

FOREW<sup>A</sup><sub>O</sub>RD

187<sup>th</sup> DIOCESAN CONVENTION  
OF THE EPISCOPAL CHURCH IN VERMONT



***2019 CONVENTION JOURNAL***

Reports from July 1, 2018 through June 30, 2019

***The Journal of the  
227<sup>th</sup> Annual Convention of the  
Episcopal Church in Vermont  
being the  
186<sup>th</sup> Annual Convention of The Diocese of  
Vermont  
held at  
The Hilton Hotel, Burlington, Vermont  
October 26, 2019***

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## **REPORTS**

### **BISHOPS'S OFFICIAL ACTS**

#### **ANNUAL REPORT, THE RIGHT REVEREND THOMAS C. ELY TENTH BISHOP OF VERMONT**

During this 12-month period, 47 visits were made to congregations in Vermont and 3 visits were made to DEPO congregations in the Diocese of Albany. The following congregations were visited during this 12-month period from July 1, 2018 to June 30, 2019:

7/1/18 St. Matthew's Church, Enosburg Falls  
7/17/18 Grace Church, Sheldon  
7/22/18 St. James' Church, Arlington  
7/25/18 St. Martin's Church, Fairlee  
7/26/18 St. Paul's Church, Canaan  
7/29/18 St. Paul's Church, Wells  
8/1/18 St. John's Church, Essex, NY  
9/16/18 Christ Church, Bethel  
9/23/18 Christ Church, Island Pond  
9/30/18 St. Luke's Church, St. Albans  
10/7/18 Cathedral Church of St. Paul, Burlington  
10/14/18 St. Luke's Church, Fair Haven  
10/21/18 St. Andrew's Church, Colchester  
10/28/18 St. Mark's Church, Springfield  
11/11/18 St. Mary's Parish, Northfield  
11/18/18 St. John's Church, Randolph  
12/2/18 St. John's Church, Hardwick  
12/9/18 Zion Church, Manchester Center  
12/16/18 St. Paul's Church, Wells  
1/6/19 St. Michael's Church, Brattleboro  
1/13/19 St. James' Church, Woodstock  
1/15/19 Calvary Church, Underhill  
1/27/19 St. Peter's Church, Bennington  
2/3/19 St. James' Church, Essex Junction  
2/10/19 St. Paul's Church, White River Junction  
2/24/19 St. Mary's in the Mountains Church, Wilmington  
3/3/19 St. Thomas and Grace Church, Brandon  
3/10/19 Christ Church, Montpelier

3/31/19 Trinity Church, Rutland  
4/7/19 St. Stephen's Church, Middlebury  
4/14/19 St. Matthew's Church, Enosburg Falls  
4/28/19 St. Luke's Church, Chester  
5/1/19 Church of Our Saviour, Killington  
5/5/19 Church of St. Luke the Beloved Physician, Saranac Lake  
5/8/19 All Saints Church, South Burlington  
5/12/19 St. Andrew's Church, St. Johnsbury  
5/15/19 St. Luke's Church, Alburgh  
5/19/19 St. Martin's Church, Fairlee  
5/22/19 St. Mark's Church, Newport  
5/26/19 Trinity Church, Shelburne  
5/30/19 St. John's in the Mountains Church, Stowe  
5/31/19 St. Peter's Church, Lyndonville  
6/2/19 Holy Trinity Church, Swanton  
6/9/19 Grace Church, Sheldon  
6/11/19 St. Barnabas Church, Norwich  
6/16/19 St. Paul's Church, Canaan  
6/19/19 Gethsemane Church, Proctorsville  
6/26/19 Immanuel Church, Bellows Falls  
6/28/19 St. James' Church, Arlington  
6/30/19 St. John's Church, Essex, NY

During these visitations 28 people were confirmed, 14 people were received, and 4 people plus the congregation present at Grace Church in Sheldon reaffirmed their baptismal vows.

During this 12-month period, consents were given to the elections of nine Bishops Diocesan in the dioceses of Kansas, Arizona, West Tennessee, San Diego, Northern California, Maine, South Dakota, Vermont, and El Camino Real. In this same 12-month period consents were given to the elections of 2 Bishops Suffragan in the dioceses of Texas and the Convocation of Episcopal Churches in Europe. One consent for Bishop Coadjutor was denied in the Diocese of Haiti. Consents were given for the resignations of Bishops Diocesan in the dioceses of Virginia, Southern Virginia, and Haiti. Consent was given for the election of a Bishop Suffragan in the diocese of Texas.

On July 13, 2018 the Reverend Paul Moberly was released to the Diocese of Virginia.

On September 26, 2018 Veronika Travis (Trinity Church, Shelburne) was ordained a priest at St. Luke's Church in Alexandria, Virginia.

On February 26, 2019 the Reverend Duncan Hilton was received from the Diocese of Massachusetts.

On February 27, 2019 the Reverend Dr. Robert Leopold was received from the Diocese of East Tennessee.

On March 7, 2019 Thom Rock (St. Mark's Church, Newport) was admitted as a Candidate for Holy Orders.

On March 7, 2019 Bram Kranichfeld (Cathedral Church of St. Paul) and Katie Runde (Christ Church, Bethel) were admitted as Postulants for Holy Orders.

On May 13, 2019 the Reverend Bob Stuhlmann was received from the Diocese of Connecticut.

During this 12-month period new Lay Participant Licenses were issued for the three-year period beginning November 23, 2018 and ending November 28, 2021, the last Sunday before Advent: 223 Eucharistic Minister licenses, 47 Lay Preacher licenses, 76 Worship Leader licenses, and 36 Eucharistic Visitor licenses.

Respectfully submitted,



The Right Reverend Thomas C. Ely  
Tenth Bishop of Vermont

## **THE TRUSTEES OF THE DIOCESE OF VERMONT**

The Board of Trustees of the Diocese of Vermont operates according to Canon 11 of the Constitutions and Canons of the Diocese of Vermont. The Trustees meet quarterly. In the 2018-19 period covered by this report, those meetings were held on September 6 and December 6, 2018 (Annual and Regular Meeting) and on February 26 and May 30, 2019.

**Report of the Real Estate Committee:** According to Canon 10.1(b), title to real property of the Diocese shall be held by the Trustees, except otherwise directed by the Bishop and Standing Committee. The Real Estate Committee oversees all matters related to such property that are to come before the Trustees. Quitclaim deeds were approved for properties in Arlington, Essex, Ferrisburg, Hinesburg, Jericho, Manchester and Shoreham. Various matters relating to the

following properties were also addressed by the Committee during the year: St. Peter's, Bennington; St. Thomas and Grace, Brandon; St. Stephen's, Middlebury; Trinity, Poultney; St. Ann's, Richford; St. Luke's, St. Albans; and Holy Trinity, Swanton.

The Campaign for Rock Point exceeded its \$1.7M fund-raising goal. Quarterly reports were received from the Rock Point Board regarding ongoing matters pertaining to the management of the property. The Trustees endorsed a staffing plan for Rock Point Commons that removes the Bishop from needing to provide day-to-day supervision of the property. On recommendation of the Committee and the Rock Point Board, the Trustees also approved a 93.5-acre conservation easement and interim and long-term management plans submitted by the Lake Champlain Land Trust for Rock Point.

**Report of the Investment Committee:** According to Canon 10.2(b), all funds other than operating funds unless otherwise directed shall be invested in the Diocesan Unit Trust Fund (DUT). The Investment Committee of the Trustees oversees the management of the Unit Fund, which includes accounts of the Diocese and many of its congregations, and amounted to \$28,646,297 as of June 30, 2019, a 10.5% gain over the year, exceeding all our benchmarks and goals.

In 2018-19, the Trustees approved quarterly distributions from the DUT to investors at the rate of 1.25% of the average value of the Unit Fund for the preceding 12 calendar quarters, being an annual rate of 5% of these average unit values. Each distribution has increased in value for the last 8 quarters. The distribution payment dates are the 20th day of the last month in each calendar quarter of the year. The Committee met with its professional investment management advisors every quarter. Fund performance continued to improve following the adoption of the revised socially responsive (ESG) Investment Policy in the spring of 2016.

In order to clarify our Socially Responsive aspirations to our financial advisors, the Investment Committee consulted this year with members of the Corporate Social Responsibility Committee of the TEC Executive Committee and with The Church Pension Fund. This resulted in the addition of a new appendix (C) to our Investment Policies Statement (ISP). It aligns our policies with those of The Episcopal Church with regard not only to investing but also to voting of proxies. The full ISP and the Quarterly Investment Reviews are available at the Trustees pages on the Diocesan website at [www.diovermont.org/trustees/](http://www.diovermont.org/trustees/) . On July 11, 2019, the Trustees conducted a third annual diocesan-wide zoom video-conference briefing for Unit Fund investors and stakeholders. This was recorded and is also available on the Diocesan website, at <https://diovermont.org/2018/02/11/diocesan-unit-trust-fund/> .

Ellen McCulloch-Lovell, Christ Church, Montpelier, was elected Trustee for a seven-year term at Convention in November 2018. She replaced Amy Hastings, who completed her term and who had served as President of the Trustees for several years.

Steve Smith, President of the Trustees of the Diocese of Vermont

**Trustees of the Diocese of Vermont 2018-2019:**

Laurel Broughton (Clerk); Sarah Cowan (Chair, Real Estate Committee); Christopher Chapman; Wallace Good (Treasurer and Chair, Investment Committee); Ellen McCulloch-Lovell; The Rev. Stephen Reynes; Steve Smith (President)  
Ex officio: Bishop Thomas Ely

**DIOCESAN COUNCIL – THE VERMONT BRANCH OF THE JESUS MOVEMENT**

Diocesan Council met ten times during the reporting period. Five meetings were via Zoom, one meeting was an overnight organizing and planning meeting, the other four were in person held at St. Paul’s, White River Junction or Trinity, Rutland.

