledge, wisdom and experience that each of the members brings to the Board. I thank them for their time and energy. I also thank the Diocesan Ministry Support Team for all of their communications, and directing of paper flow, between meetings. Also, my thanks to both Diocesan Treasurers with whom I have had the pleasure to work over the past seven years: Steve Smith and Wally Good.

Respectfully,

Carolyn Fouts
President

UNITED THANK OFFERING
Donna Abramov – Diocesan Coordinator

First, I wish to thank all those churches that contributed to the United Thank Offering this year. Donations were down this year, I am sure the economy has an impact on peoples giving. We do need to be thankful for all that we have and be generous in sharing that with others in need. There has also been some concern on where UTO is going in the future and the outcome from The Episcopal Church's United Thank Offering study group. I would like to share with you some thoughts from Mark Harris the new chair of this study group, from an email sent in March 2010.

"It's that legacy of thankfulness that Harris wants to help UTO build on as the organization that has helped the Episcopal Church expand its mission for the last

120 years by making grants to ministries that address human needs faces the 21 century. One of the things that everyone agrees with is the UTO has had an extraordinary impact on the church over the years and that impact is not something we want to see disappear or dissipate, but as the church itself changes and finds new ways of working, its relationship to UTO and UTO's understand of its own role need to be looked at and examined," Harris told ENS recently.

I hope this helps. Please, if you have any questions, don't hesitate to get in touch with me, at 802-483-6150 or donnaabramov@yahoo.com. Grant applications will be available at the Diocesan Office after November 1, 2010.

Vermont Contributions since our last Diocesan Convention

	Fall 2009	Winter 2010
Summer 2010		
St. Peter's, Bennington	450.00	
St. Luke's, Chester	373.50	
St. Andrew's, Colchester	631.65	
Church of Our Saviour, Killington	264.25	
Zion, Manchester	116.50	
Trinity, Shelburne		500.00
Grace, Sheldon		63.10
St. Andrew's, St. Johnsbury	288.99	
All Saints, South Burlington		469.75
St. Mary's in the Mountains, Wilmington		159.42
St. James, Woodstock	1,276.00	

**VERMONT ECUMENICAL COUNCIL AND BIBLE SOCIETY
July 1, 2009 – June 30, 2010**

Membership in the Vermont Ecumenical Council and Bible Society (VEC&BS), continuous since 1969, and reflecting the priority of the Episcopal Church for Ecumenical Relations, is an important ministry of the Diocese of Vermont. The longstanding commitment of Bishop Ely and the Diocese's annual financial contributions provide needed stability in a period of change and uncertainty.

In service to eight Member Denominations, the Board of Trustees, administrative and program committees have met regularly during the reporting period. Executive, Finance, and Personnel work between quarterly meetings of the Board.

Faith and Order, having forwarded to Geneva its detailed response to the WCC document "The Nature and Mission of the Church", completed review of "The Orthodox Church in the World Council of Churches: Toward the Future," and began studies in theological anthropology. Prayer and Worship, which is central to all ecumenical work, organized the well-attended Week of Prayer For Christian Unity

observance; Bishop Susan Hassinger, homilist. Members share from their own traditions and will begin a plan for Bible study. Peace, Justice and Integrity of Creation completed an intensive study of water and officially documented its work in "A Christian Consideration of God's Sacred Gift of Water". Next focus: sustainable agriculture. Bible Society, funded by a restricted trust, continues free distribution of Scripture to Vermont churches, organizations, prisons, hospitals, ordinands and individuals in versions of choice. These committees, designed to have representatives from each Member Denomination, have vacancies. Your interest is welcomed. (Please contact Bishop Ely.)

In addition to keeping informed and supporting the work of committees, and the continuing dialogue on the vision and future of the VEC&BS, the Trustees renewed support for the Drug Abuse Treatment and Prevention Plan (first presented by Walter Gardner in 2006 with endorsements by Bishop Ely, former Governor Hoff and Peter Galbraith). Following a current status report, the VEC&BS voted to be a co-sponsor, which was timely as efforts toward approval and funding move forward at state and federal levels. Vermont's critical need for this comprehensive state-wide program is well documented.

VEC&BS Bylaws were amended to open the offices of president and vice-president, previously held only by Judiciary Executives, to all trustees. VT Interfaith Power and Light, having attained independent status, ended legal and fiduciary ties to the VEC&BS. Faith Common, the monthly online newsletter of information from the VEC&BS and Vermont's religious community, replaces the formerly published VECTOR.

Prompted by the economic down-turn and the financial stresses of Member Denominations, the VEC&BS faced the challenge to be leaner yet effective with major budget reduction and organizational changes: Executive Officer position unfunded and vacant; Administrator employment and office hours reduced from 3 to 2 days per week; downsizing and relocation of office from Richmond to Burlington; rent reduced to minimal fees; off-site storage of lesser used files and materials at Diocesan Center; funding for committees and VECTOR not budgeted; suspension of twice-yearly combined meeting of trustees and all committee members. The crisis anticipated last year has been met, and within current constraints the VEC&BS will continue to serve Member Denominations through prayer and witness for Christian unity, support ecumenical relations, networking for cooperative engagement, and well-thought statements and documents on topics of mutual interest and concern. There is continuing dialogue to be more effective in service, in public presence, and in reaching and encouragement to members of congregations.

Adopted by the Board of Trustees in 2006, the landmark Covenant and Codicil was sent to Member Denominations for their reception and response. Simply stated, it seeks recognition of the Lund Principle and the intention for working and acting together at all levels of church life except those in which deep differences of

conviction compel acting separately. Fully reported in the 2006 Diocesan Convention Journal (also www.vecbs.org), the reception process in the Diocese of Vermont remains in Diocesan Council. Response from the Presbyterian Church, USA reports acceptance at local and New England levels with the reception process now moved to their national Ecumenical Relations Committee.

Although the Diocese of Burlington withdrew from VEC&BS membership last year, the Roman Catholic Church continues interest in ecumenism. Their Diocesan approval of Consultants (a VEC&BS designation, without vote) to VEC&BS committees has been welcomed.

Current VEG&BS Members; American Baptist, Episcopal, Evangelical Lutheran, Friends, Greek Orthodox, Presbyterian, United Church of Christ, United Methodist.

The VEG&ES new office: Box 1393, Burlington, VT 05402-1393. Phone: 802.540.3012. Email: info@vecbs.org. Website: www.vecbs.org.

Amidst increasing secularization and anti-religious trends in the U.S., Vermont is characterized as least religious of the 50 states. As the VEC&BS endeavors to do God's work, we pray continually "That all may be one" and "To restore all people to unity with God and each other in Christ."

Respectfully submitted,

Peg Hamlin
Trustee

2010 CONVENTION REGISTRATION

LAY DELEGATES REGISTERED

Alburgh, St. Luke's (Mission)	Kevin Morris
Arlington, St. James	Patricia Michael, Beth Neal, Steve Smith
Barre, Good Shepherd	Debbie Alicen, Russell Belding, Alban Richey
Bellows Falls, Immanuel	Gloria Mansfield
Bennington, St. Peter's	Barbara Hoar, Keith Patterson
Bethel, Christ Church	Kathy Hartman, Kellyann Wolfe, Nancy Wuttke

Brandon/Forestdale, St. Thomas and Grace	Aileen Durkee, Rhonda Nash, Bob Wertz
Brattleboro, St. Michael's	Mark Genszler, Linda Neilson
Burlington, Cathedral Church of St. Paul	Bram Kranchfeld, Christopher Leopold, Alice Rouleau
Canaan, St. Paul's	Rita Lee
Castleton/Fair Haven St. Mark's/St. Luke's (Mission)	Michael Austin, Melanie Combs, Catherine McCauley
Chester, St. Luke's	Mike Saul, Pat Saul
Colchester, St. Andrew's	Alice Daly, Cathie Merrihew, Betsy Peacock
Enosburg Falls, St. Matthew's	Gloria Bergeron, Kitten Ellison, Dinny Hawksworth
Essex Junction, St. James	Jennifer Knowles, Heather Ogelby, Margy Zabriskie
Fairlee, St. Martin's	Howard Sussman, Matthew Wiencke, Jaqueline Wren
Hardwick, St. John the Baptist	Marilyn May, Jan Roy, Renee Wahler
Island Pond (Mission)	Muriel O'Gorman
Killington, Our Saviour (Mission)	Donna Abramov, Anne Brown
Lyndonville, St. Peter's (Mission)	Sandra Densmore, Diane Green, Elise Roessler
Manchester, Zion	Sue Bamford, Elizabeth Van Dyke
Middlebury, St. Stephen's	Susan Anderson-Ray, Beth Stanway, Barbara Wood
Montpelier, Christ Church	Ruth Beard, Laura Buel
Newport, St. Mark's	Tom Rock, Bob Wilson
Northfield, St. Mary's	Mary Grothe, Libby Hambleton, Julie Susmann
Norwich, St. Barnabas	Blanche Cooper

Poultney, Trinity	no registered delegates
Proctorsville, Gethsemane	Mary Springer
Randolph, St. John's	Ellen Baker, Steve Eubanks, Nancy Wright
Rutland, Trinity	Katya Cooke, Wendy Grace, Kit Wakefield
Shelburne, Trinity	Laurie Broughton, Gil Mathys, Bud Ockert
Sheldon, Grace Church	Elisabeth Crane, Lori Derry
So. Burlington, All Saints'	John Bertelson, Don Crofut, Jason Lockwood
Springfield, St. Mark's	Mary Dalton, Boris von York, Pearl von York
St. Albans, St. Luke's	Joyce Chase, Herk Dunsmore, Carolyn Fouts
St. Johnsbury, St. Andrews	Karen Cheney, Betty Maynard, Sarah Maynard
Stowe, St. John's in the Mountains	Irene Bareau, Elizabeth Hoffmann, Richard Reed
Swanton, Holy Trinity	Sandi Kenyon, Steve Marshall, Dale Willard
Underhill, Calvary	Pat White
Vergennes, St. Paul's	Sarah Cowan, Margaret Lowe
Waitsfield, St. Dunstan's (Mission)	Beth Phillips, Eunice Fossum
Wells, St. Paul's (Mission)	Michelle Bates, Carol Rickel
White River Junction, St. Paul's	Pete Lapre
Wilmington, St. Mary's in the Mountains	Elizabeth McEwen, Jim Taylor
Windsor, St. Paul's	Maggie Giffin, Ronnie Poland
Woodstock, St. James	Bob O'Donnell, Paul Wildasin, Jane Wolfe

CANONICALLY-RESIDENT CLERGY REGISTERED

The Rev. Stan Baker
The Rev. James Ballard
The Rev. Lisette Baxter
The Rev. Canon Thad Bennett
The Rev. Christina Brannock-Wanter
The Rev. Paul Brannock-Wanter
The Rev. Janet Brown
The Rev. Thora Chadwick
The Rev. Regina Christianson
The Ven. Catherine Cooke
The Rev. Dr. Lee Crawford
The Rev. William Davidson
The Rev. Russell Ellis
The Rt. Rev. Thomas Ely
The Rev. Canon Angela Emerson
The Rev. Reid Farrell
The Rev. Lee Ferry
The Rev. Margo Fletcher
The Rev. Robert Freeman
The Rev. David Ganter
The Rev. Terry Gleeson
The Rev. Paul Gratz
The Rev. David Hamilton
The Rev. Penelope Hawkins
The Rev. Armand Henault
The Rev. Beth Hilgartner
The Rev. Joel Hill
The Rev. Ken Hitch
The Rev. Victor Horvath
The Rev. Canon Stanley Irving
The Rev. Alan Kittelson
The Rev. Rolfe Lawson
The Rev. Robert Lee
The Rev. Jean MacDonald
The Rev. Linda Maloney
The Rev. Charles Mansfield
The Rev. Peggy Mathauer
The Rev. John Mitchell
The Rev. Don Morris
The Rev. John Morris
The Rev. Scott Neal
The Rev. Sherry Osborn
The Rev. Lucy Pellegrini

The Very Rev. Ken Poppe
The Rev. Donna Reidt
The Rev. Shelie Richardson
The Rev. Canon Diane Root
The Rev. Sr. Laurian Seeber
The Rev. Craig Smith
The Rev. Richard Swanson
The Rev. Gunnar Urang
The Rev. Howard Van Dine, Jr.
The Rev. David Veale
The Rev. Nancy Voge
The Rev. Carole Wageman
The Rev. David Walters

LICENSED CLERGY REGISTERED

The Rev. Jane Barr
The Rev. Molly Bidwell
The Rev. Ann Grady
The Rev. W. Merritt Greenwood
The Rev. Audrey Murdock
The Very Rev. Diane Nancekivell
The Rev. Mark Preece
The Rev. M.P. (Empy) Schneider
The Rev. Brendan Whittaker
The Rt. Rev. Stewart Wood
The Rev. Sandy Zabriskie

Diocesan Convention Address 2010 **The Right Reverend Thomas C. Ely, Bishop of Vermont**

Our Diocesan Convention theme—Praying Our Life, Living Our Prayer—captured my attention some months ago and has engaged my imagination ever since. One place this contemplation has taken me is a deeper appreciation for the seasons and rhythms of life, as they are both prayed and lived. The Community Gardens at Rock Point have become for me a living metaphor of this theme. Day after day I walk (or drive) past and survey these gardens as the seasons come and go. The rhythms of seedtime and harvest play out their marvelous symphony on the Rock Point stage.

I have come to recognize that there really is no beginning and no ending to the rhythm of these gardens. Sure, you can name a beginning or an ending point, but that is an arbitrary choice at best since the rhythm is really that of seasons and cycles, and each is really important. The months when the land lays fallow, or covered with snow, are as crucial as the months of rain and sun that break open the ground to new growth and produce. The season of preparation—the tilling of the soil, the planting of the seed and the precautions taken against uninvited creatures—is as important as the season of harvest with its watchful timing for ripeness and careful awareness of approaching frost.

Such cycles play themselves out not only in our liturgies but also in our congregational and individual lives. That has been especially apparent to me this year and so I have chosen to reflect that in my Convention Address. First, I'll offer a brief look back over the ten years since my election as your bishop; next, an assessment of some present realities of our life as a diocese; and finally, a look ahead to where it is God may be calling us as a diocese in the divine dance of seasons and cycles. Along the way we'll mark some of these transitions by singing hymns I've picked to compliment the key themes in my address.

The four hymn texts we'll be singing are from a collection written by the Reverend Michael Hudson, and designed for use with the three year Eucharistic lectionary cycle. Each text is set to a familiar hymn tune, and the words will be projected on the screen so you can sing along. (You can even stand and stretch at those points if you care to do so.)

The first hymn is a general meditation written for Advent that picks up the theme of sacred seasons, cycles, signs and times. (Sing: tune = Ratisbon)



1 At the turn-ing of the year we re - turn to con-tem - plate
 sea - sons, cy-cles, signs, and times, sa-cred ground to cul - ti - vate.
 In - sight oft-en grows more clear at the turn-ing of the year.

1. At the turning of the year
 we return to contemplate
 seasons, cycles, signs, and times,
 sacred ground to cultivate.
 Insight often grows more clear
 at the turning of the year.
2. At the turning of the year
 waxing nights announce
 warmer days that promise spring,
 even as the sun migrates.
 Hope sleeps in the husk of fear
 at the turning of the year.
3. At the turning of the year
 we look back and speculate
 on the ebb and flow of life,
 asking what it indicates.
 Wisdom speaks, and some will hear
 at the turning of the year.
4. At the turning of the year
 we look forward as we wait
 for the grace of God in time,
 never early, never late,
 always distant, always here
 at the turning of the year.

My favorite phrase in that hymn is “Hope sleeps in the husk of fear at the turning of the year.” To be honest, there was plenty of fear in this human husk ten years ago on November 18, 2000. That’s when you—the Convention of the Episcopal Diocese of Vermont—made a decision that would dramatically alter the shape and direction of my ministry. You called me to be your bishop.