All meetings began with prayer and reflection and ended with prayer. Council members took responsibility for these parts of each meeting. Council members also took turns summarizing meetings for publication in The Mountain.

Council members were:

Mission District #1	Rob Spainhour	term expires	2019
	Edith Hawksworth	term expires	2020
	Alice Daley	term expires	2021
Mission District #2	Paul Habersang	unexpired term to	2019
	Marjorie Strong	term expires	2020
	Jean Wilson	term expires	2021
Mission District #3	Barbara Johnson	term expires	2019
	Kathy Hartman	term expires	2020
	Mark Preece	term expires	2021
Mission District #4	Fred Moser	term expires	2019
	Lisa Newton	term expires	2020
	Liam Muller	term expires	2021
Mission District #5	Heidi Edson	term expires	2019
	Paul Gratz	term expires	2020
	Colleen Gates	term expires	2021

At the overnight organizing and planning meeting in January, Council members spent time building community, orientation, looking back at 2018 priorities and conversation with the

diocesan Chancellor, Tom Little, Rock Point Director of Administration and Finance, David McKay, and diocesan Treasurer, Gerry Davis. Bishop Ely reviewed the structure of the diocese, communication norms for Council and introduced The Presiding Bishop's initiative – The Way of Love. This meeting ended with Eucharist and the Commissioning of all Council members.

Ultimately, Council approved the following list of 2019 Council Priorities. Members noted agreed to take responsibility for that area.

Final 2019 Priorities and Goals were determined to be:

- Way of Love – The Way of Love to undergird Council priorities and goals (all).
- Re-Imagining and Re-Engaging the Future of the Episcopal Church (Kathy, Paul G., Colleen) – Marketing/Branding priority is part of this group.
- Evangelism (Dinny)
- Ecumenical/Interreligious Relations (Fred)
- Racial Reconciliation and Immigration and Refugees ((Rob, Lisa, Maurice, Mark, Heidi) Anti-racism training is mandated by Episcopal Church Canon for people who will be ordained, yet there is not a set program that people can use to fulfill this requirement. A decision needs to be made about what counts as training so that there can be a recording piece around certification.
- Welcoming Bishop #11 (Kathy, Jean)

Council members expressed interest in the following categories for extended discussion at in-person meetings: Israel-Palestine and Racial Reconciliation.

The following areas were noted as areas Council would like to be updated at each meeting:

Re-evaluating priorities  
Racial Reconciliation  
Ecumenical/Interreligious Relations  
Rock Point  
Commission on Ministry  
Green Mountain Witness  
Grants & Loans Committee  
Clergy Compensation Guidelines  
Budget & Finance  
Alleluia!Fund  
Episcopal Transition

Council agreed that the foundation for the above is the “Way of Love.”

The meeting ended with Eucharist and commissioning of Council members.

Reports received at most regular Council meetings were: Bishop's, Canon to the Ordinary's, Communications Minister's, Diocesan Treasurer's (all Treasurer's reports accepted subject to audit), and the Standing Reports regarding: Episcopal Transition, Racial Reconciliation, Rock

Point, Vermont Ecumenical Council/Vermont Interfaith Agency, Commission on Ministry, Grants and Loans Committee, Evangelism and Green Mountain Witness. Alleluia!Fund, Cathedral Chapter, General Convention, Diocesan Convention, Province One, Budget and Finance Committee.

Other Highlights and Actions during the Reporting Period:

The 2019 proposed balanced budget of \$1,009,961 was approved for Diocesan Convention's action on October 26, 2018. This represented less than a 1% increase over the 2018 budget, without inflation and/or a reduction in parish funding factored in. The proposed budget used the current formula for Mission Support.

Two additional line items were added: Ecumenical Interfaith Officer and Global Mission Network Coordinator. Both items had been funded by the Bishop. An additional budget line for the Episcopal Transition, approximately \$17,000, was incorporated into the 2019 budget. The salary and benefits for the next Bishop for 6 months were expected to be similar or less than current expenses, and thus were budgeted at current levels.

Council approved a resolution establishing minimum clergy compensation for 2019 and a resolution to update rates for clergy providing Sunday supply, both for action at the October 26, 2018 Convention.

A revised Episcopal Election budget of \$120,500 was provisionally approved with suggestions. Subsequently, Council endorsed the revised budget as presented by the Standing Committee.

Council approved moving \$7,500 from the Bishop Butterfield Grant Fund to provide live streaming of the consecration.

Council accepted the consolidated audit for 2016 and 2017.

Council approved a proposal from Church Insurance Agency Corporation for 2019 and to include all parishes in the Diocese in the Alacrity Program, with the option for each one of them to opt out of Alacrity independently.

Changes to the guiding principles and guidelines for the Grants and Loans Committee were accepted as follows:

1. Consider grant and loan requests from Episcopal congregations and diocesan entities within Vermont. In the case of Alleluia!Fund, other ministries with a strong association with the Episcopal Church in Vermont may apply.
2. Consider "pass through" grants to other organizations where there is a clear connection to an actively engaged ministry that enhances congregational vitality and the requesting Vermont congregation or diocesan entity is also providing funds to the ultimate recipient organization.

Council discussed ways it might encourage congregations in promoting ecumenical and interfaith programs and events, including sharing facilities, combined events, and interfaith and ecumenical education. It was proposed that the Diocese conduct a survey to gather information that could be used to stimulate conversations and collect data for stories, to identify and celebrate the activities of local parishes.

A presentation by Mark Hughes of Justice for All prompted Council to offer its full support of elimination of the language in Article 1, Section 2 of the Vermont Constitution referencing slavery.

On behalf of Council, a gift was presented to Bishop Ely to honor his service and to congratulate him on his retirement while recognizing that he will still be ministering in the way he feels called.

Lynn Bates, Canon to the Ordinary

## **COMMUNICATIONS MINISTRY REPORT**

### **IT Infrastructure**

The health of the information technology infrastructure at the Diocesan Office is essential to every function performed there and has explicit implications on the Ministry Support Team's ability to facilitate communications between the people of the diocese. In an effort to tune up our IT systems, improve information security, establish preventive maintenance procedures, and investigate other opportunities to use our IT resources more efficiently, the Diocese contracted earlier this year with Capes & Powers, a Burlington-based IT firm, following a competitive bid process. I had the pleasure of leading the vendor search and onboarding processes and have been working closely with the diocesan Financial Administrator to maximize the value of our IT support budget.

In addition to providing routine technical support, Capes & Powers has upgraded the Diocesan Office Virtual Private Network (VPN), enabling staff to access data securely away from the office. They have also upgraded the office Wi-Fi, enabling staff and guests to access online information more quickly and host high-quality web conferences more reliably than in the past. In the months to come, Capes & Powers will be working with the Ministry Support Team and members of the Rock Point Board to identify and implement a comprehensive enterprise management system (EMS) which could potentially replace the existing diocesan database. One significant requirement of the EMS will be the ability to store and analyze the robust sets of data that Rock Point and the Diocese gather on members, donors, visitors, and parishes in order to improve our strategic planning processes.

## **Diocesan Website**

Only two years ago, I had the pleasure of unveiling a redesigned website at <https://diovermont.org>. And just last year, I announced a series of updates to the website aimed at enhancing the Diocese's visual brand and increasing web traffic. This year, building on the work of the past two years, I introduced numerous improvements to the site's stability, availability, searchability, and mobile compatibility. Additionally, a few cosmetic changes were made to improve the site's readability. Not only has the result been a "fresher" looking design, but the costs associated with web hosting and security have been significantly reduced as a result of the changes.

The Diocesan Website receives an average of 110 unique visitors and 235-page views each day. The highest traffic occurs on *The Mountain* publication days—around 250 unique visitors and over 600-page views—from subscribers who prefer to read the articles on the website rather than accessing them through the digital magazine.

## **The Mountain**

In recent years, a strategic effort has been made to expand [The Mountain, the digital magazine of The Episcopal Church in Vermont](#), from a news and events publication to a conduit for Christian formation and Episcopal evangelism. To that end, the magazine has regularly featured spiritual reflections by church members across the Diocese and articles about evangelism by members of the Green Mountain Witness Team.

As of this writing, there were 1,949 subscribers to *The Mountain*, an increase of 60 subscribers over last year. This is especially noteworthy given our Average Sunday Attendance of just over 2,000 individuals. There has also been a notable surge year-to-date in the percentage of people opening *The Mountain* in their email. Constant Contact reports a mean average "open rate" ranging between 42-55% this past year. The highest open rates have occurred on March 24 when the slate of Bishop candidates was announced (55%), on May 15 just prior to the Electing Convention (47%), and on June 4 just after the Electing Convention (47%). The current open rates supersede our mean average of 42% last year and handily beat the industry average of 27.6%.

While the Diocese of Vermont continues to experience extraordinarily high subscription and open rates, it is important to note that reader engagement is still well below 100%. Feedback that I have received during my visits to congregations over the past few years suggests that many church attendees are unaware that *The Mountain* is the official communication vehicle for all people of the Diocese. There is a common assumption that messages intended for all people of the Diocese will be announced at Sunday services or printed in the service bulletin. While this is true in many cases, problems arise when the messages are time sensitive or require an online response (event registration, ticket reservation, etc.). So, I continue to urge all congregational leaders and parish communicators to remind attendees to subscribe to *The Mountain* and read it.

A link to the subscription form can be found on the Diocesan Website at <https://diovermont.org>. Subscription is free. *The Mountain* usually publishes on or around the first and fifteenth day of each month.

## **Social Media**

Facebook and Twitter continue to be the primary social media vehicles for The Episcopal Church in Vermont. I post to each channel at least once per day on average. As of this writing, the Diocese has 1,508 Facebook followers and 881 Twitter followers. I have found social media to be a useful tool for generating awareness about timely announcements and have encouraged our congregations, many of whom utilize one or more social media platforms, to connect with each other and the Diocese. To assist in this effort, I published in July an updated list of [Episcopal Vermont Social Media Connections](#), which was mentioned in *The Mountain* as part of an [article on digital evangelism](#) written by communications intern Alaina Knowles. This list remains accessible from the communications toolkit on [my Ministry Support page](#).

New this year, our Diocese is now among the more than 1 billion active users of the social media platform Instagram. The diocese joins the company of [Bishop-elect Shannon MacVean-Brown](#), [The Episcopal Church](#), [Presiding Bishop Michael Curry](#), [Rock Point School](#), and a few Vermont congregations, including [St. Michael's, Brattleboro](#), [St. James, Essex Junction](#), and [St. Stephen's, Middlebury](#) on the nation's most popular social networking app for sharing photos and videos from a smartphone.

## **Rock Point**

Self-sufficiency has been an important part of the communications strategy with regard to Rock Point and has enabled Rock Point to share its messages widely and consistently, while benefitting from the guidance and support of the Diocese.

I continue to provide coaching and oversight for Rock Point communications, but the editing and timely distribution of the *Rock Point Partners & Friends* newsletter has mostly been the work of Administrative Assistant Ann Carroll. At the time of this writing, Rock Point had 1,489 subscribers and an open rate in line with the industry average. I also continue to oversee the maintenance of the Rock Point website, although much of the implementation has been handled by Rock Point designees that I have trained. Additionally, I have maintained responsibility for Rock Point's proactive media efforts, although Rock Point designees have also taken a lead role in generating positive press in the past year.

## **Bishop Transition**

The Bishop Transition was the source of myriad communications projects over the past several months—projects that took me, quite literally, to every corner of the diocese. All of the work was done in consultation with the Standing Committee, Bishop Discernment and Nominating

Committee (BDNC), and Transition Committee and included the design, launch, and maintenance of the Bishop Search Website at <https://bishopsearchvt.org>. It also included meetings with the bishop candidates early in the process (for headshots and videos), video recordings of the Walkabouts on April 28-30, assistance in the planning and execution of the Electing Convention on May 18 (A/V, graphic design, and videography), assistance in the planning and execution of the Consecration Press Conference (September 27), Consecration service (September 28), and Seating service (September 29). Additionally, the work included publication of *The Mountain* articles about the transition process that were provided on an impressively consistent basis by representatives of the Standing Committee, BDNC, and Transition Committee. My sincere thanks to the authors for their diligence!

### **Around the Diocese**

In the midst of the projects mentioned earlier in this report, I have continued to provide communication support for congregations and diocesan committees. This year, my support work around the diocese has included the development of a new Legacy Giving website, video series, and brochure on behalf of the Trustees of the Diocese. The Trustees will provide more details about the Legacy Giving program in their Diocesan Convention presentation. Special thanks to trustees Amy Hastings and Chris Chapman for providing content, direction, and vision, and special thanks to communications intern Alaina Knowles for helping design the legacy giving brochure.

Additionally, my travels around the Diocese have taken me to Zion Episcopal Church in Manchester, where I have been busy with the re-design of the church's website. The project, which is being funded by Zion and led by the church's communication committee, will provide Zion with a customized (and fully customizable) website that can be managed and maintained in-house.

Throughout the year, representatives of various congregations reach out to me for consultations on communication issues ranging from social media strategy to web design to email marketing. I always welcome requests for support and often share useful learning in the communications toolkit on [my Ministry Support page](#).

### **Media Highlights**

The Episcopal Church in Vermont does not pay for media coverage, which means that articles mentioning the Diocese and our congregations are the result of genuine outside interest. Our stories reach the media in three ways: (1) press releases issued by the Diocese, (2) press releases issued by local congregations, (3) the leadership of Vermont Episcopalians within their communities and on statewide and national stages.

A sampling of media highlights since the last Diocesan Convention is below. The list has been edited for brevity. Our congregations are regularly mentioned in conjunction with civic, social,

and religious activities and organizations with whom they partner or support, such as Jerusalem Peacebuilders, Stone Church Center (Bellows Falls), Summer Music at Grace (Sheldon), Summer Concert Series (Montpelier), and St. Mary's Red Door Concert Series (Wilmington) among many other examples.

September 2019

- [Bishop Tom Ely Recognized with Voices of Witness Award](#) (Claiming the Blessing)
- [Shannon MacVean-Brown Is the First Black Woman to Lead Vermont's Episcopal Church](#) (Seven Days)

August 2019

- [Diocese awards nearly \\$18,000 in grants during first half of 2019](#) (Vermontbiz.com)

July 2019

- [Prosecutor, Politician ... Priest? Bram Kranichfeld Pursues a Higher Calling](#) (Seven Days)

June 2019

- [Group aims to keep Central Americans safe at home](#) (Stowe Today)
- [7 Reasons to Head to Burlington's Waterfront](#) (VT Ski & Ride)

May 2019

- [First African-American Bishop of The Episcopal Church in Vermont elected](#) (WCAX-TV)
- [Artist Katie Runde Embraces the Holy and the Cow](#) (Seven Days)

April 2019

- [Vermonters Marched 65 Miles for Climate Justice](#) (In These Times)
- [Vermont Bishop calls special service after Easter Sunday bombings](#) (myChamplainValley.com)
- [Gun rights debated in State House](#) (Rutland Herald)

March 2019

- [Skiers receive ashes atop Vermont mountain](#) (WPTZ-TV)

November 2018

- [Art Review: 'I AM: Contemporary Middle Eastern women artists and the quest to build peace,' Cathedral of St. Paul](#) (Seven Days)

### **For More Information**

Regular reports on the Communications Ministry are provided courtesy of Diocesan Council and can be found online at <https://diovermont.org/2018/04/15/edov-diocesan-council/>. The people of

the Diocese are encouraged to read these updates, which are made publicly available in the days following each Diocesan Council meeting. For answers to any questions about this Convention Journal report, feel free to contact me at [mharris@diovermont.org](mailto:mharris@diovermont.org).

Maurice L. Harris, Ph.D.  
Diocesan Communications Minister

## **FINANCIAL OVERSIGHT AND AUDIT COMMITTEE**

This report covers the activities of the Financial Oversight and Audit Committee for the period of July 1, 2018 to June 30, 2019.

The Oversight and Audit Committee meets bi-monthly, in January, March, May, July, September, and November, with an occasional additional special meeting. We meet in the conference room of the Diocesan offices. The Committee consists of 6 members, of which at least two must be lay and two must be clergy. The current members are Frances Huessy, Laura Buel, The Rev. Earl Kooperkamp, The Rev. Dr. Susan McGarry, and two open positions. Three others who attend the meetings are ex-officio member Treasurer Gerry Davis, Assistant Treasurer Dave Ganter, and Financial Administrator Rich Sagui.

Each year it is the responsibility of the Financial Oversight and Audit Committee to choose an accounting firm to audit the financial statements of the Episcopal Diocese of Vermont, including Rock Point Commons, and the Unit Fund of the Trustees of the Diocese of Vermont. When the audit statements are received, the Committee holds a joint meeting with the Trustees and representatives of the accounting firm to discuss the findings. The Committee then recommends its acceptance by the Trustees and Diocesan Council.

Another responsibility of the Committee to ensure that all of the parishes and missions of the Diocese conduct an annual audit of their financial statements and procedures, either by an accounting firm or by a committee of parishioners. To this end, the Committee oversees the content of the audit materials sent to the parishes in February of each year for the purpose of conducting an audit. It then reviews the completed audit documents submitted by the parishes and issues an acceptance letter back to the parishes.

This year the Committee continued to revise the binder of forms and reference materials for the parish audits. The 74-question Internal Control Checklist was again revised. It was reformatted for ease of use and many questions were reworded for better understanding and to reflect current practices. The Committee also developed a general audit response letter to streamline the review process of submitted parish audits. With the assistance of Ministry Support Team member Ann Carroll, this has greatly improved our turnaround time.

The Oversight and Audit Committee and Financial Administrator Rich Saqui held ongoing discussions this year about the need for a redesign of the Diocesan financial accounts. It is becoming clear that a reorganization of the accounting system would be easier to administer and also to audit, and therefore would likely lower the cost of the annual audit. Work on this project will continue this year.

Other responsibilities of the Financial Oversight and Audit Committee relating to financial reporting and funds management can be found in Canon 10 of the Diocese of Vermont. The Committee is available to provide advice and guidance to parish treasurers and audit committees.

Laura Buel. Chair, Financial Oversight and Audit Committee

## **THE STANDING COMMITTEE**

The Standing Committee, an elected body by Diocesan Convention, comprised of four laypersons and four clergy persons, meets by teleconference or in person on a monthly basis, or as needed. This body acts in concert with the Board of Trustees regarding diocesan property matters, it works with the Bishop and the Diocesan Commission on Ministry with persons seeking Candidacy and Ordination to the Diaconate and Priesthood, it consents to episcopal elections throughout The Episcopal Church, and it serves as a council of advice to the Bishop.

The Standing Committee met to conduct business on these dates between July 1, 2018 and June 30, 2019:

July 16, 2018; July 30, 2018; August 13, 2018; September 24, 2018; October 8, 2018; November 12, 2018; January 3, 2019; February 7, 2019; March 7, 2019; March 23, 2019 (joint meeting with the Bishop Discernment and Nominating Committee [BDNC]); April 4, 2019; May 2, 2019; June 13, 2019.