Ten years later and with a few more grey hairs, two grandchildren, thirty years of ordained ministry completed, and my first ever hole in one, I look back and say, “Thanks be to God.” Thanks be to God for revealing the hope and joy and satisfaction that were sleeping in that human husk of fear ten years ago. For truly, I have come to know the great joy and privilege of serving as your bishop.

I don't intend this section of this my convention address to be nostalgic. Instead I want to acknowledge five important commitments that have marked our journey together. These, along with countless expressions of faithful ministry by the clergy and lay members in our various parishes and missions, stand out as sacred signs of our common life, mission and vitality as a diocese. I think they are worth celebrating.

The first is our growing commitment to care for God's creation through education and specific actions that reduce our carbon footprint, improve our energy efficiency, and make use of alternative, renewable energy sources. Each is a part of our commitment to sustainability - for our congregations and for our planet. As I said in my convention address two years ago, this is the number one theological, moral, ecclesial and political priority for me, and I believe for our diocese. Today, I renew my call for us to be attentive to this in all that we do.

The second sacred sign is our commitment to expand local and diocesan enthusiasm for outreach and social justice. This was demonstrated through our embrace of the United Nations Millennium Development Goals and the 0.7% initiative, the establishment of our diocesan Global Reconciliation Committee, and our participation in Vermont Interfaith Action and The United Valley Interfaith Project. It is rehearsed in the many local expressions of outreach that I read about each month in your newsletters; our role in birthing Kids4Peace Vermont and Camp Agape; our many mission partnerships around the world; our continued generosity in giving to the United Thank Offering and Episcopal Relief and Development and our giving this day (and beyond, I hope) to the Haiti Solidarity Initiative, an ambitious project of helping rebuild the Episcopal Church in Haiti. We are a small diocese with a big heart!

The third sacred sign is the continued commitment and leadership provided during this past decade to the full inclusion of gay, lesbian, bisexual and transgendered persons in the life and ministry of The Episcopal Church. I am pleased that Vermont is one of the States assuring civil marriage equality to all couples, and I commend the excellent pastoral work of our clergy and congregations that embraces all couples who seek the assurance of God's blessing in their committed relationships.

All this represents progress and yet there is still much to do. We have only to recall the most recent incidents of bullying directed at GLBT youth, and several subsequent suicides, to know that there is continuing ministry for each of us to do. To live fully into our baptismal promise to "respect the dignity of every human being," in a society where that commitment is not embraced by all is demanding work. We cannot rest from that work! I know we will not rest from that work!

A fourth sacred sign is our determined commitment to baptismal ministry. It is in life-long Christian formation and the renewal of the Church through the support of

ministry models that honor, value and bear witness to the gifts and ministries of all God's people, that God's life amongst us is revealed. No witness is more important.

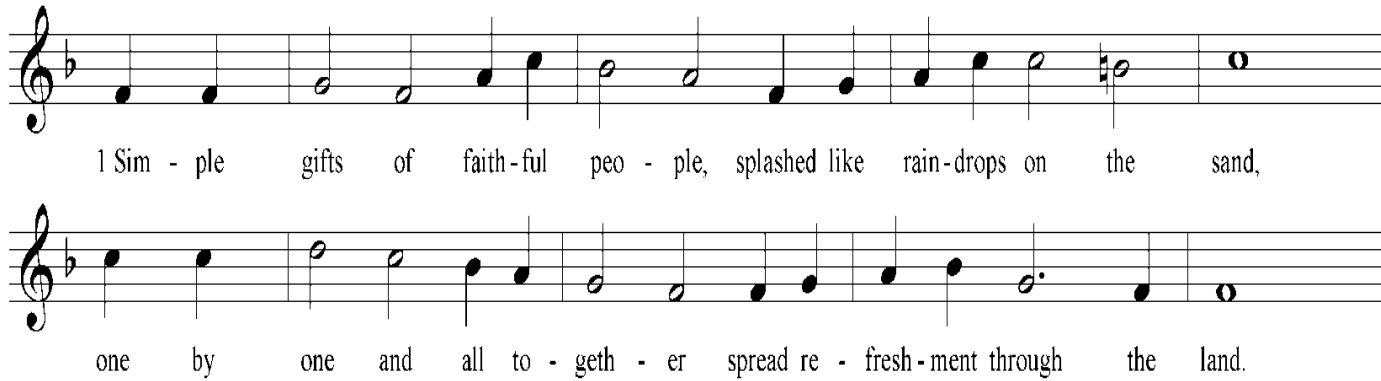
I have said before that the profile this diocese prepared for that election ten years ago reflected more of an anticipated way of thinking about mutual ministry than a description of the way things were functioning on the ground. I have experienced both joy and frustration in the past ten years as we've attempted to live into a truly liberated and fully functioning ecclesiology of total ministry, one in which the gifts of all—lay and ordained—are offered, received, valued and respected in our own hearts and minds. I am convinced God welcomes and embraces them all. I invite us to renew our commitment to that vision.

The final sacred sign I want to name is our commitment to generosity in the stewardship of our human and financial resources for the mission and ministry of the larger Episcopal Church. It is evidenced in our work in the area of safer church training and anti-racism training, our engagement in the global dynamics of our partnership within the Anglican Communion, the number of people from Vermont serving in leadership roles in The Episcopal Church, and in our determination to pay our full asking in support of the General Convention budget. The Diocese of Vermont is fully and firmly devoted to being part of The Episcopal Church!

On the local level that commitment is demonstrated in many ways, but none more so than the financial commitment of each of our 48 congregations in contributing your full share to our diocesan budget through our shared and agreed upon assessment formula. It is the rarest of cases when one of our congregations is unable to pay its full share, and never in the course of my years as your bishop has it been for lack of trying, or as some expression of protest. Thank you for that and for the gift of being able to tell that story to my colleagues in the House of Bishops.

These five commitments, each a sacred sign of our common life, mission and vitality, offer a strong foundation for today and beyond.

With that, I think it is time to sing another hymn. This hymn text from Michael Hudson's collection is written to accompany the Mark Gospel narrative of the widow's generous gift. For me, it captures well the sense of the faithful, mindful, caring people in this diocese among whom it is my joy to serve. (Sing: Tune = Omnidie)



1 Sim - ple gifts of faith - ful peo - ple, splashed like rain - drops on the sand,
 one by one and all to - geth - er spread re - fresh - ment through the land.

1. Simple gifts of faithful people,
 splashed like raindrops on the sand,
 one by one and all together
 spread refreshment through the land.
2. Willing hands of mindful people
 linked and pressing palm to palm,
 like a reef around an island,
 still the waves and aid the calm.
3. Liberal love of caring people,
 given both to foes and friends,
 makes in time the sea of difference
 that the grace of God intends.

There is indeed grace in all of this, an important reminder as we look to our current situation in the Diocese of Vermont—for that reality is both challenging and hopeful. Much of the challenge is related to finances, of course, as well as to the aging of our buildings and of our church membership. Perhaps our greatest challenge is the changing cultural realities of people’s relationship to organized religion.

It may seem counter-intuitive to some, but in the face of these current realities I believe it is time for us to invest more in God’s mission of reconciling love for the world. This is not a time to shrink back in either our personal or financial commitments, and I want to name three key places where that investment is especially important today.

First, our Diocesan Ministry Support Team. I think we have done necessary and appropriate work in scaling back our Diocesan Ministry Support Team in response to the economic crisis of the past couple of years, but to do more would severely cripple our capacity to serve you effectively.

The loss of dear and valuable colleagues: Jeanette Tweedy, Connie Saeger-Proctor and Thad Bennett from our team has led to a serious reimagining of the “what,” “who” and “how” of our diocesan ministry support system to congregations, committees, commissions and boards. I want to use this occasion of my Convention

Address to publically recognize these three colleagues for their outstanding work on behalf of this diocese and its congregations.

Thad, as many of you know, has taken the “early retirement” option from the Church Pension Fund and is continuing to live in Vermont, and serves the church in a variety of ways as a consultant and purveyor of new and exciting ideas! I am happy to report that Jeanette has returned to full-time parish work at Trinity Church in Saugerties, New York, and Connie is now serving full-time at Saint Anne’s, Annapolis, Maryland, overseeing Youth Ministry and Christian Formation. Even though two of them are not here, please join me in thanking them for their outstanding contributions and many fine years of ministry among us.

As part of the major reconfiguration occasioned by these losses, Lynn Bates has assumed a huge new responsibility for transition ministries, along with being my trusted colleague, confidant and Canon to the Ordinary extraordinaire! I appointed the experienced and talented Susan Ohlidal to the full time position of Ministry Developer. I have continued the full-time ministry of Angie Emerson as our outstanding Minister of Stewardship Development, and the half-time ministry of our award winning Communications Minister, Anne Brown. Julie Giguere continues her super-human, multi-tasking ministry as our Financial Administrator. Patrick Sims continues his amazing juggling act of serving as Executive Assistant to both the Bishop and the Canon to the Ordinary. Elisabeth Allison continues her invaluable volunteer ministry as our Diocesan Archivist and Historiographer.

Jackie Risen left her post as Administrative Assistant at the end of 2009, and earlier this year we welcomed into the office two new and wonderfully skilled team members: Iris Darling and Josh Cheney. And, of course, we continue to mourn the loss of our dear sister in Christ and long-time Receptionist, Jan Lawrence, who died on March 15.

Under the leadership of Susan Ohlidal, this year has seen the expansion and evolution of our Companions Ministry Program as an integral component of our ministry support network. Seven gifted and trained Companions now serve our diocese in a variety of ways, most especially in the work of transition and discernment in the calling of new clergy leadership in congregations. I invite others among us to explore the possibility of this ministry.

I am privileged to serve with all these talented and dedicated individuals, and I pray your patience and cooperation as we work into new patterns of service and support.

Communication is a second area of our common life and ministry challenged by changing circumstances where our investment is vital.

During 2010, the Communications Task Force, appointed by Diocesan Council, completed its work and recommended several strategies for our ministry in this key area. Those strategies include a continued commitment to the use of print media for

publishing The Mountain Echo; increased use of email communication to the widest possible number of people throughout our diocese; a totally revamped, modern, accessible and interactive Diocesan Web Site; an effective strategy for supporting local and regional distribution of diocesan news and events; and the development and distribution of key evangelism messages about the beliefs, values and mission of the Episcopal Diocese of Vermont, aimed especially at those who are “un-churched” or “de-churched.”

Recently, we learned that the Episcopal Church Center in New York made a decision to cease its print media operations and focus on electronic media as its principal communication vehicle. Anne Brown and others are now working to assess the impact of this decision on our commitment to print media, and some promising alternatives are in the works. One way or the other, we are committed to continuing the Mountain Echo in 2011. There will be some changes to format and content that we hope will be well received.

This coming Pentecost is the target date to launch our new Diocesan Web Site. It might happen sooner, and I recognize that for some of you it can't happen soon enough! If you want to join this project team, please speak to Anne.

Our commitment to communication is vital to our mission. Clearly linking our congregations to one another and creating more effective ways by which to proclaim the Good News of God in Christ to the world is an investment worth making.

The third area where our investment is crucial is our own ecclesial household here in Vermont.

This takes many forms, including our environmental commitment to reduce the carbon footprint of our buildings; our individual commitments to serve in leadership roles at the local and diocesan level; our financial commitment to maintain and expand our diocesan mission and ministry; and our spiritual commitment as disciples of Jesus Christ to deepen our faith through prayer, worship, study and service.

Later in the course of this Convention you will hear a report from Diocesan Council on our updated Diocesan Strategic Plan. It will, of course, take all of us working together at the local and diocesan level to carry out this vision. I commend it to you.

You will be voting today on a new approach to electing representatives to serve on Diocesan Council. While those who serve on Diocesan Council do so with great commitment and effectiveness, the current canonical configuration of Council is not serving us well. For several years now, we have been unable to have full representation from deaneries. The proposed canon changes are intended to provide a good structure for electing a smaller, yet still representative, Diocesan Council. The challenge will be agreeing on the “mission districts” from which the

representatives will be elected. Members of Diocesan Council have created this plan and invite your investment. I hope we will give it a chance to succeed.

This Convention will also be making a commitment to invest in our future mission and ministry when you vote on the diocesan budget. As you know from your reading and the presentations at the Ministry Fairs, a new initiative is being launched that will invite individual members of the diocese to claim a portion of our common diocesan life and mission. This Annual Appeal, with its goal of \$100,000 is intended to supplement our congregational commitment to the many ministries that make our diocese what it is and to provide funds for new initiatives, including the kind of fresh expressions that Emily Scott invited us to consider.

I believe our support of the Rock Point Summer Camp, the Cathedral Chapter, the Mountain Echo, our outreach and social justice commitments, the work of our Earth Stewards Committee and our Dismantling Racism Commission, our involvement in ecumenical and interfaith ministries, and the support offered to congregations through our Ministry Support Team—indeed our entire diocesan mission and ministry—are worth our personal investment in addition to the investment we make through our parish assessments. As part of our personal stewardship, rooted in thanksgiving for the generosity and grace of God, Ann and I stand ready to lead the way in this personal investment. We invite you to join us at whatever level you can.

I think it is time to sing another hymn. It is (not surprisingly) a meditation on Matthew 25: 14-15, 19-29—the parable of the talents. It calls to mind the Gospel invitation to risk generosity. (Sing: Tune = Deus tuorum militum)

1 To think like Je - sus is to risk
the man - y gifts we have from God,
not guard or bu - ry se - cret - ly
our trea - sure in con - gen - ial sod.

1. To think like Jesus is to risk
the many gifts we have from God,

not guard or bury secretly
our treasure in congenial sod.

2. God gives us wealth of soul to dare
ten thousand good, creative deeds;
still there are times when saints decline
to grow the gifts the Spirit seeds.

3. We hold a story that explodes
with news God's mercies never fail.
Why speak the words as if they made
a merely cautionary tale.

4. We can live boldly with a God
who ventures grace so dauntlessly
and learn to take, like Jesus did,
the risk of generosity.

Calling to mind the invitation to live boldly with God, following the example of Jesus, brings me to the final chapter of this convention address.

Our future will be the briefest section of my address, not because I don't have lots to say, but because what matters most is how we will live and shape that future together. The decisions we make, the direction we take, the risks we accept, the choices we embrace over the course of the next several years will significantly determine the viability and vitality of this diocese well beyond my time as your bishop, but not beyond the time of the young people who worshiped with us this morning. It is that future that must concern us now.

Many of us have given time, attention, and study to what is called by many "emergent Christianity," or "the emergent church," or "fresh expressions." I wrote about this in the Mountain Echo last June. Changes in the culture and in the church are both challenging and exciting—and for some quite scary. Change is upon us, and we need to participate in the conversation in order to engage in shaping our mission and ministry for an uncertain future. Many of us in this diocese are being aided in that effort by reading and discussing the book, *Changing the Conversation*, by Anthony Robinson. I commend that book to you, and I encourage conversations among you in vestry meetings and other congregational group settings.

The author will be with us in Vermont the weekend of June 4-5, next year in conjunction with a special Diocesan Convention that I will talk about in a moment. For now, be aware that the future shape of the Church is at its heart a matter of spiritual formation and connection. It is about relationship and community. While these are matters we know well, our greatest risk is in not trying to understand the world around us, not rethinking or reshaping the patterns of our institutional life in order to respond to what God is up to in our midst. Of course, if we do enter the conversation, we risk being changed ourselves, and perhaps that is what frightens some of us the most.

One other thing I want to say about our future together concerns the prospect of a capital campaign for our diocese. Later today you will hear a report from the committee which has been hard at work discerning God's call to us and what might be included in a capital campaign, if that is your will. The current draft of the Case Statement [available via a link at www.dioceseofvermont.org], which you will have opportunity to discuss in regional gatherings around the diocese, holds up much of what I have been talking about in this address: spiritual and faith formation; our stewardship of the earth; our energy consumption and our carbon footprint; communication tools and messaging for a changing church and a changing world; as well as the valuable property resources we have in this diocese, including Rock Point in Burlington and Mission Farm in Killington.