The Standing Committee acted on the following items between July 1, 2018 to June 30, 2019:

### **Property Matters**

- Agreed to the sale of the St. Luke's, St. Albans rectory at a lower price of \$140,000
- Approved installation of Solar Panels at St. Peter's in Bennington
- Approved an easement for VTrans at St. Stephen's in Middlebury
- Approved a Quitclaim deed for the Goss property in Jericho
- Approved a Quitclaim deed for the Eichler property in Essex

### **The Ordination Process**

- Approved Thom Rock to be a Candidate for Holy Orders to the Priesthood
- Consented to Kathleen Moore's ordination to the (transitional) diaconate, pending completion of one unit of CPE

- Approved Linda Moore to be a Candidate for Holy Orders to the Priesthood

### **Consents to Episcopal Elections**

- The Rev. Carlye J. Hughes as Bishop of the Diocese of Newark
- The Rev. Mark Cowell as the Bishop of the Diocese of West Kansas
- The Rev. Dr. Cathleen Chittenden Bascom as Bishop of the Diocese of Kansas.
- The Rev. Canon Cristobal Olmedo Leon Lozano as Bishop of the Diocese of Ecuador Litoral.
- The Rev. Canon Kathryn McRossen Ryan as Bishop Suffragan of the Diocese of Texas
- The Rev. Canon Susan Brown Snook as Bishop of the Diocese of San Diego
- The Rev. Canon Megan Traquair as Bishop of the Diocese of Northern California
- The Rev. Phoebe A. Roaf as the Bishop of the Diocese of West Tennessee
- The Rev. Mark D.W. Edington as the Bishop in charge of the Convocation of Episcopal churches in Europe
- The Rev. Kimberly D. Lucas as the Bishop of the Diocese of Colorado
- The Rev. Jennifer Anne Reddall as the Bishop of the Diocese of Arizona
- The Rev. Dr. Jonathan H. Folts as the Bishop of the Diocese of South Dakota
- The Rev. Dr. Bonnie A. Perry as the Bishop of the Diocese of Michigan
- The Rev. Thomas James Brown as the Bishop of the Diocese of Maine

### **Other Actions**

- Received the appointment of The Rev. Kim Hardy to fulfill the term of The Very Rev. Jeanne Finan (2021) by Bishop Ely
- Consented to allow the Diocese of Texas to elect a bishop suffragan
- Abstained from the consent for the Bishop-elect of Haiti, The Rev. Joseph Delicat
- Elected the Rev. Richard R. Swanson to serve as President of the Standing Committee for one year
- Elected Scottie Emery-Ginn to serve as Secretary of the Standing Committee for one year
- Authorized the President of the Standing Committee, the Secretary of the Standing Committee and the Canon to the Ordinary to approve quitclaim deeds on behalf of the Standing Committee
- Endorsed the March 2019 action of the House of Bishops responding to concerns about clergy misconduct

### **Bishop Search**

Recommended to Diocesan Council the compensation for new Bishop with the intent that the new Bishop reside in the Episcopal residence at Rock Point

Appointed the Transition Committee on July 30, 2018: Mr. Robert Barton, The Rev. Canon Lee Alison Crawford, The Rev. Angela Emerson, Ms. Jean Hancock, Ms. Ellen McCulloch-Lovell, Ms. Elizabeth McEwen, Mr. Roger Nicholls, Jr., The Rev. Rob Spainhour, Mr. Jeff Wilcox, The Rev. Robert Wilson

Met with the BDNC to discuss the profile for the 11<sup>th</sup> Bishop of Vermont on September 8. This was not a formal meeting of the Standing Committee and no minutes were recorded

Recommended that Bishop Ely should cancel the special convention called for September 29, 2018

Set the electing convention date of Saturday, May 18, 2019 at the Cathedral Church of St. Paul, Burlington

Approved the Profile for the 11<sup>th</sup> Bishop of Vermont on October 8, 2018

Approved the petition process for candidates not nominated as Bishop candidates by the BDNC, as well as a Petition Nomination form, a Petition Candidate Consent to Nomination form, and a Petition Candidate Background Check authorization form

Developed and accepted the Letter of Agreement for the 11<sup>th</sup> Bishop of Vermont

Accepted the slate of candidates for the 11<sup>th</sup> Bishop of Vermont from the BDNC: The Rev. Dr. Shannon MacVean- Brown, The Rev. Dr. Hillary Raining, and The Rev. Dr. Hilary Smith

Authorized the Secretary of Standing Committee and the Chancellor (Thomas Little) to complete all actions required by canon law to certify the election results and the consent process following the election

Certified the election of The Rev. Dr. Shannon MacVean-Brown as the 11<sup>th</sup> Bishop of Vermont on May 18, 2019

(Signed the Letter of Agreement with The Rev. Dr Shannon MacVean-Brown July 1, 2019 as Bishop-elect of the Diocese of Vermont)

Standing Committee members for 2018-2019 were: (Clergy) The Rev. Thaddeus Bennett (2019), The Rev. Dr. Richard R. Swanson (President 2017-2019, term expires 2020), The Rev. Kim Hardy (2021), and The Rev. Jennie Anderson (2022); (Lay members) Brett Murphy (2019), Paul Harrington (2020), Lars Hunter (2021), Scottie Emery-Ginn (Secretary 2018-2019, term expires 2022). The President is honored to work alongside a talented, dedicated, and faithful committee, offering their work to the glory of God and in service to the Episcopal Church in Vermont.

The Rev. Dr. Richard R. Swanson, President, 2018-2019

## **THE GRANTS & LOANS COMMITTEE**

The Grants and Loans Committee, established by Diocesan Council in 2016, distributes available funds to enhance the vitality of congregations and organizations of the Episcopal Church in Vermont in order to increase engagement in the Mission of God.

Committee Members during this year were: The Rev. Liam Muller (Trinity, Rutland), Ben Anderson-Ray (St. Stephen's, Middlebury), Laurie Chiperfield (St. Michael's, Brattleboro), Nanci Gordon (Trinity, Rutland), John Hartman (Christ Church, Bethel), The Rev. Todd McKee (St. Paul's, White River Junction), The Rev. Emphy Schneider (St. Mary's, Northfield), Steve Smith (St. James, Arlington), The Rev. Bob Wilson (St. Mark's, Newport), Canon Lynn Bates (ex officio).

### **Guiding Principles**

We understand **congregational vitality** to be marked especially by:

- Members who are passionate followers of Jesus Christ
- An ongoing process of discerning, planning, acting and reflecting
- Opportunities for personal and community transformation
- Leadership, labor, and financial support being shared generously by most members
- Members who are equipped and empowered to be ministers in their daily life and work
- A clear sense of vision and active participation in the Mission of God beyond the congregation

We embrace the **Five Marks of Mission** and affirm that the Mission of the Church Is the Mission of Christ

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

To this end, and within the guidelines of the various funds available to us, we will prayerfully and flexibly:

1. Consider grant and loan requests only from an Episcopal entity within Vermont. The Committee will not consider requests from non-Episcopal entities or requests from outside Vermont.
2. Give priority to requests that show promise for enhancing local mission approaches.
3. Give priority to requests that support discernment, planning, promoting, training for, implementing, and evaluating mission (rather than funding the actual mission).
4. Give priority to requests that show sustainability.
5. Give priority to requests that support discerning, planning, promoting, and training of lay people.
6. Give at least 50% to support local mission and give no more than 50% to [non-mission] requests related to buildings.
7. Attempt to distribute funds as widely as possible.

8. Discourage “pass through” grants to other organizations unless there is a clear connection to an actively engaged ministry that enhances congregational vitality and the requesting parish is also providing funds to the ultimate recipient organization.
9. Discourage the use of funds to solve emergencies or to postpone dealing with a long-term problem.
10. Discourage the use of funds strictly for the purpose of historical preservation of buildings.

### **Grants and Loans Distributed**

#### **Alleluia Funds Granted:**

St. James, Essex New York	\$2,500.00
Mission Traveling Team, Dominican Republic	
St. Barnabas, Norwich	\$ 2,500.00
Upper Valley Interfaith Project	
Rock Point Commons	\$ 4,050.00
Pollinator’s Project	

#### **Butterfield Grant Funds Granted:**

Cathedral Church of St. Paul, Burlington	\$ 5,000.00
<i>I AM</i> Exhibit	
Cathedral Church of St. Paul, Burlington	\$ 3,200.00
Rock Point Camp Scholarships of Sudanese Community	
Transition Committee of the Diocese of Vermont	\$ 7,500.00
Live Streaming of Consecration	
St. Andrew’s, St. Johnsbury	\$ 1,200.00
Expand Convivia, a community to practice and share what is believed	
<b>Irish Bequest Grants:</b>	
Christ Church, Bethel	\$ 6,000.00
Community Meal Program	
St. Paul’s, Vergennes	\$ 22,500.00
Improving outdoor space, window repair, new porch	
St. Peter’s, Wilmington	\$ 3,370.00
Matching Grant for local charities	
<b>Local Mission Approach Grants:</b>	
St. Michael’s, Brattleboro	\$ 15,000.00
Year Two-Experimental Initiatives in Discipleship	
Grace Church, Sheldon	\$ 20,835.00
Support for new Sheldon Food Shelf building	

#### **McClure Grants:**

St. Peter’s, Bennington	\$ 7,200.00
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Solar array on parish hall roof St. Peter's, Bennington	\$ 2,000.00
Seedlings Program Cathedral Church of St. Paul, Burlington	\$ 11,000.00
Annual St. Paul's Youth Trip (Guatemala) Christ Church, Montpelier	\$ 25,000.00
Restoration of bell tower and sanctuary roof Trinity Church, Shelburne	\$ 10,000.00
Episcopal Church Foundation planning assistance St. Paul's, White River Junction	\$ 2,400.00
Toward Racial Healing Diocese of Vermont (Bishop Ely)	\$ 12,000.00
Cristosal Global School Program in Central America (10 people) St. Mary's in the Mountains, Wilmington	\$ 7,500.00
Jerusalem Peacebuilders Scholarship	

**Total Funds Granted:** **\$172,355.00**

**Bishop Butterfield Revolving Loan Approved:**

Christ Church, Montpelier	\$ 75,000.00
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**Total Loans Approved:** **\$ 75,000.00**

**GLOBAL EPISCOPAL MISSION NETWORK: A FORUM FOR ENGAGING THE WORLD**

The Diocese of Vermont has for a number of years been a Member Diocese of the Global Episcopal Mission Network (GEMN), a voluntary association of dioceses, congregations, agencies, seminaries and individuals whose purpose is to “proclaim, inspire and ignite the joy of God’s mission” throughout the Episcopal Church. Vermont thus adds its voice to those of others who are committed to global engagement through Christ.

- *2019 Global Mission Conference* – This was a major initiative of GEMN this year as about 120 Episcopalians from all over the church gathered in the Dominican Republic with the theme “Sharing Jesus: Evangelism in Global Mission.” Keynoting the gathering was Canon Stephanie Spellers, well known to Vermonters from the 2018 Diocesan Convention, who helped conferees recover the importance of witnessing to Christ amid the healthcare, educational and economic dimensions of global mission. Bishop Griselda Delgado del Carpio of Cuba, Bishop Moisés Quezada Mota of the Dominican Republic, and the Rev. Anthony Guillén, ethnic ministries director for the Episcopal Church, were among other major speakers.

- *“Jerusalem and Beyond: Interfaith Reconciliation on the Ground with Youth”* – This well-received workshop, an important contribution from Vermont at this year’s mission conference, was offered by Jack Karn, a candidate for diaconal ordination in Vermont, and Canon Nicholas Porter of St. Mary’s in Wilmington, both of them leaders of Jerusalem Peacebuilders, which is a member organization of GEMN. I offered a workshop on the history of evangelism in the Anglican Communion.
- *“Questing: The Way of Love in Global Mission”* – GEMN is about to issue this global ministry study guide modeled on Presiding Bishop Michael Curry’s Way of Love initiative. The guide will be a helpful way for Vermont congregations to reflect on how they can reach beyond themselves to form community with people in other parts of the world. It includes biblical reflections, personal narratives and other resources for congregational discussion.
- *Global Mission Prayer Cycle* – This is being prepared for use by Episcopalians to lift up before God the many entities involved in global mission, and the Diocese of Vermont is included in that. Episcopal Relief and Development, to which many Vermont congregations contribute, is also an important member of GEMN.
- *“Global Episcopal Mission Communion” Facebook Group* – This was inaugurated this year as a forum for people to share questions, experiences and insights into global mission. It is open to all interested persons – go to “Global Episcopal Mission Community” on Facebook to join. And check out the GEMN website while you’re at it: [www.gemn.org](http://www.gemn.org).

Currently the president of GEMN, I invite Vermont Episcopalians to be in touch with me ([tituspresler@post.harvard.edu](mailto:tituspresler@post.harvard.edu)) about questions and hopes you may have for engaging in God’s mission globally. One hope for the coming year is to form a network of Vermont folk who would like to support one another in global mission. As global missionaries visit the diocese we will make their presence known for possible parish invitations. For instance, this fall the founders of Health Tanzania, a GEMN Member Organization, were invited to speak at Trinity in Shelburne.

- *“Earthkeeping: Creation Care in Global Mission”* – This is the theme of the 2020 Global Mission Conference, to be held April 28-May 1 at Christ Church Cathedral in Indianapolis. Plenary speakers addressing the ecological crisis will be Bishop Katharine Jefferts Schori, an oceanographer and former presiding bishop; the Rev. Rachel Mash, director of Green Anglicans in South Africa; the Rev. Leon Sampson, who will bring Native American insights from Navajoland; and Bishop Orlando Gomez and a team from Costa Rica, which is a leader in creation care.
- *GEMN’s Mission Formation Program* – Held the day before the annual Global Mission Conference, this offers education in the biblical basis, theology, history and practice of Anglican mission that is undertaken as a reciprocal companionship with people across boundaries of

religious, cultural, linguistic and economic difference. Registration for the conference and the formation program will open in early 2020.

GEMN is grateful for the participation of the Diocese of Vermont and for the support that Bishop Tom Ely has offered over the years.

The Rev. Dr. Titus Presler, Diocesan Representative to GEMN

## **COOPERATIVE CHRISTIAN MINISTRY AT THE UNIVERSITY OF VERMONT**

The Cooperative Christian Ministry at the University of Vermont (CCM at UVM) is an ecumenical and progressive ministry supported by six Protestant denominations: The Episcopal Church, the Evangelical Lutheran Church in America, the United Church of Christ, the Presbyterian Church, USA, the American Baptist church and the United Methodist Church.

Our vision is to explore higher meaning in higher education at UVM. Our mission is to create a community that engages the mind, nurtures the spirit, inspires service, advances justice, and cares for creation.

This past academic year we completed our second year operating from the Interfaith Center on campus and have started our third year there. The building is the former home of Christ Church Presbyterian and is more centrally located for the student foot traffic. Our minister, Rev. Joe Cotner finds this a dedicated place for spiritual/religious life on campus, and where a spiritual atmosphere permeates the Center. There is a definite increase in student activity in the building. Here we can more easily reach interested students with information about our activities, and programs.

We continued our program of providing meals each month for students. Members from one of our supporting denominations prepare and bring home cooked meals for the students at the Interfaith Center. There continues to be a gradual increase in the numbers of students who came to the dinners, and there is always a welcoming atmosphere with interesting conversations and delicious dinners. About half of the students each month are students who have come to other meals with CCM. Members from Trinity Shelburne, with support from other Episcopal board members from the Cathedral and St. James, Essex Junction provided the two Episcopal dinners, one in the fall and one in the spring.

From conversations with the students and experience of one of our board members, Rev. Cotner and a board member offered a new program called Spirituality on Tap in the spring semester of 2019. Signs were posted about the building and email invitations were sent to the two events held at a restaurant at the Davis Center, our main student center. The first group discussed LGBTQ+ and Christian? YES! The topic for the second event was the peaceful coexistence of science and religious belief led by Dr. Donna Toufexis from the Cathedral of St. Paul and Rev. Cotner.

Students from the Spirituality on Tap and monthly dinners, as well as other students who have met with Rev. Cotner, have requested two other new programs, a Bible Study program and a Lyceum program where people of different religious faiths can engage in dialogue.

The Bible Study group has grown to a group of 8 - 10 students who meet every Thursday at either a restaurant downtown or at the apartment of a student in the group. This group was so eager to begin that they started meeting over the summer.

The idea for the Lyceum came from a graduate student who has attended dinners and Spirituality on Tap. Fourteen students have asked to be put on the mailing list for this program which should begin this fall.

Our minister supports other groups on campus and is present for conversation and planning for programs. In May he attended Rainbow Awards and Graduation. Staff members there spoke of their appreciation for his and CCM's support for the LGBTQ+ students. He attends other programs and speakers on campus, when possible. He participates in Activities Fest each year, informing students of our upcoming activities. This presence, as well as his presence at the Interfaith Center and the Davis Center provides a spiritual support and opportunity for informal discussion regarding personal matters and questions about religion for students and others in the University community.

A student leader in our ministry is now in the discernment process for the priesthood in the Episcopal Church. Rev. Cotner, Rev. Fred Moser, our board chair, and Lindsey Huddle, a board member of CCM, are on his discernment committee. CCM sponsored this student to attend "Uncharted," a national conference of Episcopal and ELCA Lutherans which met in Boston in June of 2019. He returned to us excited and inspired to offer opportunities for discussion and possible worship at UVM. This student also serves on the Diocese of Vermont Evangelism Team. He was active at Convention last fall and continues to support the mission in Vermont.

For the second year, we joined the Roman Catholic ministry on campus to co-sponsor an Easter dinner at the Catholic Center. Our board members and students joined with the Roman Catholic students and leaders to put on a delicious dinner and joyous Easter celebration.

CCM continues its work on the Food Insecurity Working Group on campus. We are the only faith-based group represented on the Committee. This work is really taking off. Of particular note are the Swipe Out Hunger program that provides meal cards for students in need, and the plans by Student Affairs to open a Food Pantry on campus.

We are most grateful to the Episcopal Diocese of Vermont for its faith in our ministry and for its generous support.

## **UNITED THANK OFFERING**

In the reporting year of 2018, there were 5 parishes who sent UTO ingathering contributions to the Diocesan offices for a total of \$3,837.80. Others have sent contributions directly to United Thank Offering, and individuals have given through the downloadable app on their devices. These contributions have been recorded by the UTO even though our Diocese won't know the collective contributions until the next General Convention. However, that said, the 2018 annual report of the United Thank Offering lists the Diocese of Vermont as one 53 Diocese who have increased its giving from the previous year. Well done, Vermont!

The United Thank Offering is a mission of the Episcopal Church and provides grants to missions around the world, young adults establishing new missions, and seminarians. Money funding these grants comes from contributions of individuals who live a practice of daily thanksgiving. Please feel free to contact Diocesan UTO Coordinator Wendy Grace ([office@trinitychurchrutland.org](mailto:office@trinitychurchrutland.org)) for any supplies needed for your congregation. Please encourage your congregation to schedule gatherings at least twice a year—Thanksgiving is a great time to share thanks with United Thank Offering. It's never too late to encourage individuals to begin filling their blue boxes with tokens of thanksgiving!