Later, you will hear about the timeline with which the committee is working, leading up to a Special Convention, which I am now officially calling for the afternoon of Saturday June 4, 2011, here at our Cathedral. The purpose of that convention is to hear from the committee and engage in conversation and action in response to their recommendations.

I am not sure where things will stand when we come to June 4th, but I trust that God is at work in this process and that something good will come of it for our diocese and its future. I remind you that the investment made through the last capital campaign this diocese undertook resulted in the creation of the several McClure Discovery 2000 funds. Since then, nearly \$700,000 in grants and hundreds of thousands of dollars in low interest loans have been awarded to congregations of this diocese, and every single congregation has benefited in some way.

If it is your will that we move forward with a capital campaign for our diocese in the next couple of years, then I am prepared to give that effort my very best and fullest attention. Please hold this discernment work and the members of that committee in your prayers.

Before the conclusion of my convention address with our singing of one final hymn, I want to offer you this four-fold charge, which is really my prayer for us in this season and in all the seasons and cycles of our lives:

Remain: Remain rooted in God and God's compassion, justice and reconciling love;

Proclaim: Proclaim to all God's Good News of radical welcome, inclusion and unconditional love;

Sustain: Sustain our witness to being a lively faith community and sustain this fragile earth our island home.

Claim: Claim God's abundance and blessing in the faithful stewardship of your many gifts and talents.

Thank you for the gift of your support, encouragement and collegiality in the common work of mission to which God has called us in this Diocese. Amen.

(Sing: Tune = Forest Green)

The image shows a musical score for a hymn. It consists of four staves of music in a single system, all written in a treble clef with a key signature of one flat (B-flat). The melody is simple and consists of quarter and eighth notes. The lyrics are written below the notes, with hyphens indicating syllables that span across notes. The lyrics are: "1 A rab - bi scat - tered hope like seeds be - neath a des - ert sky; he knew in ev - ery wak - ing plant a sac - red force would rise to break the ground, to reach for life, to search with leaf and root, and draw the strength of earth and sky to bear the prom - ised fruit."

1. A rabbi scattered hope like seeds
beneath a desert sky;
he knew in every waking plant
a sacred force would rise
to break the ground, to reach for life,
to search with leaf and root,
and draw the strength of earth and sky
to bear the promised fruit.
2. The rabbi saw the desert bloom,
the Eden of his prayer,
a garden ripe with hope and life
and also ripe for care.
"So come," he says, "my friends, with me
to tend, to sing, to plod—
the earth cries out to celebrate
the greening love of God.

Minutes of Diocesan Convention

DIOCESAN CONVENTION 2010

The 219th Convention of the Episcopal Church in Vermont, being the 178th Annual Convention of the Diocese of Vermont, was called to order at 11:04 a.m. on Saturday, November 6, by the Rt. Rev. Thomas C. Ely, Bishop of Vermont, at St. Paul's Cathedral in Burlington, Vermont. Bishop Ely opened the Convention with prayer and greetings, followed by the Bishop's address.

Report of the Credentials Committee

The Rev. Lisette Baxter, Member of the Credentials Committee, reported that there were 46 congregations registered and 57 canonically resident clergy registered. A quorum was declared present for the Convention. The list of canonically resident clergy present and entitled to vote is part of this record.

Granting of Courtesy Seats

The Bishop explained the seating on the floor. Clergy and lay delegates are seated by parish; other canonically resident clergy are in the choir area. The first row of seats is reserved for individuals who are not delegates but will be giving a report or presentation to Convention. Visitors and other observers may sit in the narthex area or the balcony.

A motion was made to grant courtesy seats, without vote, to licensed clergy who are serving congregations in the Diocese in order that they may sit with their delegates. The motion was seconded and passed unanimously.

Election of the Recording Clerk for Convention

The Bishop introduced Sarah Gallagher as recording clerk. *A motion was made to elect Sarah Gallagher as recording clerk for Convention. The motion was seconded and passed.*

Introduction of the Head Table and Announcements

The Bishop introduced the Head Table: Chancellor and Parliamentarian, Thomas Little; Canon to the Ordinary, Lynn Bates; Secretary of Convention and Chair of Dispatch of Business, James Larkin; Recorder, Sarah Gallagher; and Vedder, the moose.

Introduction of New and Transferred Clergy

The Bishop then introduced new canonically resident clergy: Donna Reidt, Transitional Deacon (12/29/2009).

Transferred: David Hamilton from the Diocese of New Hampshire; David Veale from the Diocese of Newark; Rick Swanson from the Diocese of Western Michigan.

Transferred out: Tanya Wallace to the Diocese of Western Massachusetts; Anita Schell-Lambert to the Diocese of Rhode Island; Jeanette Tweedy to the Diocese of

New York.

All first-time delegates were then asked to stand and be recognized.

Dean's Welcome

The Bishop called upon Ken Poppe, Dean and Rector at the Cathedral, who welcomed the convention gathering to the Cathedral and thanked the Cathedral staff and volunteers for their work. Dean Poppe spoke of the efforts of the Cathedral Chapter in promoting the Cathedral Without Walls, Cathedral University, and the Christian Meditation Center. He noted that Cathedral Square Corporation received a MetLife award for the new solar energy system installed at their flagship building, Three Cathedral Square, and that the Cathedral installed a new green roof the next day. The Cathedral is working on a Long Range Plan, re-planning its mission and determining how to be both parish and cathedral. The planning committee seeks input and ideas from all Vermont parishes and vestries were asked to respond to questions regarding their connection to the cathedral.

Greetings

The Bishop called upon Lee Crawford, Canon Missioner to El Salvador, who read a letter of greeting and thanks from Martin Barahona, Bishop of El Salvador.

The Bishop also conveyed greetings from Gordon Bardos, retired priest living in Arizona, and promised he'd do his best to see there were no fights on the floor of convention.

Housekeeping Announcements

Jim Larkin made various housekeeping announcements concerning voting procedures, and courtesy resolutions. Jim reminded convention that the Bishop is to be addressed as Bishop Ely, or Right Reverend Sir, and that Canon 1..#5 allows that "All deputies to the General Convention and all members of Boards and Committees elected by the convention shall be entitled *ex officio* to seats on the Convention floor and, with the approval of the Chair, have the right to speak on subjects pertaining to their respective offices." The 2010 Annual Report of the Church Pension Fund was made available for review at the head table. The Dispatch of Business Committee approved the minutes of the 2009 Annual Convention.

Prior to each vote, balloting instructions will be given by Neal Robinson, Head Teller.

Members of the Resolutions Committee were asked to stand: Nanci Gordon, Mike Austin, Jane Garrett, Gunnar Urang, and Laura Chase (chair). Courtesy resolutions should be given to Nanci Gordon. Anyone needing help composing a courtesy resolution can receive assistance from a member of the committee. They will be in the small conference room in the office wing during the legislative session.

Lunches and drinks are available for registered delegates and paid guests. Extra lunches are available for a suggested donation of \$7.50.

Name tags and voting cards are reusable; at the end of the day, please place yours in the labeled boxes, along with other recycling.

Other announcements concerning recycling, an on-line evaluation, and lunch procedure, were made. Bishop Ely's address will be available on the Diocesan website and reprinted in the Mountain Echo.

Presentation of Agenda

The Bishop called upon Jim Larkin, Chair of the Dispatch of Business Committee, to present the proposed order of business as Nominations, First Ballot for General Convention Deputies, Standing Committee Report, Resolutions, Canons Committee Report, Brookhaven Annual Meeting, 2010 Diocesan Budget. Other pertinent reports and items of interest will be presented throughout the day.
A motion to accept the agenda as proposed was made, seconded, and passed.

Presentation of the Rules of Order

Jim Larkin presented the Rules of Order for this Convention as emailed and displayed on the screen. *There was a motion to accept the Rules of Order for this Convention as presented. The motion was seconded.* The Convention was reminded that the Rules of Order continue to allow for Convention to determine whether or not it will consider any new resolutions that may be presented today (a two-thirds vote will be required to do so). *The motion passed.* The Rules of Order are included herein by reference.

Appointment of Tellers

Neal Robinson, Head Teller, presented the names of the tellers, who were then appointed by the Bishop to serve at this Convention. They were: Neil Robinson, Head Teller; Mary Carlson, Assistant Head Teller; Linda Ballard; Peggy Bonesteel; Susan Brown; Debby Galbraith; Jeff Hard; Frances Huessy; Polly Larkin, Jennifer Ogelby (except for the Deputies to General Convention vote); Betty Packer; Greg Premo; Rick Taylor.

Legislative Process

Thomas Little, Chancellor and Parliamentarian, presented cautionary remarks on the legislative process, a review of the guidelines for discussion on the budget and resolutions, and suggested a time-limited discussion on these items of 20 minutes for each item (with a 2-minute limit on individuals) that can be extended by motion of Convention. Amendments are to be presented in written form. There were no objections.

Additional Nominations from the Floor

The Bishop asked if there were any additional nominations from the floor. Polly

Larkin, Chair of the Nominations Committee, presented additional Committee nominations as follows:

Michelle Peattie (Lay Deputy to Province One Synod – 3-year term). Michelle, of St. Peter's in Bennington, is currently serving in this position. Vice President of a chapter of Daughters of the King and a licensed Worship Leader of the Diocese, Michelle enjoys bringing knowledge of Provincial activities back to Vermont.

Laura Chase (Alternate Lay Deputy to Province One Synod – 3-year term). Laura is a longtime member of Trinity, Rutland. She's served as Vice President of Province One for 6 years. She's been Deputy to General Convention 3 times and an Alternate twice. She currently chairs the Resolutions Committee.

Sarah Maynard (At-large member of Diocesan Council – 2-year term). Sarah worships at St. Andrew's in St. Johnsbury. She currently serves on Council as a representative for the Northeast Deanery. Sarah is Directress of the Diocesan Altar Guild.

The Rev. Rick Swanson (At-large member of Diocesan Council – 2-year term). Rick is the new rector for St. John's in the Mountains in Stowe. Rick comes to us from Western Michigan, where he was on Diocesan Executive Council, as well as Alternative to General Convention. He skis, plays hockey, canoes and plays golf.

The Rev. Mary Haas (At-large member of Diocesan Council – 2-year term). Mary is a Deacon at Immanuel in Bellows Falls. She has earlier served on Council and has been both Junior and Senior Warden at Immanuel.

Sue Bacon (Lay member, Oversight and Audit Committee – 3-year term). Sue, a member of St. James' in Essex Junction, has a Master's in Business and Public Administration. She's served St. James on personnel, finance and audit committees, as well as vestry and choir.

There being no other nominations, a motion to close nominations was made and passed.

Additional Resolutions from the Floor

There were no additional resolutions presented for consideration by Convention.

Report from Nominating Committee

The Bishop thanked the Nominating Committee for their work and called upon Polly Larkin, chair of the Nominations Committee, to introduce all the nominees and ask them to come forward.

First Ballot – General Convention Deputies. There being no nominations from the floor, Neal Robinson explained the voting procedures and ballots were distributed.

There was a motion to have the secretary cast one ballot for all the persons nominated in uncontested elections, except Brookhaven Trustees. The motion was seconded and passed. The secretary then cast one ballot for the election of all nominees in uncontested elections, as noted below.

Nominees:

Diocesan Council (4 at-large members to serve to 2012)

Scott Neal, Sarah Maynard, Rick Swanson, Mary Haas

Standing Committee: (1 clergy and 1 lay member to serve to 2014)

Sherry Osborne, Duncan Tingle.
Trustee of the Diocese (1 member to serve to 2017)
 Albert Cicchetti.
Oversight and Audit Committee (1 clergy and 1 lay member to serve to 2013)
 David Ganter, Sue Bacon.
Ecclesiastical Court (1 clergy and 1 lay member to serve to 2014)
 John Morris, Ann Cooper.
Ecclesiastical Court (1 lay alternate to serve to 2014)
 Mike Austin.
Rock Point Board (3 members to serve to 2013)
 Kate Guerrina, Ken Hitch, Tom Nold.
Rock Point Board (1 member to serve until 2012)
 Kyle Sowles.
Rock Point School Trustees (4 members to be elected to 2013)
 Hugh Andrews, Ann Guillot, Richard McGuire, Margaret Leahey
 Gerber.
Rock Point School Trustees (1 member to serve to 2011)
 Alban Richey.
Province of New England Synod (1 clergy and 1 clergy alternate to serve to
 2013)
 Lee Crawford, Joel Hill.
Province of New England Synod (1 lay deputy and 1 lay alternate)
 Michelle Peattie, Laura Chase.

The Bishop thanked all the candidates for their willingness to serve, and recognized those who have completed recent terms as elected diocesan leaders:

Nominating Committee: Polly Larkin, with particular thanks for her ministry as chair of the committee.

Diocesan Council: Diane Rooney, Terry Gleeson, Victor Horvath.

Rock Point School: Lisa Rixon, Mark Archambault

Oversight and Audit: Alice Rouleau, John Mitchell, Carolyn Fouts

Trustees: Carolyn Fouts

Report from Rock Point School. C. J. Spirito reported that the school was full with 29 students this year. Started in 1888 by Bishop Hopkins, the school is a place for students who have difficulty ‘fitting in’ at other schools. They may be socially awkward, they may have learning disabilities, they may struggle with substance abuse or issues of attachment. The school focuses on helping each child and family succeed; they work hard and play together.

Report from the Capital Campaign Committee. Jamie Hastings and Peter Galbraith reported on the status of the campaign. Christine Graham was hired as campaign consultant and a draft case statement has been developed which has been emailed and is available on the web site. The campaign will focus on three areas: the environment; communication, and spiritual formation. A special convention has been called for June, 2011, when the committee will make its recommendations and the diocese will vote.

Episcopal Relief and Development Report: Kristin Wood and Kit Cook reported on the many areas where ERD has been active this year – Haiti earthquake relief, the

Gulf oil spill, Nets for Life. ERD responds to disasters around the world and seeks to provide long-term solutions to global needs, particularly in the areas of hunger, poverty and disease, working with churches around the world. The first Sunday in Lent is designated as ERD Sunday and all parishes are encouraged to give generously.

Report from the Trustees. Carolyn Fouts, president, reported that she will be retiring to Pennsylvania in 6 months. The Unit Trust has been invested with Hickock & Boardman since October, 2006, and has seen a 2.69% annual rate of return. The return for the 12 month period ending September 30 was 9% and for the quarter ending September 30 was 8.04%/. 5% of the 12-quarter rolling average is disbursed each year.

Rock Point Summer Camp. Jenny Ogelby, director, reported that they had 30 new campers last year from 20 parishes. They provided \$6246 in scholarship help, including \$4000 from the Angel Scholarship program and \$2000 in support of children from military families. The camp experienced great weather and was especially pleased to have Kids4Peace join them for 2 weeks. Everyone is encouraged to attend, visit or volunteer – the 2011 schedule will appear in the next Mountain Echo and includes a day camp.

The 219th Convention of the Episcopal Church in Vermont, being the 178th Annual Convention of the Diocese of Vermont recessed for lunch at 12:30 p.m. and was called back to order at 1:05 p.m.

Annual Meeting of the Incorporators of Brookhaven Home

At 1:08 p.m. a motion was made to recess Diocesan Convention and reconvene as the Annual meeting of the Incorporators of Brookhaven Home. The motion was seconded and passed.

Jim Kennedy spoke briefly about the Brookhaven Home, where they have begun a summer program and established a transition house where families and children stay before going home. The Bishop visited Brookhaven in the summer and the student who volunteered to guide him said that after 7 months at Brookhaven he was a changed young man. He met a 7-year staff member who looks forward to work and never wants to work anywhere else. The State licensing report for Brookhaven is always positive and this year they received a 2-year renewal, which is very unusual. They ended the year in the black financially and have income from 3 trusts and reimbursements from the State. A land survey was done and they have officially 121.4 acres. The Brookhaven Board is dedicated and active; their work is much appreciated.

The Bishop called upon Polly Larkin, Chair of the Nominating Committee, to introduce nominees for the Brookhaven Board of Trustees. Armand J. Hénault, Pamela Macy, Brett Murphy were nominated to serve to 2013, and Philip Molitor was nominated to serve to 2012.

A motion to cast one ballot to elect the nominees for the Brookhaven Board was made and passed unanimously.

At 1:20 p.m. a motion was made and seconded to adjourn the Brookhaven Annual Meeting. The motion passed.

The 219th Convention of the Episcopal Church in Vermont, being the 178th Annual Convention of the Diocese of Vermont was subsequently called back to order at 1:22 p.m.

Diocesan Council Report on the Strategic Plan: Diane Rooney reported that key ministry areas of the 5-year Strategic Plan were reviewed, resulting in minor changes. Caring for Creation was added as a key ministry. The document is intended as a vision statement, a guiding and living document that reflects what's going on in the Diocese.

First Ballot Results.

Stan Baker, Lee Crawford, Reid Farrell and Scott Neal were elected as Clergy Deputies to General Convention on the first ballot, each having received a majority of votes in both the clergy and lay orders. Anne Brown, Tom Little and Steve Smith were elected as Lay Deputies to General Convention on the first ballot, each having received a majority of votes in both the clergy and lay orders.

Second ballots were distributed.

Standing Committee Report: The Bishop called upon Lee Crawford, President of the Standing Committee, to present their report and recommendation regarding Trinity/St. John's, Poultney. At the request of the parish and in accordance with Canon 14, the Standing Committee recommended that Trinity, St. John, Poultney, become a Mission.

Standing Committee Resolution

Resolved by this 178th Annual Convention of the Diocese of Vermont, acting pursuant to Canon 15, that the status of Trinity-St. John's Parish, Poultney, shall change from that of a Parish to that of a Mission, effective, January 1, 2011.

The resolution passed unanimously.

Episcopal Youth Event: Heather Ogelby reported that the EYE occurs every 3 years for youth in grades 9 through 12. 32 young people from Vermont can attend; applications have been sent to all parishes.

Resolutions.

The Bishop called upon Laura Chase, Chair of the Resolutions Committee, to present the resolutions.

A Resolution on Fossil Fuel Awareness and Conservation

RESOLVED, That the 178th Convention of the Diocese of Vermont recommends to congregations that they commit themselves to an Earth Day consciousness-raising exercise of walking, biking, or car pooling to church on April 17th, *or other suitable Sunday*, with a possible quarterly follow-up; and be it further

RESOLVED, That the Convention recommends to congregations that they inspire members to systematically lower speeds on the highways and to follow other tips to reduce fossil fuel use in their automobiles.

Proposer: Earth Stewards Committee

Explanation:

While we watch BP, Transocean, Halliburton, and the Minerals Management Service of our government wrangle over who is responsible for the gulf oil spill, we all need to acknowledge our personal share in the responsibility for this disaster. With easy-to-reach oil in short supply, we consumers are putting pressure on oil companies to provide us with oil that comes from increasingly difficult places to drill and on our government to allow them to do so. Our hope to continue our life of abundance lies in learning to live with increasingly less use of fossil fuels, and increasingly more use of alternative energy sources.

The Resolutions Committee recommended adoption of the resolution. Sister Laurian spoke in support of the resolution. The Earth Stewards Committee proposed an amendment to add the words, "or other suitable Sunday" after the date, April 17th, in the resolution. Nancy Vogele spoke in support of the amendment. The amendment and resolution were passed.

A Resolution Commending the Presiding Bishop

RESOLVED, That the 178th convention of the Diocese of Vermont commend the Presiding Bishop on her statements at the Lansing Lee Conference 2009, on Reproductive Ethics, and the need to talk about it; and be it further

RESOLVED, That the Diocese of Vermont commend as well her comments on the fact that "go forth and multiply is one very small piece of scripture" and does not necessarily give an all time definitive "answer to the necessary questions about the limits of creation"; and be it further

RESOLVED, that the Diocese of Vermont commend her thought that although "we are forgiven sin, it does not save us from the consequences of our actions;" And be it further

RESOLVED, That the Diocese of Vermont commend her further remarks that if we wish to enjoy "a holy ordered world" with resources for all we need to engage in constructive scientifically informed dialogue, knowing that the world population was about 200 million when Jesus (was alive) *walked on earth* and is now 6.8 billion and predicted to grow to 8.5 billion in the next 25 years; and be it further

RESOLVED, That the Diocese of Vermont further urge her to continue to exercise her leadership in these matters by instigating creative dialogue on the vital and pressing topic of the ethics of human reproduction.

Proposer: The Rev. Margo Fletcher, Richard Bower, Ken Brown

Explanation:

The current growth of the world's population is speeding up enormously. When Jesus was around there were 200,000,000 people. Today there are 680,000,000,000,000, and the rate at which we are replacing one another grows every second. Only it is more than replacing: the fastest growing group of people in the world is those over 100 years of age. We have allowed artificial insemination for human beings who create multiple pregnancies.

Remembering the 8th MDG: Sustainability. Scientifically we have come to know about global warming and its effects—mass starvation in cases like Pakistan at the moment. It is a matter of extreme urgency to begin a responsible, informed dialogue on the consequences of human reproduction and the limits of creation.

Margot Fletcher spoke in support of the resolution. Alan Kittelson noted that while he was in favor of the resolution he would amend it by removing the words "was alive," replacing them with "walked on earth." There were no objections to the amendment. Jason Lockwood spoke in opposition to the resolution, saying that it infringes on women's reproductive rights. Margy Zabriskie spoke in support of the resolution. The motion carried.

A Resolution Establishing Minimum Clergy Compensation

RESOLVED, That the 178th Convention of the Diocese of Vermont approve the recommendation of the Diocesan Council that the minimum full time stipend for priests receiving compensation in the Diocese of Vermont for the year 2011 be set at \$37,541 (increase 1.6% from 2010), 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 receiving compensation for their ministry in the Diocese of Vermont and for travel allowance, and make recommendations to the Convention. Such a minimum shall be binding on all parishes and missions upon ratification of the Convention. The current Cost of Living Adjustment (COLA) using the Northeast Small City Index (group B/C) and the United States Rural Cities index (Group D) is 1.6% (as of June 30, 2010). These indices best reflect rural economy of Vermont. Therefore, the Diocesan Council proposes that the minimum full time stipend be increased by 1.6%.

According to the Church Pension Fund ("The 2008 Church Compensation Report," reflecting 2007 data), the national average median compensation for full-time Episcopal clergy was \$66,545*, up from \$64,508* in 2006. This figure includes cash stipend, fair-rental value of housing, utilities and payment of one-half of the Social Security/Medicare (SECA) tax.

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

Schedule of Mandatory Minimum Cash Salaries for 2011

Years of

Service	Level 1*	Level 2**
1	\$37,541	\$42,259
2	\$38,142	\$42,935
3	\$38,752	\$43,622
4	\$39,372	\$44,320
5	\$40,002	\$45,029
6	\$40,642	\$45,750
7	\$41,292	\$46,482
8	\$41,953	\$47,225
9	\$42,624	\$47,981
10	\$43,306	\$48,749
11	\$43,999	\$49,529
12	\$44,703	\$50,321
13	\$45,418	\$51,126
14	\$46,145	\$51,944
15	\$46,883	\$52,775
16	\$47,633	\$53,620
17	\$48,396	\$54,478
18	\$49,170	\$55,349
19	\$49,957	\$56,235
20	\$50,756	\$57,135

* 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.

The Resolutions Committee recommended adoption of the resolution. Scott Neal explained that Canon 6.7 requires Diocesan Council to make the salary recommendation. A motion to adopt was carried.

Second Ballot Results.

There were no persons receiving a majority of votes in either the Clergy or Lay Orders. A third ballot was distributed.

A Resolution on Diocesan Council and Mission Districts; Annual Parish and Mission Meetings

RESOLVED: That Diocesan Canons 6, 6A and 4.4 be amended to read as set forth in Part I below; and

FURTHER RESOLVED: That Diocesan Canons 13.4 and 15.7 be amended to read as set forth in Part 2 below; and

FURTHER RESOLVED: That Part 1 of this Resolution and the amendments to Diocesan Canons 6, 6A and 4.4 shall take effect on January 1, 2011, that the terms of office of the Mission District members of Diocesan Council shall commence at the close of the 2011 Annual Convention, and that the terms of office of all incumbent At Large, Youth and Deanery members of Diocesan Council shall terminate at the close of the 2011 Annual Convention; and

FURTHER RESOLVED: That Part 2 of this Resolution and the amendments to Diocesan Canons 13.4 and 15.7 shall take effect on January 1, 2011.

[Adopted by concurrent 2/3 vote in each order.]

Proposers: Canons Committee and Diocesan Council

Explanation:

This proposal has two parts. The first would replace the eight Deanery structure with a five Mission District structure. Each Mission District would have two purposes: (i) to nominate and elect three Diocesan Council members and (ii) “to collaborate in ministry and mission and in furtherance of Diocesan strategic plans and initiatives, and to generally foster a closeness of community within the Mission District and across the Diocese.” Under the proposal, Council would have fifteen elected members instead of twenty-six.

The second part expressly authorizes congregations to elect delegates to Diocesan Convention at a special meeting instead of exclusively at the annual meeting. This proposal comes in response to concerns that some congregations have difficulty electing all necessary delegates and alternatives at the annual meeting, and need a subsequent special meeting to assure a full delegation for Convention.

PART 1

CANON I.6: THE DIOCESAN COUNCIL

1. The Diocesan Council shall consist of the Bishop as Chair, *ex officio*; the Bishop Coadjutor, *ex officio*; the Bishop Suffragan, *ex officio*; the Chancellor of the Diocese, *ex officio*; and fifteen (15) members elected by the Mission District Electing Committees as provided in Canon 6A. The Canon to the Ordinary and the Diocesan Treasurer shall have a seat and voice, but no vote.
2. After two (2) consecutive unexcused or unexplained absences, the seat of any member who is not an *ex officio* member may be declared vacant upon notice and majority vote of a quorum of Diocesan Council. Vacancies created

in this manner or by reason of resignation, death or the failure of a Mission District to elect, shall be filled by appointment by the Bishop for the remainder of the vacant unexpired term.

3. The Bishop (or, if there be none, the Standing Committee) and the Council shall exercise the executive powers of the Diocese between sessions of the annual Convention and shall be responsible for the promotion of the Mission of the Church. To that end, Council may take such actions, organize, supervise, and coordinate such departments, commissions, task forces, and committees as Council may deem necessary. Council may also request every Parish and Mission to conduct periodic self-studies and draft statements of goals in light of the Diocesan Mission Statement. Council shall report its activities and recommendations to the annual Convention for action.

4. The Council, in consultation with the Treasurer of the Diocese, shall prepare a comprehensive budget each year for submission to the annual Convention for action. This budget shall include appropriations, as recommended by Council, necessary to promote the Mission of the Church and to maintain and operate the Diocese for the ensuing fiscal year.

5. The budget revenues from Parishes and Missions shall be computed by making an appropriation against the net operating income of each Parish and Mission. Net operating income is defined as the reported revenues available to a Parish or Mission for general purposes of that Parish or Mission, less any grants received directly from the Diocese. Revenues received for general purposes shall include, but not be limited to, plate and pledge income, contributions made by Parish or Mission organizations, investment and endowment income, and all other general purpose income (e.g., rentals and proceeds from fund raisers designed to support the general purpose and mission of the Parish or Mission).

6. The Council, acting through the Treasurer of the Diocese, shall be responsible for the collection and disbursement of the budget as adopted by the annual Convention. The Council may authorize the Treasurer of the Diocese to borrow money from time to time in anticipation of the budget income, so that the budgeted appropriations and obligations of the Diocese may be paid when due.

7. The Council shall review the minimum stipend and travel allowance of the Clergy of the Diocese and shall recommend the same to the Convention with regard to the proper support of the ministry. Such a minimum stipend shall be binding on all Parishes and Missions upon ratification by the Convention. The Council shall also annually review the stipend or stipends of the Bishop, the Bishop Coadjutor or the Bishop Suffragan, if there be either or both, together with their expenses for housing, house maintenance, travel, secretarial or office expenses, which shall be paid from the Episcopal Fund

and Diocesan Assessments.

8. The Council shall meet regularly between sessions of the Convention and shall also meet on call by the Bishop or any three other members of the Council.

CANON I.6A: THE MISSION DISTRICTS

1. There shall be five Mission Districts in the Diocese, constituted of neighboring parishes and missions as determined from time to time by the Bishop and Diocesan Council, in consultation with the parishes and missions. The purpose of the Mission Districts shall be to nominate and elect fifteen members of Diocesan Council, to collaborate in ministry and mission and in furtherance of Diocesan strategic plans and initiatives, and to generally foster a closeness of community within the Mission District and across the Diocese.

2. The membership of a Mission District is comprised of the communicants age sixteen and older who are members in good standing of congregations in the Mission District together with all Clergy canonically resident in the Diocese and residing or serving in the Mission District. A member of the Clergy residing in one District but serving a congregation in another District shall be a member only of the District in which the Clergy member serves.

3. Each Mission District shall have an Electing Committee comprised of (i) the District Clergy who have seat and vote at Convention under Canon I.1.3 and (ii) the Lay Delegates elected pursuant to Canons I.1.4 and III.13.4 to represent each congregation in the District at Convention.

4. Each Mission District shall have a Nominating Committee comprised of a Chair selected by the Bishop from among the membership of the Electing Committee and two other members selected by the Chair from among the members of the Electing Committee. There shall be at least one Clergy and one Lay member of the Nominating Committee. Each Nominating Committee shall reach out to the congregations and members of its Mission District to solicit nominations of Lay and Clergy District members to be the District's representatives to Diocesan Council for election under section 4 of this Canon by the District's Electing Committee. The Chair of each Nominating Committee shall convene a meeting of the Nominating Committee prior to the deadline established by the Convention Dispatch of Business Committee. At this meeting, the Nominating Committee shall collect all Council nominations and review them to assure that the nominees are eligible under Section 2 of this Canon. Promptly following the meeting, the Chair shall forward the names of all eligible nominees to the Nominating Committee of the Convention in the manner prescribed by that Nominating Committee, and those names shall be the slate of nominees for that District.

5. Subject to the transition provision in Section 6 of this Canon, at each annual Convention at a time set by the Dispatch of Business Committee, each Mission District Electing Committee shall gather and elect a nominee to serve on Diocesan Council for a three-year term. Nominations from the floor of an Election Committee gathering shall be in order. At all times, including during the transition period, there shall be at least one Lay and one Clergy member from each Mission District serving on Diocesan Council. An elected member of Council may serve not more than two consecutive three-year terms but shall be eligible to serve again following a hiatus of at least one year.

6. At the 179th annual Convention of the Diocese in 2011, each Mission District Electing Committee shall elect three District members to serve on Diocesan Council, as follows: one member for a term of one year, one member for a term of two years, and one member for a term of three years. Annually at each Convention thereafter, each Mission District Electing Committee shall elect one member for a three-year term.

7. Each Mission District shall carry out such programs, policies and directives as it deems appropriate, in consultation with the Bishop and the Diocesan Council and under the convening leadership of the District's Diocesan Council members.

Canon I.4.4

At an appropriate time following the calling of the annual meeting of the Convention to order, except as provided below, the Bishop shall appoint the following Standing Convention Committees, each of which shall have both Lay and Clergy members:

...