Wendy Grace, Diocesan Coordinator for UTO

## **REPORT OF THE ECUMENICAL AND INTERRELIGIOUS OFFICER**

As Ecumenical and Interreligious Officer I represent The Episcopal Church in Vermont as President of the Vermont Ecumenical Council (VEC) and Moderator of its Executive Committee, a participant in the National Workshop on Christian Unity (NWCU) and Annual Meeting of Episcopal Diocesan Ecumenical and Interreligious Officers (EDEIO), and through various other ecumenical relationships.

The Vermont Ecumenical Council observed of the Week of Prayer for Christian Unity (January 18-25) with a service and ecumenical supper on Sunday afternoon/evening February 3, 2019 (postponed from January 20 due to a snowstorm). Bishop Ely was the preacher at the service held at Trinity Church, Shelburne. The 2020 observance is planned for Sunday afternoon/evening January 19 (location TBA). As a Network for Christian Cooperation, the VEC seeks to offer ways for Christians and Christian churches of many backgrounds to come together around matters of common interest and concern. In addition to the Episcopal and Roman Catholic dioceses, members include the Sisters of Providence, Vermont Justice for All, the Society of St. Edmund, Cooperative Christian Ministry at UVM, Burlington Religious Society of Friends, and some thirty-five other organizations and individual members. By way of programs in 2020, the VEC anticipates bringing the St. John's Bible to Vermont and planning a Taize pilgrimage.

The National Workshop on Christian Unity and Annual Meeting of Episcopal Diocesan Ecumenical and Interreligious Officers gathers ecumenical representatives from mainline Protestant, Roman Catholic, Orthodox, and Evangelical Christian bodies around major issues of theological and social concern, and seeks to foster deeper working relationships among Christian bodies. April 1-4, 2019, I represented the Episcopal Church in Vermont at this year's National Workshop and EDEIO Annual Meeting in St. Louis, Missouri. Approximately 300 representatives from a wide range of Christian traditions participated in this year's NWCU. In addition to Episcopal Church ecumenical and interreligious officers, this year's NWCU included many Roman Catholic, Lutheran (ELCA), United Methodist, Presbyterian, United Church of

Christ, Moravian, Greek Orthodox, and Evangelical/Pentecostal officers and representatives. Members of several ecumenical advocacy organizations also participated, including Interfaith Power and Light, the Franciscan Action Network, Catholic Climate Covenant, and a number of seminary faculty.

The theme of this year's NWCU was "Building a Beloved Community – a Call to Holiness." The theme took on particular poignancy in view of the United Methodist Church Conference, which had taken place just a few weeks prior at the same location – the Conference at which the UMC reaffirmed its traditional position opposing same-sex marriage and ordination of LGBTQ persons. The theme was movingly reinforced through extended periods of prayer in Taizé tradition three times each day. Among many topics addressed in plenary and seminar sessions were the current (and notably vibrant) Catholic-Pentecostal international dialogue, creation care, ecumenical ministry in a time of fear, Christian persecution in the 21<sup>st</sup> century, Christianity and the media, slavery and sex trafficking, ecumenical approaches to interreligious relations, and changing understandings of Full Communion. Details of the NWCU program can be found at [www.nwcu.org](http://www.nwcu.org). Many resources are available on the websites of Episcopal Diocesan Ecumenical and Interreligious Officers ([www.edeio.org](http://www.edeio.org)) and the Episcopal Church's Office of Ecumenical and Inter-Religious Relations (<https://www.episcopalchurch.org/ecumenical-and-inter-religious-relations>), as well as the Facebook page of Episcopal Diocesan Ecumenical and Interreligious Officers.

A significant amount of time at the NWCU was spent on the UMC Conference, its decision concerning LGBTQ persons, and possible implications of that decision for Episcopal-United Methodist work toward a Full Communion agreement. The Rev. Dr. Jean Hawxhurst, Ecumenical and Interreligious Officer for the UMC, and UMC Bishops Robert Farr and Gregory Palmer were present, as well as many UMC delegates. Great pain over the Conference's vote, which was a worldwide vote according to UMC polity, was expressed. The possibility of division within the UMC was discussed, as well as the suggestion that some form of division might permit parts of the UMC to make a different decision regarding LGBTQ persons. About relations with the Episcopal Church, all the UMC representatives present expressed hope that movement toward Full Communion would continue, and that the Episcopal Church would also continue toward this goal in spite of this apparent setback. Representatives reported ongoing plans to present the Full Communion proposal to the UMC Conference in 2020. Articles in The Christian Century from March 27 and April 10 provide good summaries of these issues.

During the NWCU I had the opportunity for extended conversation with Margaret Rose, our Episcopal Church Deputy for Ecumenical and Interreligious Relations, about the concept of Full Communion. Specifically, we talked about the extent to which the Chicago-Lambeth Quadrilateral, 1886, 1888, our Church's historic guide for Full Communion agreements, may or may not still be a sufficient guide as we develop relations with other churches. We talked about the importance of changing social/cultural understandings for these dialogues and relationships, and whether Full Communion agreements may or may not always be a necessary goal of

ecumenical relationships. Margaret Rose offered to come to Vermont to convene a seminar on this topic with clergy and lay leaders, if there is interest.

Taizé prayer was a significant aspect of this year's NWCUC with music was provided by musicians from several St. Louis churches. Daily prayer was led by Brother Emile from the Taizé community in France, who also gave one of the Workshop seminars on Taizé prayer and the role the Taizé Community has played in the ecumenical formation of thousands of people since its founding in 1940. In conversation Br. Emile offered to consider including Vermont in a future US Taize pilgrimage.

Other sessions of special interest to Episcopalians at this year's NWCUC dealt with our Office of Ecumenical and Inter-Religious Relations' ongoing participation in dialogues with Lutherans in Canada; moving deeper into our relationship with the Moravian Church; continuing relationship with the Church of Sweden, the Evangelical Lutheran Church of Bavaria, the Old Catholic Church of Utrecht, and the Philippine Independent Church; many conciliar and ecumenical bodies; and such interreligious engagement as the Parliament of World Religions.

I am grateful for the Episcopal Church in Vermont's continuing support of ecumenical and interreligious ministry, its support of the VEC, and the opportunity to represent Vermont at the NWCUC, which is singularly important for this ministry. At this year's meeting of EDEIO I was elected to serve a second term as Provincial Coordinator of Episcopal Ecumenical and Interreligious Officers for Province 1. (Province 1 was well-represented at this year's NWCUC – only New Hampshire's Officer, recently appointed – was unable to attend.) Our Diocese's support of the Ecumenical and Interreligious Officer's presence at the NWCUC, and its faithful payment of modest annual dues to EDEIO (\$300) as requested by the Presiding Bishop is vital. As Ecumenical and Interreligious Officer, I am happy to offer teaching, resources, and any other support to all congregations or organizations wishing it.

The Rev. Dr. Frederick P. Moser. Rector, Trinity Episcopal Church, Shelburne

### **GREEN MOUNTAIN WITNESS: AN INITIATIVE IN EVANGELISM**

At the close of the 2017 Diocesan Convention, Bishop Tom Ely mentioned the possibility of focusing on evangelism at the 2018 Diocesan Convention. That was the seed of an initiative that took root and grew as Green Mountain Witness, the evangelism initiative of the Episcopal Church in Vermont.

Focusing on evangelism is unusual for Episcopalians in general and for Episcopalians in Vermont, but it is an important mandate in an increasingly secular society and in this state, which is the least religiously affiliated state in the country. Green Mountain Witness is inspired by the evangelistic leadership of Presiding Bishop Michael Curry and by the fact that evangelism is one of the three current priorities of the Episcopal Church as established by him and by General Convention, the others being reconciliation and creation care.

The signal event in the effort in 2018 was the Diocesan Convention in October, which gathered under the theme of “Go, Tell It On the Mountains: Evangelism Vermont-Style.” The teaching and preaching ministry of Canon Stephanie Spellers was enthusiastically received, as were the fourteen workshops on evangelism organized by the Green Mountain Witness Team.

Guiding the effort has been the Episcopal Church’s understanding of evangelism as “the spiritual practice of seeking, naming and celebrating Jesus’ loving presence in the lives of all people, and then inviting them to more.” The emphasis on listening rather than telling, discovering before sharing, celebrating rather than disrespecting was persuasive for many at convention. About thirty members of the diocese came forward at the closing eucharist to be commissioned as “evangelism catalysts” to stimulate engagement in their congregations and beyond.

Convention was always envisioned to be simply the kickoff for an ongoing initiative, which is the hard work of reaching out to the congregations of the diocese to have conversations with lay and clergy leaders and conduct workshops to help people strengthen their witness to Christ with friends, neighbors and strangers. The team divided up the diocese, with individual team members taking responsibility for contacting particular congregations. Developments we celebrate thus far include:

- A Green Mountain Witness section of evangelism resources on the diocesan website.
- Monthly and semi-monthly columns by team members on evangelism in *The Mountain*.
- Two parish events at Good Shepherd Church in Barre.
- Evangelism discussions at Trinity Church, Shelburne.
- Workshops shared by St. Matthew’s, Enosburg, and Grace Church, Sheldon.
- A *Seven Days* interview with a team member who shared her Christian witness.
- A parish discussion of evangelism at St. Stephen’s Church, Middlebury.
- Planning underway by St. Mary’s in Wilmington for an evangelism conference in 2020.
- Contacts with numerous congregations to initiate evangelism discussion.
- An evangelism discussion at the Province I Synod that included several dioceses.