4. Nominating Committee, consisting of eight persons. Five members of the Nominating Committee shall be the Chairs of the Mission District Nominating Committees, *ex officio*, as appointed by the Bishop pursuant to Canon I.6A.3. The Bishop shall appoint the other three members of the Nominating Committee, taking care to assure that the Committee has both Lay and Clergy members. The Committee shall solicit canonically-resident Clergy persons and Lay communicants in good standing sufficient to yield an appropriate slate of candidates for each office or position to be elected by vote of the Delegates at Convention. All candidates for these offices shall be placed in nomination before the Convention by the Committee. The Convention, however, retains the right to permit nominations from the floor, except in the case of the Council members to be elected by the Mission District Electing Committees under Canon I.6A.4.

PART 2

Title III, Canon 13, Section 4.

Every Parish shall meet on the second Monday in January of each year or on one of the fifteen days following the second Monday, for the purpose of electing by ballot at least one third of the Vestry to serve for a term of three years. The meeting shall also elect Delegates and Alternate Delegates to the annual Convention or any Special Convention within their term of office. The election shall be by ballot in accordance with Canon 1, Section 4 of these Canons. One of the Delegates elected to the annual Convention shall be a member of the Vestry and, if possible, one of the Delegates shall have served as a Delegate at the previous annual Convention. In the event that the annual meeting neglects or fails to elect a sufficient number of Delegates and Alternate Delegates to assure full representation at the Convention, or if full representation is unlikely because the ranks of the Delegates and Alternate Delegates are diminished by resignation, death or some other cause, then a special meeting of the Parish may elect a sufficient number of Delegates and Alternate Delegates to assure full representation at the Convention; provided, however, that any such special meeting shall take place no later than sixty days prior to the opening date of the Convention.

Title III, Canon 15, Section 7,

7. At the annual Meeting of the Mission, Delegates and Alternate Delegates shall be elected to the annual Convention or any Special Convention held within their term of office. The election shall be by ballot and shall be in accordance with Canon 1, Section 4 of these Canons. Those entitled to vote are as defined in Canon 13, Section 6. One of the Delegates elected to the annual Convention shall be a member of the Executive Committee of the Mission and, if possible, one of the Delegates shall have served as a Delegate at the previous annual Convention. Delegates may be elected to a term of office not to exceed three (3) years. . In the event that the annual meeting neglects or fails to elect a sufficient number of Delegates and Alternate Delegates to assure full representation at the Convention, or if full representation is unlikely because the ranks of the Delegates and Alternate Delegates are diminished by resignation, death or some other cause, then a special meeting of the Mission may elect a sufficient number of Delegates and Alternate Delegates to assure full representation at the Convention; provided, however, that any such special meeting shall take place no later than sixty days prior to the opening date of the Convention. Within thirty (30) days of the adjournment of the Convention, the delegation shall give to the Mission a summary report of the doings thereof.

Tom Little, member of Council and the Canons Committee explained that Part I of the resolution replaces the current deanery system with a mission system. Linda

Maloney spoke in general support of the resolution, but asked about the boundaries of the mission districts and how they would function as missions. Tom explained that Council will determine boundaries and they are currently looking at two options. There was a question concerning the Bishop's appointment of a youth representative to Council for a 2-year term. It was noted that nothing would prevent a mission from electing a youth representative. An amendment asking that that Bishop appoint a youth communicant in good standing between the ages of 16 and 20 to a 2-year non-renewable term to Diocesan Council was introduced, and subsequently amended to read "renewable" instead of "non-renewable." The vote to add the amendment failed. Part I of the Resolution as presented passed in both the Clergy and Lay orders.

A motion to adopt Part II of the resolution was made and seconded, and carried in both the Clergy and Lay orders.

Third ballot results. Jenny Ogelby was elected on the third ballot, receiving a majority in both clergy and lay orders.

A Resolution to Adopt a New Canon on Ecclesiastical Discipline

[Note: The 2009 General Convention of The Episcopal Church (TEC) adopted a revision to its canons regarding ecclesiastical discipline, Title IV. Dioceses are required to amend or replace their own disciplinary canons to make them consistent with those of TEC. This resolution repeals the current diocesan clergy discipline canons and adopts replacements that conform to those new Title IV disciplinary canons.

[This Resolution also ratifies an Agreement among the Bishops of the Dioceses of Vermont, New Hampshire and Maine, to jointly administer portions of the disciplinary process. The Title IV changes become effective July 1, 2011.]

RESOLVED: That Canon 26 of the Canons of the Diocese be repealed as of July 1, 2011, except with respect to matters then pending before the Standing Committee or Ecclesiastical Trial Court as specified in Title IV, Canon 20 of the Canons of the General Convention, and that as to those matters, Canon 26 shall remain in effect until the final disposition of all such matters, including any appeal, whereupon (i) Canon 26 shall be repealed, (ii) the terms of office of the members of the Ecclesiastical Trial Court shall terminate and (iii) the new Canon 26A shall be renumbered to be Canon 26; and

FURTHER RESOLVED: That the attached "Agreement for Joint Administration of Title IV," by and among the Bishops of the Dioceses of Vermont, New Hampshire and Maine, be and hereby is ratified; and

FURTHER RESOLVED: that a new Canon 26A be adopted, to read as set forth below; and

FURTHER RESOLVED: That this Resolution and the new Canon 26A shall take effect on July 1, 2011, and the Agreement for Joint Administration of Title TV shall take effect according to its terms.

The Resolutions Committee recommended adoption of the resolution. Tom Little spoke in support of the resolution and noted that training will be provided. A motion to adopt the resolution was made, seconded and passed.

The 2011 Budget.

The Bishop called on Wallace Good, Diocesan Treasurer, to present the budget on behalf of Council. The Treasurer noted that the budget is balanced and includes an Annual Appeal to raise \$100,000 for congregational support, diocesan administration, mission outreach and Rock Point. A motion to approve the budget was made, seconded, and passed.

Reports

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

Bishop's Appointments

The Bishop made the following appointments:

Rock Point Board – Jean MacDonald to serve a 3-year term to 2013.

Canons Committee – Steve Marshall, Esq., chair; Thomas Little, Esq., Chancellor (ex officio); Lindsay Huddle; Bob O'Donnell.

Nominating Committee - Barbara Hoar, chair; Laurel Broughton; Natalie Good; Stewart Pierson; Diane Rooney; David Shuffleburg; George Spear.

Resolutions Committee – Laura Chase, chair; Mike Austin; Jane Garrett; Nanci Gordon.

Credentials Committee – Lisette Baxter, James Larkin, John Rouleau.

Dispatch of Business Committee – Jim Larkin, chair; Lynn Bates; Laura Chase; Sarah Gallagher; John Rouleau; Craig Smith.

Officers – Secretary of Convention, Jim Larkin; Assistant Secretary of Convention, Lynn Bates; Historiographer & Registrar, Elizabeth Allison; Associate Ecumenical Officer, Peg Hamlin; Chancellor, Thomas Little; Deputy Chancellor, William Meub.

A motion to ratify the Bishop's appointments passed.

Courtesy Resolutions

The Bishop called on Nanci Gordon of the Resolutions Committee to present courtesy resolutions.

Resolution thanking St. Paul's Cathedral and its staff for joyfully hosting the 178th Convention of the Diocese of Vermont

Resolved that the 178th Convention of the Diocese of Vermont recognize and thank the people of St. Paul's Cathedral, both staff and congregation, for joyfully hosting this 178th Convention of the Diocese of Vermont.

Resolution thanking the Program Committee

With its particular vision of "Praying Our Life – Living Our Prayer," the Convention Program Committee has worked diligently and extensively, putting in long hours in the vineyard of the Lord – with occasional earthly wine – be it resolved that this 178th Convention of the Diocese of Vermont recognize and thank committee members: the Rev. Craig Smith, the Rev. Linda Maloney, the Rev. Peggy Mathauer, Jane Wolfe, Caitlin McFarland, Tamara Plummer, and Sarah Dyke for their dedicated and excellent work.

Courtesy Resolution

That the members of the Diocese of Vermont send off Carolyn and Jim Fouts to enjoy Gettysburg full time.

They have been generous in their time, treasures and talents to support St. Luke's Church, St. Albans, and the Diocese for many years. From food to dishwashing, church repairs and balancing the budget, they have contributed to the church and its missions. We will miss you and wish you well.

Resolution thanking Polly Larkin

Resolved that the 178th Convention of the Diocese of Vermont recognize and thank Polly Larkin for her diligence, dedication, words of appreciation and perseverance as long time chair of the Nominating Committee as she retires from this ministry.

Resolution thanking our retiring clergy.

Resolved that the 178th Convention of the Diocese of Vermont send its thanks and fond greetings to our retiring clergy, John Keenan and Thad Bennett. Thank you John, for your years of service among us, as pastor, teacher and scholar. We wish you and Linda joy in your retirement... and we echo our Bishop's appreciation of Thad's ministry, as he continues to colorfully serve "as a consultant and purveyor of new and exciting ideas" in the wider church.

Resolution thanking Emily Scott

Resolved that the 178th Convention of the Diocese of Vermont recognize and thank Emily Scott for voyaging into Vermont on small roads to bring her vision of acculturated worship, reminding us that “what we need is here,” and sharing with us the gifts of music and especially herself.

Responding to the Bishop’s address

Resolved, that this 178th Convention of the Diocese of Vermont express our gratitude and commendation to the Right Reverend Thomas C. Ely for his address marking the completion of his tenth year as our Bishop. Thank you, Bishop, for an inspirational reminder of “sacred signs” seen along the way during this decade, for a realistic but hopeful representation of measures found necessary during this year of economic crisis, and for the charge to respond faithfully and courageously to cultural change and program needs, as we **remain** rooted in God, **proclaim** the Good News, sustain our own faith community and “this fragile earth, our island home,” and **claim** God’s abundance and blessing. (Way to go on the hole in one, BTW.)

2010 Minutes

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

Other announcements

A Special Convention will be held at St. Paul’s Cathedral on June 4, 2011, concerning the Capital Campaign. Anthony Robinson will lead a forum in the morning and the convention will take place in the afternoon.

The 2011 Convention will be held at the Grand Summit Hotel at Mount Snow in Wilmington on November 4 and 5. The theme is “I Love to Tell the Story.” Bonnie Anderson, President of the House of Deputies will do the forum, and preach at the service. Anyone interested in helping on the program committee should contact the Bishop.

An on-line survey/evaluation will be forthcoming. Please respond so that we can continue to make convention a good experience for all.

Following final announcements, *there was a motion to adjourn the 219th Convention of the Episcopal Church in Vermont, being the 178th Annual Convention of the Diocese of Vermont. The motion was seconded and passed at 3:23 p.m.*

Blessing and dismissal. *Respectfully submitted,* Sarah S. Gallagher Recording Clerk

The Episcopal Diocese of Vermont



Narrative Budget for 2011



Approved by Diocesan Council
September 2010

Narrative Budget for 2011

Introduction

Since 1790, Vermonters committed to both common worship and ministries of justice, mercy, and compassion have gathered in Episcopal communities throughout the state, building our heritage as Vermont Episcopalians and offering our prophetic voice to the wider community.

Now 47 in number, these worshipping communities can be found in the countryside, in remote villages, anchoring town greens, and near the centers of our downtowns.

They—we—are the Episcopal Diocese of Vermont.

Episcopalians sometimes differ greatly on issues of social concern, yet we have been—and continue to be—committed to Christ's work in the world as "one body, one spirit." As a diocese, we are connected to one another, and we are connected to the faithful throughout The Episcopal Church and the Anglican Communion. We gather to pray our life and to plan how to live our prayer, for we can do far more for the world joined together than we can as individuals, or even as individual communities of faith.

In the Diocese of Vermont, we share our bounty with each other and with those in need here at home and around the world in a variety of ways: the careful management of jointly invested funds



by the Trustees of the Diocese, grants and loans through the McClure Discipleship–Discovery 2000 Fund, funds for Rock Point, donations to the United Thank Offering and Episcopal Relief and Development and, most significantly, through our financial support of diocesan ministries.

The ministry of each of us is strengthened—and can be further strengthened—by the supportive presence of those who serve through our diocesan ministries. Following is a narrative overview of our operating budget for the Diocese of Vermont, showing how we propose to allocate our resources for the coming year and where those resources are coming from. The reports in the Convention Journal provide more detailed information and examples of the Diocese's many ministries.





Congregational Support

“God said to Moses: ‘I’ll take some of the Spirit that is on you and place it on them; they’ll then be able to take some of the load of this people—you won’t have to carry the whole thing alone.’”
(Numbers 11:17, The Message)

Our bishop and the other leaders called to the work of supporting the ministries of our congregations are known as the Diocesan Ministry Support Team and are joined now by the Ministry Companions. Some work in the Diocesan Office in Burlington and offer a friendly, helpful voice on the other end of a telephone conversation. Many, based in other parts of the state as well as Burlington, travel throughout the Diocese to work alongside faithful

individuals committed to stewardship and ministry in local communities and the world. They provide the people of our congregations with guidance and support in times of transition and with teaching, training and mentoring.

Jesus said, “I am the Vine, you are the branches. When you’re joined with me and I with you, the relation is intimate and organic, the harvest is sure to be abundant.”
(John 15:5, The Message)

Other individuals and groups are called to special ministries of discernment, formation and support. Faithful disciples serve on committees such as the Oversight and Audit, Congregational Support and Resources, and Loan Review Committees and on commissions such as the two branches of the Commission on Ministry: Discernment and Christian Formation. Others assist individuals throughout the Diocese in deepening their personal relationships with God and exploring the meaning of discipleship in their own lives.

The proposed 2011 budget includes \$406,234 towards support of congregations and their ministries.



Administration and Structure

"God's various gifts are handed out everywhere, but they all originate in God's Spirit. God's various ministries are carried out everywhere, but they all originate in God's Spirit. God's various expressions of power are in action everywhere, but God himself is behind it all."

(1 Corinthians 12:4-4, The Message)

Paul speaks often of the gifts of the Spirit, each disciple having some but none having all. There are many parts of this one body. Members of the

Ministry Support Team oversee and carry out the day-to-day operation of the Diocese, managing and staffing the office, managing the finances, assisting the bishop and canon to the ordinary, and caring for the historical records. Volunteers, working individually and in groups, offer their particular gifts in specialized areas of ministry as Standing Committee members, legal advisors, members of the Insurance Committee, and more. Their generous gift of time and expertise builds the firm foundation that makes possible and supports our service to those in need.

The proposed 2011 budget includes \$258,242 for these ministries.

Wider Church Connections

"I am going to Jerusalem to deliver a relief offering to the Christians there. The Greeks—all the way from the Macedonians in the north to the Achaeans in the south—decided they wanted to take up a collection for the poor among the believers in Jerusalem."

(Romans 15:25-26, The Message)

We are part of the world-wide Anglican Communion and one of the 110 dioceses (11 of which are outside the United States) of The Episcopal Church. This extensive network of Christians is committed to God's work with our neighbors around the corner and those living on all parts of the globe, and in a truly global economy, such connections are essential for effective ministry.

To maintain those valuable connections and to learn new skills for ministry in a changing world, we



gather on a regular basis in several venues: our delegates participate in the Province of New England Synod; our deputies attend the triennial General Convention; we send a delegate to the triennial Episcopal Church Women's gathering and a team to the triennial Episcopal Youth Event; the bishop meets with the House of Bishops and attends the decennial Lambeth Conference; and many of our members serve on boards, commissions and committees of The Episcopal Church.

One way we share our resources is through our annual diocesan contribution to The Episcopal Church. We have been moving toward meeting the full asking of 19% of budgeted income and hope to do so by year 2013. This year's budget includes 17% of 2009 budgeted income. We also contribute toward the budget of the Province of New England.

The proposed 2011 budget allocates \$284,796 for support of our engagement with the wider church.



Mission, Outreach and Program

"This is what God does. He gives his best—the sun to warm and the rain to nourish—to everyone, regardless: the good and bad, the nice and nasty. If all you do is love the lovable, do you expect a bonus? Anybody can do that."

(Matthew 5: 45-46, The Message)

Jesus asks us to share with God's people in need. We give out of our abundance to help others in celebration of God's abundant gifts to us. We support institutions and causes, goal-oriented projects and many other ministries of justice and compassion, and we share our stories through the Mountain Echo and a new electronic newsletter. The website is a valuable resource within the Diocese and for those wanting to learn about us and our ministries.

In addition to the contributions of the Ministry Support Team, many dedicated volunteers serve groups such as the Dismantling Racism Commission, the Earth Stewards Committee, and the Outreach and Social Justice Committee. Other ministries include stewardship assistance, the Vermont Ecumenical Council, support for retired clergy, campus ministry, the Cathedral Chapter, the United Thank Offering and more. A new line item for 2011 allows for new initiatives in the area of spiritual formation and "fresh expressions."

Our support extends not only to neighbors in Vermont but also around the world. We are continuing our commitment to allocate 0.7% of budgeted income to efforts to achieve the Millennium Development Goals. These funds, awarded

to congregations as matching grants by the Global Reconciliation Committee, have gone to projects in places such as El Salvador, Rwanda, and Sudan. Our Episcopal Relief and Development coordinator works with congregations and raises awareness about the organization's vital ministries of disaster relief and global development assistance.

The proposed 2011 budget allocates \$104,602 to mission, outreach and program ministries.





Rock Point Activities

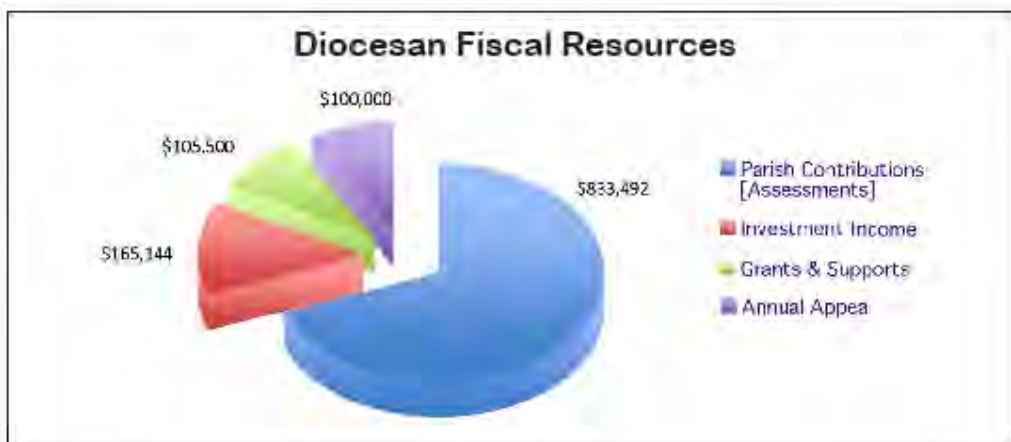
"Samuel took a single rock and set it upright between Mizpah and Shen. He named it 'Ebenezer' (Rock of Help), saying, 'This marks the place where God helped us.'"

(1 Samuel 7:12, The Message)

Rock Point has been a place for spiritual refreshment and reflection, learning and nurture for many over the years and has served as a center of operations for the Diocese of Vermont since 1854. Today, the Rock Point Board oversees this vital element in diocesan life, which includes the diocesan office, the bishop's house and cemetery, the Rock Point School, the Rock Point woodlands and the Bishop Booth Conference Center. Many Vermont Episcopalians have close ties to Rock Point, having attended Rock Point Summer Camp, retreats, quiet days or seminars at the Conference Center. This portion of the budget supports some of those activities as well as covering maintenance and utility costs.

The proposed 2011 budget includes \$150,173 for the operations at Rock Point.





Parish Contributions and Investments

"All the believers lived in a wonderful harmony, holding everything in common. They sold whatever they owned and pooled their resources so that each person's need was met."

(Acts 2:44-45, The Message)

The history of the early church, as described in Acts, and the history of the church in North America offer stories of pooling resources for the common good of the worshipping community. Today, we ask congregations to share their resources in support of our shared diocesan mission by contributing 15% of their operating income from two years prior to the budget year. The assessments for 2011 are based on 2009 parish budgets. This constitutes 69% of the total operating income for the Diocese.

Other contributions to the Diocese include bequests made by the saints gone by or living among us who, out of their commitment to God's work, remembered the Diocese in their wills or through a special contribution. Wise stewardship of the major gifts to the Diocese also assures continual income from investments to support the work of the church.

For 2011, we are asking congregations for a total of \$833,492, and we expect to receive investment income of \$165,144.

Grants and Supports

The Bishop regularly seeks out grant opportunities and is blessed with several sources he may direct to particular diocesan projects meeting the gift guidelines. Some of the larger ones are specifically noted in the line item budget income. These give us the opportunity to pilot innovative ideas.

Support from grants and similar sources is budgeted at \$105,500 for 2011.

Annual Appeal

Across the country dioceses are creatively exploring alternatives to increased assessments. This year, we will initiate the first Annual Appeal, which will be directed first to the leadership and then to the largest possible audience of people who are affiliated in a wide variety of ways with the Diocese of Vermont. This appeal will be different in nature from the prior Mountain Echo, Rock Point Summer Camp, and Bishop Booth Conference Center appeals, which were for particular projects and narrow in focus. This appeal will allow us to engage in new or re-visioned programs and ministries. There are many who in the practice of personal generosity will joyfully give to support our mission.

The 2011 budget proposes raising \$100,000 through an annual appeal.

Diocesan Budget Balanced

■ Total Diocesan Ministry & Mission Expenses

■ Total Diocesan Fiscal Resources

■ \$1,204,136



■ \$1,204,049



**2011 Diocesan Budget
Adopted by Convention November 6, 2010**

		2010	2011	
		Budget	Budget	<i>COMMENT</i>
LINE	REVENUES			
8	Parish Support for Diocesan Ministry	869,715	833,492	
9	Trust Revenues - Unrestricted	116,844	116,956	
10	Trust Revenues - Restricted	47,928	48,188	
11	Annual Appeal		100,000	<i>New approach to strengthen funding for diocesan ministry</i>
12	Administrative Support - Unit Fund	15,000	15,000	
13	Support from the Hunt Fund	15,000	15,000	
14	Grants/Support for Stwdship Dev. Pos.	110,000	20,000	<i>Still available from previous years' grants</i>
15	Grants for Ministry Support Team	10,000		
16	Grants/Support for Companions	-	30,000	
17	Bank Interest Income/Other Donations		500	
18	Support from Funds Available to the Bishop	27,288	25,000	
19	TOTAL REVENUES	1,211,775	1,204,136	
		2010	2011	
		Budget	Budget	<i>COMMENT</i>
	EXPENSES			
20	1. The Episcopal Church (TEC)			
21	The Episcopal Church Covenant	168,527	185,525	<i>17% of 2009 income</i>
22	Province I Assessment	7,224	7,224	
23	Provincial Synod Deputies' Expense	-	250	
24	Oversight & Audit	12,500	12,500	
25				
26	Total TEC	188,251	205,499	
27	2. Outreach (OUT)			
28	Outreach & Social Justice - Global Reconciliation MDG	8,500	8,429	<i>0.7% of revenue per Convention resolution.</i>
29	Outreach & Social Justice - Domestic	8,500	8,429	<i>Supported in part by Permanent Fund for Human Needs (L10)</i>
30	Total OUT	17,000	16,858	
31	3. Ministry Support Team (MST)			
32	Diocesan Historiographer	3,400	3,000	
33	Personnel - Salaries	470,823	447,507	<i>Includes 1.6 % COLA</i>
34	Personnel - Benefits	209,994	167,786	<i>Est. 10% health insurance increase</i>

35	Diocesan Companions	850	33,000	<i>Stipends and training-new approach for supporting congregation</i>
36	Continuing Ed - Bishop	1,200	1,200	
37	Deployment	4,335	4,335	
38	Professional Development - Ministry Support Team	3,800	1,000	
39	Travel & Meetings - Bishop	11,881	11,881	
40	Travel & Meetings - Ministry Support Team	40,000	40,000	<i>Supported in part by Bryant Fund (L10)</i>

COMMENT

	<i>EXPENSES (cont'd.)</i>	2010 Budget		
41	Computer Technology & Equipment Costs	2,000	2,000	
42	Equipment Purchase - Office Equipment & Technology	2,550	2,550	
43	Insurance - Diocesan Workers' Comp	4,604	4,000	
44	Management Information System	2,000	2,000	
45	Office Supplies & Expenses	16,000	16,000	
46	Payroll Service Fees	1,800	1,800	
47	Postage	4,000	4,000	
48	Printing	1,700	1,700	
49	Telecommunications	10,000	10,000	<i>Increase use of teleconferencing to reduce travel expense</i>
50	Total MST	790,937	753,759	

51 **4. Commission on Ministry (COM)**

52	Seminarians	1,812	1,812	<i>Supported in full by Seminarian Fund (L10)</i>
53	Committee on Christian Formation (COM:CCF)	10,000	10,000	<i>EFM License (1500); Resource Ctr. (1000); CE (2500); Youth Ministry (2000)</i>
54	Committee on Discernment (COM:COD)	3,500	3,500	
55	Total COM	15,312	15,312	

56 **5. Ecumenism (ECU)**

57	Episcopal Ecumenical Assessment	200	200	
58	Campus Ministry	7,450	7,581	<i>Supported in full by Campus Ministry Fund (L10)</i>
59	VT Ecumenical Council & Bible Society Support	4,200	4,000	<i>Future Uncertain</i>
60	Diocesan Ecumenical Officers			

61	Total ECU	11,850	11,781	
----	------------------	--------	--------	--

62 **6. Institutions (INS)**

63	Brookhaven	-		<i>Fully funded; prayers welcome</i>
64	Bishop Booth Conference Center (BBCC)	15,000	15,000	<i>Contribution to summer camp program (15,000); No BBCC Subsidy for operations</i>

65		Total INS	15,000	15,000	
66	7. Program Ministries (PRO)				
67	Cathedral Chapter (Cathedral Without Walls)		2,500	2,500	
68	Communications (The Mountain Echo)		12,000	20,000	<i>Implementation of communication strategies</i>
69	Living Stones Partnership		2,000	2,000	
70	Accessibility		-	0	
71	Dismantling Racism Commission		2,000	2,000	
72	Fresh Start		2,000	2,000	
73	Chaplain to the Retired Clergy		2,700	2,700	<i>Supported in full by Aged & Infirm Fund (L10)</i>
74	Retired Clergy Medigap Insurance		7,150	8,040	<i>Supported in full by Aged & Infirm Fund (L10)</i>
75	Retired Clergy Pension Supplements		4,200	4,200	<i>Supported in full by Aged & Infirm Fund (L10)</i>
76	Earth Stewards		500	500	<i>Formerly Committee on Environment</i>
77	Safe Church Training		2,000	2,000	
78	Stewardship		1,000	4,000	
79	Treasurers & Wardens Workshop/Ministry				
79	Expos		500	500	
80	Spiritual Formation/Fresh Expressions			1,500	<i>Opportunity for new initiatives</i>
81		Total PRO	38,550	51,940	

COMMENT

EXPENSES (cont'd.)

82	8. Diocesan Structure (STR)				
83	Episcopal Relief & Dev. Coordinator Expense		700	700	
84	UTO Coordinator Expense		300	50	
85	Rock Point Board		8,000	8,000	
86	Rock Point Property Manager		55,575	57,900	<i>10% Health Ins. Increase Est. and 1.6% COLA</i>
87	Utilities - Dio Office/Bishop's House/Prop Mgr		30,000	30,000	<i>Supported in part by Institute Fund (L10)</i>
88	Insurance - Diocesan Property/Liability/Auto		5,600	4,000	<i>Supported in part by Concord Fund (L10)</i>
89	Dispatch of Business		3,400	2,000	
90	Diocesan Chancellor		850	850	
91	Committee Meetings		2,000	2,000	<i>Use of technology for Committee Meetings</i>
92	Legal Fees				
93	Standing Committee		1,500	700	
94	Subscriptions and Dues		1,500	500	

95	Use of Cathedral Facilities	6,000	6,000	<i>Cathedral assessment (L8) and usage cost now shown gross.</i>
96		Total STR	115,425	112,700
97	9. Appropriations (APP)			Estimated Reserve Balances at 12/31/10
98	Reserve - Bishop's House Maintenance Fund	1,500	1,500	2,250
99	Reserve - Bishop's Vehicle	2,000	2,000	5,819
100	Reserve - Episcopal Election Expenses	2,000	2,000	28,250
101	Reserve - Ecclesiastical Court	100	100	3,125
102	Reserve - Lambeth Conference	500	500	1,000
103	Reserve - Legal Expenses	650	650	4,727
104	Reserve - DMST Sabbatical Fund	100	100	8,687
105	Reserve - Office Equipment/Technology	1,000	1,000	1,650
106	Reserve - Triennial Deployment Conference	350	350	3,310
107	Reserve - Triennial EYE	1,000	1,000	5,407
108	Reserve - Dio Youth - General Convention	250	250	250
109	Reserve - Triennial General Convention +ECW	10,000	10,000	10,000
110	Reserve - Triennial Chancellors' Conference		750	<i>New Line</i>
111	Reserve - Annual Diocesan Convention		1,000	<i>New Line</i>
112		Total APP	19,450	21,200
113	TOTAL EXPENSES & APPROPRIATIONS	1,211,775	1,204,049	
BUDGET SUMMARY				
114		TOTAL REVENUES	1,211,775	1,204,136
115	TOTAL EXPENSES & APPROPRIATIONS	1,211,775	1,204,049	
116	SURPLUS (DEFICIT)	-	87	