A grant from the Evangelism Initiative of the Episcopal Church provides funds for materials and mileage for team members. We are grateful to Bishop Tom Ely for his support during the first two years of Green Mountain Witness. Bishop Shannon MacVean-Brown has expressed support, and we look forward to working with her as we hope for a retreat in the fall of 2019 and ongoing work in 2020.

The Green Mountain Witness Team includes: Jamison Dunne of Trinity, Shelburne, an undergraduate student; Joe Fortner of St. Mary’s, Wilmington, an attorney and musician; Lindsey Huddle of St. James, Essex, an attorney; the Rev. Kathleen Moore of St. James, Wilmington, a church communicator; Jenny Ogleby of St. James, Essex, a bookstore manager; and Katie Runde of Christ Church, Bethel, an artist and musician. We are grateful for the past

participation of Robert Barton, previously of St. Mark's, Springfield, and the Rev. Liam Muller of Trinity, Rutland. It has been a joy and privilege to convene such a gifted group of evangelists.

The Rev. Dr. Titus Presler, Convener

## **REPORT FROM THE CATHEDRAL CHURCH OF ST. PAUL**

Three major things dominated the life of the Cathedral Church of St. Paul from July 2018 to July 2019. Two of them are still in process, and one of them came to a glorious resolution in May of 2019.

In January of 2018, the Urban Cathedral Study Group presented its report to the parish at the 2018 Annual Meeting. For the entire year previous, that group had met weekly and explored, in depth, what it would mean for St. Paul's to function as a truly urban cathedral in Burlington—a Cathedral for the Diocese, but also for the City of Burlington.

In the months following, the Vestry began a process of discern which parts of the Report seemed ripest for deeper consideration and eventual action. Shortly after the June 2018 Vestry Retreat at which some preliminary decisions were made to further explore the possibilities of both an enlarged arts ministry and the enhanced use of the building, particularly during the week, our Dean and Rector, Jeanne Finan, announced her retirement.

Jeanne's last day at the Cathedral was September 30, and, though the Cathedral hosted a *very* successful art exhibit—the I AM exhibit—in the November of 2018 which provided us with an intimation of what an expanded, city-facing arts ministry might look like, much of the Vestry's—and parish's--attention since July of 2018 has been focused on the prayerful work of transition.

Just as we were with Jeanne, the Cathedral has been blessed with its transitional ministers. Throughout the month of October 2018, we were pleased to welcome as our Bridge Priest Dr. Barry Morgan, the former Archbishop of Wales; from November until the middle of December, the Rev. Nancy Gossling, formerly of the Diocese of Connecticut, was with us. In January, of 2019, the Rev. Laura Bryant arrived at the Cathedral from Atlanta, GA to serve as our Interim Rector. We have been blessed beyond measure with Laura's presence as a pastor and preacher. One sign of the warmth and Godly energy she has brought to the community is reflected in the large number of newcomers to the Cathedral.

As I write this, the Ministry Discernment Committee that the Cathedral commissioned in January of 2019 is reading through the Ministry Portfolios of the many priests who have expressed their desire to be considered as the next Dean and Rector. Figuring highly in the Cathedral's own Ministry Portfolio was our desire to live more fully into our identity as an urban cathedral.

The Vestry hopes to be able to call the priest who will lead us into that work in the winter or early spring of 2020.

In addition to these two on-going journeys, the Cathedral was deeply involved in the events that led to the Consecration of Shannon MacVean-Brown as the 11<sup>th</sup> Bishop of Vermont. In late April of 2019, the Cathedral hosted a very well-attended Bishop Walk-about; in May, we hosted the Electing Convention.

Lisa Schnell, Senior Warden

Even as we continue to grow as a community under the gifted Interim leadership of the Rev. Laura Bryant, we look forward to a period of stability with a new Dean and Rector, and to our continued relationship with the Diocese as the seat of our new Bishop Shannon.

## **REPORT OF THE EPISCOPAL HOSPITAL CHAPLAINCY**

The Episcopal Hospital Chaplaincy (EHC) at the Dartmouth Hitchcock Medical Center (DHMC) is a partnership ministry of the Episcopal Church in New Hampshire and Vermont. The mission of the Chaplaincy is to “provide the services of an Episcopal Chaplain to hospitalized patients and their families, to provide the presence of the Episcopal Church in medical facilities, and to increase public awareness of the importance and usefulness of chaplaincy work.” EHC carries out its mission by providing ordained and experienced Episcopal priests as Chaplains at DHMC. The Rev. James C. Ransom is the current Chaplain, serving since December 2016. In 2018, the Rev. Lisa M. Ransom, a priest of the Diocese of Vermont, was called to be Associate Chaplain, making pastoral visits when the Chaplain is unable to do so. The Chaplains devote approximately eight hours a week to the ministry.

The Chaplain provided the following ministry statistics for 2018. The Chaplains visited patients at DHMC on 135 days, giving 430 hours to the ministry. The Chaplains visited 423 individuals, making 736 visits. Episcopal patients came from 71 towns and villages in Vermont, and 70 in New Hampshire, as well as from eight other states. Anglicans from Canada, the Caribbean, and African nations are patients at DHMC from time to time. As part of their pastoral ministry, the Chaplains extend to patients the Sacramental Ministry of the Church: Holy Communion, the Laying on of Hands and Anointing of the Sick, the Reconciliation of a Penitent, as well as Thanksgiving for the Birth of a Child and Ministry at the Time of Death. If you become a patient at DHMC, please register at admission as an Episcopalian. You may contact the Chaplain, the Rev. James C. Ransom, directly by telephone (603-526-4869) or email (ransom.james.c@gmail.com). The Chaplains minister as colleagues with the bishops and clergy of the Episcopal Church in New Hampshire and Vermont and beyond, enhancing their ministries of pastoral care as a sign and instrument of God’s healing compassion and grace.

The Episcopal Hospital Chaplaincy was incorporated in 1995 and is exempt under Section 501(a) of the Internal Revenue Code as an organization described in Section 501(c)(3) of the Code. The Board of Directors is currently composed of six clergy and lay Directors from parishes in New Hampshire and Vermont. Laura Kent, a parishioner of St. James' Church in Woodstock, VT, is the President of the Board, and can be contacted at the Chaplaincy's address: c/o St. Thomas' Church, 9 Wheelock Street, Hanover, NH 03755. Other members include John S. Barrett, MD, of St. Barnabas' Church, Norwich, VT, Elizabeth Lowell of St. Andrew's Church in New London, NH, Timothy Martin of St. Thomas' Church, Hanover, NH, the Rev. Mark Preece, Rector of the Church of St. Martin of Tours in Fairlee, VT, and Paul Glover of St. Thomas' Church, Hanover, NH.

The Chaplaincy has a budget of \$20,000 and is financially dependent on the generous gifts of the bishops, clergy, and congregations of the two dioceses, and from individuals who value the ministry. Your contributions are welcome and appreciated, and may be sent to Episcopal Hospital Chaplaincy, 9 Wheelock Street, Hanover, NH 03755. Checks should be made out to "Episcopal Hospital Chaplaincy".

The Rev. James C. Ransom, Episcopal Hospital Chaplain

## **GENERAL CONVENTION**

What is the General Convention? The General Convention is the governing body of The Episcopal Church. It is a bicameral legislature that includes the House of Deputies, with more than 800 members (up to four clergy and four lay persons from each diocese), and the House of Bishops, with over 300 active and resigned bishops.

General Convention gathers every three years. The last one was held in 2018, in Austin, Texas for a nine- day legislative session (July 5 –July 13, 2018), and was the 79th General Convention of the Church. The next General Convention will be in the summer of 2021, in Baltimore, MD.

The work of General Convention includes adopting legislation of concern to the Church; amending the Book of Common Prayer, the Constitution, and the Canons of the Church; adopting a triennial budget for The Episcopal Church; and electing candidates to offices, boards and other committees. This work is undertaken in support of the mission and ministry of the Church, and with prayerful gratitude and spiritual discernment.

Deputies, Bishops, Dioceses and Provinces may submit Resolutions (proposed legislative) to General Convention. In addition, "interim bodies" (study committees, task forces and standing commissions established by General Convention (or the Executive Council, the churchwide version of Diocesan Council)) may submit resolutions and reports to General Convention. Often the "big issues" debated and voted at General Convention come from these interim bodies. In 2018, significant proposals were filed by interim bodies on which Bishop Ely and Stan Baker

(Task Force on the Study of Marriage) and Tom Little (Task Force on the Episcopacy) served over the preceding three years. The reports and proposed Resolutions of all interim bodies are available here: <https://www.generalconvention.org/bluebook2018/#bbreports>. A summary of the actions of the 2018 General Convention is here:

<https://www.episcopalchurch.org/posts/publicaffairs/summary-actions-79th-general-convention-now-available>

Resolutions are referred to legislative committees comprised of Deputies and Bishops (although the Bishops and Deputies vote separately). These committees hold hearings, discuss, debate and revise Resolutions, and then vote them out for action on the floor of the House of Deputies and the House of Bishops. In 2018, each Vermont Deputy was appointed to a committee, a distinction not shared by many diocesan deputations. See below for the committee assignments.

Additional information from 2018, including Deputy and Bishop orientation materials and videos, are here: <https://www.generalconvention.org/orientation-materials-gc2018>. Contact Tom Little for more information on General Convention. [tlittle@vsac.org](mailto:tlittle@vsac.org).