CANONICALLY RESIDENT CLERGY as of 6/30/10

ARBUCKLE, The Rev. Jacquelyn (06/30/1991) Deacon
ATKINSON, The Rev. William (12/01/1969) Retired Priest
AUBERT, The Rev. Keri (12/18/05) Priest
AUSTIN, The Rev. Jean (05/23/1998) Priest
BAKER, The Rev. Stan (1/6/09) Deacon, St. Paul's Cathedral, Burlington
BALLARD, The Rev. Jim (06/05/2004) Deacon
BARDOS, The Rev. Gordon (05/29/1982) Retired Priest
BARRE, The Rev. James (06/10/1967) Retired Priest
BAXTER, The Rev. Lisette (03/27/1984) Priest, Rector and Pastor, St. Andrew's, Colchester
BENNETT, The Rev. Canon Thaddeus (10/15/2001) Retired Priest
BERLENBACH, The Rev. Betty (5/22/1997) Retired Priest
BOONE, The Rev. Arthur (06/02/1969) Retired Priest
BORDEN, The Rev. Robert (07/14/2001) Priest
BOYER, The Rev. Canon Donald (11/22/1958) Retired Priest
BOYER, The Rev. Marcia (07/01/1976) Retired Priest
BRANNOCK-WANTER, The Rev. Paul (7/30/2002) Priest, Rector, St. Luke's, Chester
BRAUN, The Rev. Elise, (10/2/1991) Retired Deacon
BROWN, The Rev. Dr. Reed (06/11/1963) Retired Priest
BROWN, The Rev. Janet Kelly (06/02/1974) Priest in Partnership, Grace Church, Sheldon
CHADWICK, The Rev. Thora (01/01/1995) Priest, Vicar, St. Luke's, Alburgh
CHASE, The Rev. Benjamin (10/19/1973) Retired Priest
CHRISTIANSON, The Rev. Regina (11/29/2006) Priest
COLLINS, The Rev. Diana L.G. (06/15/1993) Deacon, St. Mark's, Springfield
COMEAU, The Rev. Molly (05/29/1982) Priest
COOKE, The Ven. Catherine (08/24/1988) Archdeacon, Cathedral Church of St. Paul
CORKLIN, The Rev. Stanley (08/10/2000) Retired Priest
CRAMER, The Rev. Alfred (08/15/2000) Retired Priest
CRANE-COYNE, The Rev. Canon Peggy (05/31/1994) Retired Priest
CRAWFORD, The Rev. Dr. Lee Alison (07/29/1994) Priest in Partnership, Trinity, Rutland
CREWE, The Rev. Hayward (06/15/1958) Retired Priest
DAVIDSON, The Rev. William A. (Diocese of Vermont) Priest, St. Paul's, Wells
DUBOIS, The Rev. Nancy (10/09/1988) Retired Deacon
DYSON, The Rev. Martha (02/18/1999) Priest
EBERHARDT, The Rev. Timothy (01/04/1981) Retired Priest
ELEY, The Rev. Gary W. (05/13/1973) Priest
ELLIS, The Rev. Russell (03/07/1956) Retired Priest
ELY, The Rt. Rev. Thomas C. (04/28/2001) Bishop, Ordinary of Vermont
EMERSON, The Rev. Angela (11/4/08) Priest, Diocesan Minister for Stewardship Development
FARRELL, The Rev. Reid (07/21/04) Priest, Rector, Holy Trinity, Swanton
FERRY, The Rev. Margaret Lee (10/9/09) Priest in Partnership, St. John the Baptist, Hardwick
FLETCHER, Margaret (04/18/09) Priest in Partnership, St. Thomas & Grace, Brandon
FREEMAN, The Rev. Robert (01/28/1973) Retired Priest
FULLER, SR., The Rev. Steven (11/19/2002) Priest, Bellows Falls Ministry Support Team
GANTER, The Rev. David (Diocese of Vermont) Deacon, St. James, Essex Junction
GARRETT, The Rev. Jane (06/11/1980) Retired Priest
GLEESON, The Rev. Terence P. (3/27/06) Priest, Rector, St. Stephen's, Middlebury
GRATZ, The Rev. Paul (06/12/1971) Interim Priest, St. Peter's, Bennington
HAAS, The Rev. Mary (06/07/2003) Deacon, Bellows Falls Ministry Support Team
HAMILTON, The Rev. David G. (02/11/10) Priest, Rector, All Saints, South Burlington
HAWKINS, The Rev. Penelope (06/22/1988) Deacon, St. Peter's, Bennington
HAYWARD, The Rev. Dennis (11/06/1990) Retired Priest
HENAULT, The Rev. Armand (01/06/2009) Deacon, St. Andrew's, St. Johnsbury

HILGARTNER, The Rev. Elizabeth (11/04/2004) Priest, Rector, St. Barnabas, Norwich
HILL, The Rev. Joel (10/16/06) Deacon, St. Michael's, Brattleboro
HITCH, The Rev. Kenneth R. (10/17/07) Priest, Pastor, St. James', Essex
HORTON, The Rev. Sarah (06/11/1991) Retired Priest
HORVATH, The Rev. Victor (11/19/2002) Priest, Bellows Falls Ministry Support Team
IRVING, The Rev. Canon Stanley (03/01/1961) Retired Priest
JERSEY, The Rev. Jean Staffeld (06/11/1987) Retired Priest
KEENAN, The Rev. Dr. John (05/20/1966) Priest
KEIZER, The Rev. Garret (06/16/1992) Retired Priest
KINGDON, The Rev. Arthur (09/25/1992) Retired Priest
KITTELSON, The Rev. Alan (11/4/2008) Priest, Rector, St. Paul's, Vergennes
LARCOMBE, The Rev. David (12/07/04) Priest
LAURA, The Rev. Ronald (08/29/1970) Priest
LAWSON, The Rev. Rolfe (2/2/2005) Priest
LEE, The Rev. Robert (10/22/2000) Priest, St. Paul's, Canaan. 51 Park Street, Canaan
LLOYD, The Rev. Sharon (04/01/1988) Priest
MACAULEY, The Rev. Robert (11/11/2002) Priest
MACDONALD, The Rev. Jean (12/12/1997) Priest in Partnership, St. Andrew's, St. Johnsbury
MAIER, The Rev. Beth Ann (01/09/2009) Deacon
MALONEY, The Rev. Linda (03/04/ 2005) Priest, Interim, Calvary Church, Underhill
MANSFIELD, The Rev. Charles (06/07/2003) Deacon, Bellows Falls Ministry Support Team
MANSFIELD, The Rev. Mary R. (04/07/2000) Retired Priest
MARANVILLE, The Rev. Irvin (10/19/1986) Retired Deacon
MARANVILLE, The Rev. Joyce (10/19/1986) Retired Deacon
MARQUESS, The Rev. Judith (01/03/2005) Retired Deacon
MATHAUER, The Rev. Margaret (07/30/1991) Deacon, All Saints, South Burlington
MCKNIGHT, The Rev. Jeannette (06/09/1981) Retired Priest
MCLEOD, The Rt. Rev. Mary Adelia (11/01/1993) Bishop Retired
MCLEOD III, The Rev. Henry (01/24/1994) Retired Priest
MEACHAM, The Rev. Carlyle (05/27/1988) Retired Priest
MITCHELL, The Rev. John S. (10/15/1995) Priest, Rector, Zion, Manchester
MORRIS, The Rev. Donald (08/01/1991) Retired Priest
MORRIS, The Rev. John C. (01/03/1972) Priest, Rector, St. Martin's, Fairlee
MOUSIN, The Rev. Thomas N. (12/14/10) Transitional Deacon
MOYSER, The Rev. George (05/31/1994) Retired Priest
NEAL, The Rev. Scott (11/29/2006) Priest, Rector, St. James, Arlington
NICHOLS, The Rev. Catherine (09/01/1991) Priest, Canon Pastor, Trinity Cathedral, Portland, Oregon
OSBORN, The Rev. Sherry (10/16/06), Priest, Rector, St. Mark's, Springfield
PELLEGRINI, The Rev. Lucy (06/05/2004) Deacon, St. Stephen's, Middlebury
PICKUP, Jr., The Rev. Ezra Alden (04/17/1960) Retired Priest
PIERSON, The Rev. Stewart (09/24/2001) Retired Priest
POPPE, The Very Rev. Kenneth (11/12/1998) Priest, Dean and Rector, Cathedral Church of St. Paul, Burlington
PRATT, The Rev. Mary (01/30/1981) Deacon
RANSOM, The Rev. Lisa (08/02/2001) Priest
REID, The Rev. Richard (07/01/1989) Retired Priest
REIDT, The Rev. Donna (12/18/2010) Priest, Associate to the Rector, St. Luke's, Chester
RICHARDSON, The Rev. Melvin (10/30/1983) Retired Priest
RICHARDSON, The Rev. Shelie (12/01/2001) Priest, Christ Church, Bethel
RIDDICK, MD, The Rev. Daniel (06/18/1986) Retired Priest
ROOT, The Rev. Canon Diane (08/20/1998) Priest, Canon Missioner, Church of Our Saviour, Killington
ROSE-CROSSLEY, The Rev. Ramona (04/07/1999) Retired Priest
ROSE-CROSSLEY, The Rev. Remington (07/16/2005) Retired Priest

RUNNION, The Rev. Norman (06/13/1993) Retired Priest
SEEBER, The Rev. Sister Laurian (11/16/1992) Priest
SHELDON, The Rev. Karen (06/11/1979) Retired Priest
SHERWIN, The Rev. Lawrence (06/15/1968) Priest, Counselor
SMITH, The Rev. Craig (05/21/1983) Priest, Rector, Trinity, Shelburne
STEFANIK, The Rev. Alfred (06/10/2008) Retired Priest
ST. GERMAIN, The Rev. Beverly (09/21/1988) Retired Deacon
SUÁREZ O'HAGIN, The Rev. Zarina (05/21/2002) Deacon
SWANSON, The Rev. Richard (10/27/10) Priest, Rector, St. John's in the Mountains, Stowe
SWENSON, The Rt. Rev. Daniel (05/17/1986) Bishop Retired
THOMPSON, The Rev. Paul (11/17/1974) Retired Priest
TOBIAS, The Rev. Susan (08/21/2000) Retired Priest
UDELL, The Rev. C. Leland (10/19/1991) Retired Priest
URANG, The Rev. Gunnar (06/09/1984) Retired Priest
VAN DINE, JR. The Rev. Canon Howard (06/11/1963) Retired Priest
VEALE, The Rev. David S. (09/02/2006) Priest in Partnership, St. Luke's, St. Albans
VOGELE, The Rev. Nancy (02/21/2001) Priest, Rector, St. Paul's, White River Junction
WAGEMAN, The Rev. Carole (12/20/2003) Associate Priest, Trinity, Shelburne
WALTERS, The Rev. David (07/31/1971) Retired Priest
WEBB, The Rev. Anne (3/29/1996) Retired Priest
WOODS, The Rev. Harold (5/20/1974) Retired Priest
YARBROUGH, The Rev. O. Larry (3/25/2001) Priest

DIOCESAN LISTINGS AS OF DECEMBER 1, 2010

Altar Guild (Diocesan)

Sarah Maynard, Directress
 Betty Maynard, Secretary
 Carol Walters, Treasurer

Bishop Booth Conference Center

20 Rock Point Circle, Burlington, VT 05408
 Steve Antell, Manager

Brookhaven Treatment & Learning Center

Anthony Iazzo, Director, Box 127, Chelsea, VT 05038

Brookhaven Trustees

James Kennedy, President (Term 2 to 2012)
 The Rev. Diana Collins, Vice President and Clerk (Term 1 to 2011)
 Brett Murphy, Treasurer (Term 3 to 2013)
 Howard Clarke (Term 2 to 2011)
 The Rev. Armand Henault (Term 2 expires 2013)
 Pam Macy (Term 2 to 2013)
 Philip Mollitor (Term 1 expires 2012)
 Sue Rogers (Term 2 to 2011)
 Linda Runnion (Term 1 expires 2012)
 The Rt. Rev. Thomas Ely, Ex Officio

Canons Committee (Terms to 2011)

Steve Marshall, Esq., Chair
 Thomas Little, Esq., Chancellor

Lindsey M. Huddle, Esq.
Bob O'Donnell

Cathedral Chapter

The Very Rev. Kenneth Poppe, Cathedral Dean
The Rt. Rev. Thomas C. Ely, Bishop
Lynn Bates, Canon to the Ordinary
Mark Howe, Cathedral Canon Precentor
The Rev. Reid Farrell
Mark Johnson
Lisa Ransom
Steve Reynes
Diane Rooney
Eadie Templin

Commission on Ministry:

Committee on Christian Formation

The Rev. Joel Hill, (Term 2 to 2013)
Colleen Gates (Term 1 to 2011)
Mary Gerisch (Term 1 to 2012)
Maggie Giffin (Term 12 to 2013)
The Rev. John Morris (Term 1 to 2011)
May Morris (Term 1 to 2011)
The Rev. Donna Reidt (Term 1 to 2013)
Dan Sylvester (Term 1 to 2013)
Canon Susan Ohlidal (Liaison to Bishop Ely)

Commission on Ministry:

Committee on Discernment

Beth Stanway, Chair (Term 2 to 2012)
Beverly Barton (Term 2 to 2013)
Bill Bridges (Term 1 to 2012)
The Rev. David Hamilton (Term 1 to 2013)
Michael Hechmer (Term 2 to 2011)
Libby Hillhouse (Term 2 to 2011)
The Rev. Scott Neal (Filling unexpired term to 2011)
The Rev. Sherry Osborn (Term 2 to 2013)
The Rev. Lucy Pellegrini (Term 2 to 2013)
The Rev. Shelie Richardson (Term 2 to 2011)
Kellyann Wolfe (Term 1 to 2011)

Communications Committee

Anne Clarke Brown, Mountain Echo Editor
Steve Eubanks
The Rev. Reid Farrell
Sarah Gallagher
The Rev. Terry Gleeson
Don Mackie
Linda Morrell
The Rev. John Morris
Veronika Travis

Congregational Support and Resources Committee

Don Crofut, Chair

Winnie Grace
Steve Smith
Dorothy Wootton
The Rev. O. Larry Yarbrough
Canon Lynn Bates (Ministry Support Team Liaison)
The Rt. Rev. Thomas C. Ely, Ex Officio

Credentials Committee (Terms to 2011)

James Larkin, Secretary of Convention
The Rev. Lisette Baxter
John Rouleau

Deaneries and Deans

NORTHWEST DEANERY
OTTER CREEK DEANERY
SOUTHWEST DEANERY
SOUTHEAST DEANERY
Pat Saul, Dean
Mary Dalton, Treasurer
THREE RIVERS DEANERY
CENTRAL VERMONT DEANERY
Sr. Laurian Seeber, Dean
NORTHEAST DEANERY
CHAMPLAIN DEANERY

Diocesan Companions

Susan Ohlidal, Coordinator
Ann Cooper
Jean Hancock
Beth Hilgartner
Laura Hunter
The Rev. Rolfe Lawson
The Rev. Jean Smith
Steve Smith

Diocesan Council Members

The Rt. Rev. Thomas C. Ely
Deanery Council Representatives:
Central Vermont Deanery
Ali Mahra
The Rev. Sr. Laurian Seeber
Champlain Deanery
Northeast Deanery
Northwest Deanery
Dale Willard
Otter Creek Deanery
The Rev. Terry Gleeson
Southeast Deanery
Southwest Deanery
Three Rivers Deanery

Members at Large

Bob "Beau" Bowler

The Rev. Reid Farrell
The Rev. Mary Haas
Barbara Hoar
The Rev. Alan Kittelson
Sarah Maynard
The Rev. Scott Neal
The Rev. Rick Swanson

Youth Representatives
2 Vacancies

Ex Officio Members
Lynn Bates, Canon to the Ordinary
Thomas Little, Esq., Chancellor
Wallace Good, Diocesan Treasurer

Diocesan Loan Review Committee

Steve Smith, Chair
Kevin Bisaccio
Robert Brower
Tom Dyett
Ned McElroy

Diocesan Ministry Support Team

The Rt. Rev. Thomas C. Ely, Bishop
Canon Lynn Bates, Canon to the Ordinary
Elizabeth Allison, Registrar and Historiographer
Anne Clarke Brown, Communications Minister
Joshua Cheney, Administrative Assistant
Iris Darling, Administrative Assistant
Angela Emerson, Minister for Stewardship Development
Julie Giguere, Financial Administrator
Canon Susan Ohlidal, Canon for Ministry Development
Patrick Sims, Executive Assistant to Bishop Ely and Canon Bates

Diocesan Officers

The Rt. Rev. Thomas C. Ely, Bishop
Canon Lynn Bates, Canon to the Ordinary
Thomas Little, Esq., Chancellor
William Meub, Esq., Deputy Chancellor
Wallace H. Good, Jr., Diocesan Treasurer
Elizabeth Allison, Registrar and Historiographer
Peg Hamlin, Associate Ecumenical Officer
James Larkin, Secretary of Convention

Dismantling Racism Committee

The Rev. Nancy Vogeles, Chair
Laura Chase
Blanche Cooper
Connie Quinby
The Rt. Rev. Stewart Wood, Jr.
Margy Zabriskie
The Rt. Rev. Thomas C. Ely, Ex Officio

Dispatch of Business Committee

James Larkin, Secretary of Convention
Canon Lynn Bates, Assistant Secretary
The Rt. Rev. Thomas C. Ely
Laura Chase
Sarah Gallagher
John Rouleau
The Rev. Craig Smith

Earth Stewards Committee

Bob Wertz, Chair
The Rev. Angela Emerson
Wendy Grace
Susan Gratz
The Rev. Elizabeth Hilgartner
Frances Huessy
Daniel MacDonald
Ron McGarvey
Denise Noble
The Rev. Sr. Laurian Seeber

Ecclesiastical Court

Bert Cicchetti
Michael Austin
Ann Cooper
The Rev. George Moyser
The Rev. Mary Mansfield
The Rev. John Morris
The Rev. Al Stefanik, Alternate
Alban Richey, Lay Alternate
The Rev. Carole Wageman, Alternate

Episcopal Relief and Development

Kathleen Cooke, Kristin Wood
Co-Coordinators

Fresh Start

Canon Lynn Bates, Facilitator
The Rev. Elizabeth Hilgartner, Facilitator

General Convention Deputies 2009

Thomas Little, Esq., Head of Deputation
Anne Clarke Brown
Nanci Gordon
Jennifer Ogelby
The Rev. John Morris
The Rev. Dr. Lee Alison Crawford
The Rev. Reid Farrell
The Rev. Linda Maloney

Alternates:

Mary Carlson
Scott Paul
Steve Smith

Duncan Tingle
The Rev. Carole Wageman

General Convention Deputies 2012

Anne Brown
Thomas Little, Esq.
Jennifer Ogelby
Steve Smith
The Rev. Dr. Lee Alison Crawford
The Rev. Stan Baker
The Rev. Reid Farrell
The Rev. Scott Neal

Living Stones

Canon Susan Ohlidal, Coordinator

Mountain Echo

Anne Clarke Brown, Editor

Nominating Committee

Barbara Hoar, Chair
Laurel Broughton
Natalie Good
The Rev. Stewart Pierson
Diane Rooney
David Shuffleburg
George B. Spear

Outreach & Social Justice Committee: Global Mission

The Rev. Dr. Lee Alison Crawford, Chair
Richard E. Bower
Anne Brown
Laura Chase
The Ven. Catherine Cooke
The Rev. Margo Fletcher
Mary Gerish
Susanna Grannis
The Rev. Joel Hill
The Very Rev. Diane Nancekivell
Michelle Peattie
Marcia Stone
Margy Zabriskie
Sandy Zabriskie

Outreach & Social Justice Committee: Domestic

Laura Chase, Chair
Nancy Bower
The Ven. Catherine Cooke
Ron Corkins
The Rev. Dr. Lee Alison Crawford
Peter D. Galbraith
The Rev. Mary Haas
Bob Halverson
Lindsey M. Huddle, Esq.

The Rev. Stewart Pierson
Marcia Stone
Margy Zabriskie

Oversight & Audit Committee

The Rev. Gary Eley, Co-Chair
The Rev. Peter MacLean Co-Chair
The Rev. David Ganter
Suzanne Bacon
Cynthia Watters
Wallace Good, Jr., Diocesan Treasurer, Ex Officio

Provincial Synod

The Rev. Dr. Lee Alison Crawford
Michelle Peattie
The Rev. Joel Hill
Laura Chase

Resolutions Committee

Laura Chase, Chair
Mike Austin
The Rev. Jane Garrett
Nanci Gordon

Rock Point Board

Charlie Roff, President (Term 1 Bishop's Appointment to 2011)
Laurel Broughton, Vice President (Term 1 to 2011)
Kyle Sowles, Treasurer (Term 1 to 2012)
Alice Daley, Secretary (Term 2 to 2012)
Beth Garland (Unexpired term to 1011)
Kate Guerrina (Term 1 to 2013)
The Rev. Ken Hitch, Chair, Program Committee (Term 2 to 2013)
John King (Term 2 to 2012)
The Rev. Jean MacDonald (Term 1 Bishop's Appointment to 2013)
Tom Nold (Term 1 to 2013)
The Rev. Craig Smith, Chair, Development Committee (Term 1 to 2011)
The Rt. Rev. Thomas Ely, Ex Officio
Board Resources: Canon Lynn Bates, Chuck Courcy, Property Manager, John Rouleau, Rock Point School

Rock Point School

John Rouleau, Headmaster
C.J. Spirito, Dean of Students

Rock Point School Board of Trustees

Ann Guillot, President
(Term 2 expires 2013)
Franci Farnsworth, Vice President
(Term 2 expires 2012)
Lindsey M. Huddle, Esq.
(Term 2 expires 2011)
Richard McGuire, Treasurer
(Term 2 expires 2013)
Margaret Leahey Gerber

(Term 1 expires 2013)
Marylen Grigas
(Term 2 expires 2014)
The Rev. Margaret Mathauer
(Term 1 expires 2012)
Barton Merle-Smith
(Term 1 expires 2012)
Alban Richey
(Filling unexpired vacancy to 2011)
Lisa Simon
(Term 2 expires 2012)
John Rouleau, Headmaster
The Right Rev. Thomas Ely, Bishop, Ex Officio
Safe Church Training Coordinator
Canon Lynn Bates

Standing Committee

The Rev. Dr. Lee Alison Crawford, President
(Term 1 to 2013)
The Rev. Paul Brannock-Wanter (Term 1 to 2012)
The Rev. Don Morris (Term 1 to 2011)
The Rev. Sherry Osborn (Term 1 to 2014)
Duncan Tingle (Term 1 to 2014)
Elizabeth Van Dyk, Secretary (Term 1 to 2012)
Bob Wertz (Term 1 to 2013)
Alice Winn (Term 1 to 2011)

Trustees of the Diocese

Laurel Broughton (Term 2 to 2014)
Ron Calise (Term 1 to 2016)
Bert Cicchetti (Term 1 to 2017)
Michael Huffman (Term 1 to 2013)
Steve Reynes (Term 1 to 2015)
Neal Robinson (Term 1 to 2011)
Franklin Sanders (Term 1 to 2012)
The Right Rev. Thomas Ely, Bishop, Ex Officio
Wallace Good, Treasurer, Ex-Officio

United Thank Offering

Donna Abramov, Coordinator

Vermont Ecumenical Council and Bible Society

Peg Hamlin, Trustee (Term expires 2011)

STATISTICS OF CONGREGATIONS AND MISSIONS AS COMPILED BY THE EPISCOPAL CHURCH, OFFICE OF GENERAL CONVENTION 2010

Vital Statistics of Congregations and Missions Year in parentheses is last year of filing if not 2009

Diocese of Vermont

City	Congregation	Active Members	Communicants in Good Standing	Others	Average Sunday Attendance	Sunday Eucharists	Baptisms			Confirmed or Received
							16 yrs and Older	Under 16 Years		
Alburgh	St Lukes Episcopal Mission	18	9	0	10	48	0	0	0	0
Arlington	St James Episcopal Church	187	187	0	55	97	0	2	0	0
Barre	Church of the Good Shepherd	94	94	8	44	2,286	3	0	3	3
Bellows Falls	Innmanuel Episcopal Church	48	48	2	35	71	0	4	1	1
Bennington	St Peters Episcopal Church	454	267	30	97	51	1	3	0	0
Bethel	Christ Episcopal Church	31	23	5	20	53	0	0	0	0
Brandon	St Thomas and Grace Church	60	47	2	32	101	1	1	3	3
Brattleboro	St Michaels Episcopal Church	294	220	74	153	96	0	1	0	0
Burlington	Cathedral Church of St Paul	382	232	47	170	137	0	8	4	4
Canaan	St Paul Border Parish	10	3	1	6	13	0	0	0	0
Chester	St Lukes Episcopal Church	137	137	7	59	92	0	1	0	0
Colchester	St Andrews Episcopal Church	186	186	1	90	101	0	0	0	0
Enosburg Falls	St Matthews Episcopal Church	20	12	1	9	34	0	0	0	0
Essex Junction	St James Episcopal Church	378	192	24	109	112	6	0	0	0
Fair Haven	St Marks & St Lukes Mission	25	24	4	17	42	0	0	0	0
Fairlee	St Marrins Episcopal Church	84	82	0	40	65	0	3	0	0
Hardwick	Church of St John the Baptist	67	35	5	37	51	0	0	0	0
Island Pond	Christ Church Episcopal Mission (2008)	35	4	8	14	31	0	0	0	0
Jericho	Calvary Episcopal Church	91	60	2	34	49	0	2	0	0
Killington	Church of Our Saviour Mission	30	25	9	14	52	0	3	0	0
Lyndonville	St Peter Episcopal Mission	47	47	0	16	40	0	0	0	0
Manchester Center	Zion Episcopal Church	564	533	251	152	111	0	7	12	12
Middlebury	St Stephens Episcopal Church	456	417	20	118	99	0	2	0	0
Mouppelier	Christ Episcopal Church (2006)	406	375	0	162	108	0	4	0	0
Newport	St Marks Episcopal Church	195	154	4	60	48	0	2	2	2
Northfield	St Marys Episcopal Church	75	50	6	33	103	0	0	0	0
Norwich	St Barnabas Episcopal Church	114	105	4	49	94	0	1	4	4
Poultney	Trinity Episcopal Church (2008)	9	5	0	20	4	0	0	0	0
Proctorsville	Gethsemane Church	39	26	6	13	40	0	1	0	0
Randolph	St Johns Episcopal Church	104	86	21	39	67	0	4	0	0
Richford	St Anns Episcopal Church (1999)	26	2,400	1,800	0					2,473
Rutland	Trinity Episcopal Church	513	342	0	127	146	1	6	0	0
Saint Albans	St Lukes Church	208	130	12	60	71	0	3	0	0

Diocese of Vermont

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2010

— Baptisms —

City	Congregation	Active Members	Communicants In Good Standing	Others	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Shelburne	Trinity Episcopal Church	497	318	14	137	100	0	4	0
Sheldon	Grace Church	9	9	2	10	51	0	0	0
South Burlington	All Saints Episcopal Church	195	152	4	65	88	1	5	3
Springfield	St Marks Church	53	53	3	23	48	0	0	0
St Johnsbury	St Andrews Episcopal Church	72	46	6	33	48	0	0	0
Stowe	St Johns in the Mountains	111	73	0	47	50	0	0	0
Swanton	Holy Trinity Episcopal Church	243	200	0	60	101	0	1	0
Vergennes	St Paul Episcopal Church	119	98	22	52	103	0	0	0
Warren	St Dunstons Episcopal Mission (2009)	140	75	0	25	52	0	0	0
Wells	St Pauls Episcopal Mission	42	41	14	32	53	0	1	0
White River Junction	St Pauls Episcopal Church	202	202	0	98	91	1	2	6
Wilmington	St Marys in the Mountains Episcopal	54	54	0	17	41	0	3	0
Windsor	St Pauls Episcopal Church	81	79	2	25	52	0	2	0
Woodstock	St James Episcopal Church	181	151	0	65	55	0	2	4
Total		6,999	7,842	2,449	2,381	3,387.00	11	73	2,515.00

Diocese of Vermont

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2010

City	Congregation	REVENUE			EXPENSE			
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese & Development	Outreach	Total Expense
Proctorsville	Gethsemane Church	0	0	0	0	0	0	0
Randolph	St Johns Episcopal Church	56,434	95,391	105,331	\$2,903	15,142	4,653	87,556
Richford	St Anns Episcopal Church (1999)	2,400	7,700	7,700	7,720	1,188	0	7,720
Rutland	Trinity Episcopal Church	168,607	222,151	429,946	225,575	36,710	62,919	287,726
Saint Albans	St Lukes Church	59,206	125,474	135,068	127,136	18,291	7,813	134,949
Shelburne	Trinity Episcopal Church	285,835	314,578	334,173	336,375	50,002	22,503	353,385
Sheldon	Grace Church	8,304	29,089	30,623	26,003	1,005	11,225	35,862
South Burlington	All Saints Episcopal Church	73,135	99,494	156,125	99,445	13,679	26,528	125,625
Springfield	St Marks Church	29,597	44,371	58,017	55,407	9,180	21,891	79,783
St Johnsbury	St Andrews Episcopal Church	35,593	71,913	74,822	75,273	5,349	7,843	83,116
Stowe	St Johns in the Mountains	106,010	106,875	112,907	123,073	15,739	4,275	129,105
Swanton	Holy Trinity Episcopal Church	44,039	237,557	338,879	233,844	35,917	94,354	331,584
Vergennes	St Paul Episcopal Church	66,343	109,141	118,534	113,690	8,468	6,737	117,812
Warren	St Dunstons Episcopal Mission (2009)	32,270	36,314	41,449	55,975	7,217	293	55,975
Wells	St Pauls Episcopal Mission	32,346	33,629	57,730	34,486	2,858	42,898	77,709
White River Junction	St Pauls Episcopal Church	157,155	192,017	217,149	190,757	26,813	22,999	214,555
Wilmington	St Marys in the Mountains Episcopal	38,995	44,418	46,812	33,084	5,024	400	34,741
Windsor	St Pauls Episcopal Church	21,936	45,456	48,467	43,581	8,406	17,653	61,117
Woodstock	St James Episcopal Church	157,835	218,862	250,120	198,712	34,547	27,080	227,743
Total		3,762,726	5,533,515	7,018,922	5,537,482	873,453	1,103,351	6,780,216

Diocese of Vermont

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2010

City	Congregation	REVENUE			EXPENSE			Total Expense
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	
Alburgh	St Lukes Episcopal Mission (2009)	10,162	12,772	15,534	13,517	1,220	277	16,623
Arlington	St James Episcopal Church	72,869	122,524	169,193	120,679	18,178	27,602	164,561
Barre	Church of the Good Shepherd	54,506	66,080	84,537	91,530	6,822	29,318	125,985
Bellows Falls	Immanuel Episcopal Church	8,712	249,907	331,439	259,762	35,877	53,560	340,425
Bemington	St Peters Episcopal Church	149,286	202,247	222,442	187,280	32,211	21,906	209,372
Bethel	Christ Episcopal Church	30,593	47,257	50,777	45,338	31,604	2,400	47,788
Brandon	St Thomas and Grace Church	30,599	85,332	87,600	74,336	14,088	8,506	85,364
Brattleboro	St Michaels Episcopal Church	233,084	323,048	632,249	268,974	48,891	40,029	306,751
Burlington	Cathedral Church of St Paul	287,475	541,547	592,000	543,575	93,177	141,246	696,310
Canaan	St Paul Border Parish	3,065	4,516	4,516	4,965	762	0	4,965
Chester	St Lukes Episcopal Church	120,240	142,810	146,638	142,919	17,392	13,908	148,573
Colchester	St Andrews Episcopal Church	116,060	132,033	162,172	131,549	18,759	22,112	153,343
Enosburg Falls	St Matthews Episcopal Church	* 10,538	23,947	24,461	35,122	4,343	976	35,931
Essex Junction	St James Episcopal Church	154,289	187,469	195,324	180,462	32,583	40,899	222,336
Fair Haven	St Marks & St Lukes Mission	13,995	26,281	51,641	25,904	4,850	3,398	31,585
Fairlee	St Martins Episcopal Church	77,331	97,949	103,564	96,148	13,290	31,568	125,276
Hardwick	Church of St John the Baptist	56,074	65,772	95,135	84,114	10,180	7,136	114,807
Island Pond	Christ Church Episcopal Mission		0	0	0		0	0
Jericho	Calvary Episcopal Church	29,299	37,519	47,560	40,650	5,573	15,011	55,512
Killington	Church of Our Saviour Mission	19,569	36,476	58,552	35,733	4,917	22,293	58,327
Lyndonville	St Peter Episcopal Mission	13,793	21,608	23,484	17,363	1,895	258	17,670
Manchester Center	Zion Episcopal Church	305,688	341,490	375,921	369,298	49,544	8,639	400,121
Middlebury	St Stephens Episcopal Church	190,025	227,389	350,916	240,739	36,424	111,681	360,734
Montpelier	Christ Episcopal Church	147,978	190,376	216,257	174,367	49,568	26,946	199,654
Newport	St Marks Episcopal Church	73,453	81,634	133,311	69,416	12,885	36,297	135,742
Northfield	St Marys Episcopal Church	71,031	89,439	89,439	73,309	12,735	9,241	81,550
Norwich	St Barnabas Episcopal Church	102,862	129,739	158,469	114,737	18,000	40,120	156,031
Poulinery	Trinity Episcopal Church (2008)	4,110	31,924	31,939	32,657	2,150	5,960	38,617