## **DIOCESE OF VERMONT - 2018 GENERAL CONVENTION DEPUTATION**

### **Committee Assignments**

#### Lay Deputies

Thomas A. Little, Esq. (Deputation Chair)  
Committee 4, Governance & Structure (Chair)

Anne Clarke Brown  
Committee 7, Social Justice & International Policy

Nanci Gordon  
Committee 24, Privilege & Courtesy

Jennifer Ogelby  
Committee 14, Christian Formation and Discipleship

#### Clergy Deputies

The Rev. Canon Lee Alison Crawford, Ph. D  
Committee 6, The Episcopal Church in Cuba (Vice Chair)

The Rev. J. Stannard Baker, Cathedral Deacon  
Committee 13, Committee to Receive the Report on Resolution A169

The Rev. Scott B. Neal

## Committee 25, Credentials

The Rev. Canon Titus Presler, Th.D., D.D.

Committee 5, World Mission

Lay Alternate Deputies (Alternate Deputies are not assigned to committees)

Jonathan Brennan

Ann Cooper

## Clergy Alternate Deputies

The Rev. John Robert (Rob) Spainhour

The Rev. Jennie Anderson

## Bishop

The Rt. Rev. Thomas C. Ely

Committee 13, Committee to Receive the Report on Resolution A169

## Episcopal Church Women Representative

Wendy Grace

## **Legislative Committees**

- Rules of Order. Reviews and proposes Resolutions to revise the rules that govern the House.
- Constitution & Canons. Receives and proposes Resolutions that propose amendments to the Constitution or Canons.
- Governance & Structure. Receives and proposes Resolutions that address the governance and structure of the Church including General Convention, Executive Council, and the Anglican Communion.
- World Mission. Receives and proposes Resolutions on mission personnel, world mission strategy, and covenant relationships with other Anglican Provinces or bodies.
- Social Justice & International Policy. Receives and proposes Resolutions on social justice issues in the Church's extra-US dioceses and the international peace and justice work of the Church, including engagement with the Anglican Communion.
- Social Justice & United States Policy. Receives and proposes Resolutions on social justice issues facing the United States, including its international engagement.
- Congregational Vitality. Receives and proposes Resolutions on the health, development, and redevelopment of congregations and faith communities including church planting, college and university communities, and new and non-traditional contexts.
- Evangelism & Communications. Receives and proposes Resolutions on evangelism within the Church's jurisdictions; receives and proposes Resolutions on

communication strategies and technologies to strengthen the Church's communication of the Gospel and opportunities for information management and exchange within the Church.

- Prayer Book, Liturgy & Music. Receives and proposes Resolutions on the Book of Common Prayer, liturgy, and music of this Church.
- Formation & Education for Ministry. Receives and proposes Resolutions on Christian formation and education for all the baptized, and all matters related to ordained ministry.
- Church Pension Fund. Receives and proposes Resolutions on the purpose, scope, structure, and work of the Church Pension Fund including, but not limited to, pensions, disability, health insurance, other insurance and products for lay and ordained employees of the Church, insurance for Church institutions, and publishing.
- Stewardship & Development. Receives and proposes Resolutions on stewardship, stewardship education, development, and planned giving.
- Ecumenical & Interreligious Relations. Receives and proposes Resolutions on relations between the Church and other Churches, the Church and other religions, interchurch cooperation and unity, and interreligious dialogue and action.
- Environmental Stewardship & Care of Creation. Receives and proposes Resolutions on environmental stewardship and the care of creation.
- Dispatch of Business. Proposes the agenda for the House, determines the Calendar of the Day, proposes Special Orders of Business, and schedules elections.
- Certification of Minutes. Reviews the Minutes of the previous legislative day, corrects the Minutes and reports on their completion to the House.
- Privilege & Courtesy. Receives and proposes Resolutions that commend individuals or organizations and proposes Resolutions that express the House's appreciation for groups or persons.
- Credentials. Registers Deputies and reports on the number of voting members in the ties at each session and acts as tellers for elections.

Thomas A. Little, Deputation Chair

## **ROCK POINT BOARD**

Rock Point Vision: to be a welcoming sanctuary of spirituality, creativity, community, education, training and environmental stewardship.

Much of the Board's time this year has been spent discerning the proper management structure for the Rock Point Commons. After much review and discussion, it was agreed that the Commons would need a full-time executive director to focus on creating a sustainable future for Rock Point.

The Board reviewed and approved in concept a plan to conserve 94 acres for \$180,000 to the Lake Champlain Land Trust and the City of Burlington, as partners, as a way of preserving this portion of the property in perpetuity.

Proceeds from this sale will be used to help fund future maintenance and restoration work on the property. The details of the sale are still in negotiation.

The partnership campaign raised funds in excess of the \$1.7 million goal. As a result of this generosity we have been able to make substantial, and long overdue, renovations to the bishop's residence. We also secured new lodging for the property manager and his family because the old farmhouse was found to be full of mold and in need of more repair than warranted by the structure.

Many of the trails on Rock Point have been improved and new signage has been installed to improve way finding on the point. New signs have also been installed at the entrance to Rock Point and along the entrance road to help visitors locate our various facilities.

A new website for Rock Point highlights the facilities and programs that are available at the point.

A new financial and accounting structure has been developed that will allow managers and the board to assess how well we are meeting our financial and operational goals.

Looking to the future, the board will be faced with both management and financial challenges as the new management structure is implemented and as we discover new ways to reach out to the wider community. Adding to the Rock Point endowment over the coming years will be a crucial part of making the property sustainable.

In closing, we give thanks to all who have chosen to support our vision with their time and treasure.

## **REPORT FROM THE ROCK POINT OPERATIONS AND PROGRAMS MANAGER**

**Rock Point Vision:** *To be a welcoming community of spirituality, community, creativity, education, training and environmental care*

This past year has been an important year in which we have used funds generated through Partnership Campaign and The Coalition for Rock Point and Arms Forest Campaign to accomplish many projects. Also, we have taken some very positive steps toward the long-term sustainability of Rock Point through focused strategies of a business plan

This report complements the separate report from the Rock Point Board. The first section names some highlights of the year; and the second lists ongoing work and some next steps in our long-term goal of creating a sustainable future for Rock Point.

#### September-October 2018

1. Business Plans: Four task groups submitted plans and benchmarks based on a study with recommendations from Crane Associates: a) Camp; b) Conference Center; c) Staffing; and d) Facilities. These plans are year one in a three-year effort to boost programs and revenues.
2. Coalition Campaign Trail Renovations of Marsh Beach and North Beach Access Trails by Timber and Stone
3. Partnership Campaign
  - a. New house for Property Manager finished.
  - b. Front entrance gate renovations underway.

#### November-December 2018

1. Partnership Campaign: New energy efficient window wall for Conference Center dining hall installed.
2. Program:
  - a. Second Rock Point Wisdom School takes place with leadership of Marcella Kraybill-Greggo. Started in 2017 by Rock Point Intentional Community in connection with Cynthia Bourgeault's Wisdom Newtork.
  - b. Solar Pollinator Meadow Grant of \$11,000 from the Davis Foundation. Written by Jackie Arbuckle, Deacon and volunteer coordinator.
  - c. Advent Retreat: Led by Valerie Abrahmsen: "Contemplating Mary"

#### January-February 2019

1. Program:
  - a. Rock Point Camp: Sherry Osborn resigned after five years as Director. led 40% growth and creation of a focus on creation care, care of self and care of neighbor. Julie Garwood was called as our new director.
  - b. Land Use Plan: 30 partners gathered to update our 2015 Land Use Plan.
3. Partners: Hosted Burlington Wildways Summit meeting. Wildways is an initiative to connect open spaces in Burlington, guide public access and conserve the land. Many groups. Includes Rock Point's trails.
4. Business Plan:
  - a. Add commission-based marketer for center, Carrie Williams Howe;
  - b. Add new temporary RP Camp Registrar position, Mary Ronner-Behrendt.
  - c. Name change: The Bishop Booth Conference Center becomes Rock Point Center, as we unite the functions of conference center, camp, retreats and environmental education under one operation and home.
5. Coalition Campaign: Archeological assessment for trails completed

#### March-April

1. Programs:
  - a. The Third Rock Point Wisdom School/
  - b. Solar Pollinator Meadow: Plans for planting demonstration garden and installing protective deer fence.
2. Business Plan: Staffing Task Group leads board in identifying staffing needs and positions for fall of 2019 or early 2020 start date, as income allows.
3. Partnership Campaign: After six months study, decision to demolish former care taker's house to severe mold issues and remediation costs.
4. Coalition Campaign: settled final details of what portion of trail work and public access expenditures will be covered by this partnership with Burlington Parks Foundation, the City of Burlington and Lake Champlain Land Trust.

#### May-June

1. Programs:
  - a. Rock Point Camp starts 87<sup>th</sup> year. b.
  - Planting of first part of Solar Pollinator Meadow with 30 volunteers.
2. Partnership and Coalition Campaign work
  - a. Signage: Kiosk welcome signs along with and place name and directional signs installed;
  - b. Bishop's House: Major work needed on Bishop's Porch and foundation, need greater than anticipated, leading to change in campaign priorities.
  - c. Trail work: Timber and Stone finishes North Beach Access Trail and begins work on Parade Ground-Thrust Fault section.
  - d. Assembling of new maintenance storage behind Rock Point School.
3. Business Plan:
  - a. Michelle Sandul leaves bookkeeping position; Karen Robinson is hired on an interim basis to do the work for Rock Point Commons.
  - b. Rock Point Camp sees 9% increase in registration of campers
  - c. RP Board continues discussion of Staffing Task Group recommendations
4. Bishop's Transition: Renovations to house from funds specially devoted for this purpose.

#### July-August

1. Programs:
  - a. Camps: Rock Point Camp, Crow's Path, YMCA Camp Ignite share the use of the property along with Girls Rock at Rock Point School. b.
  - Gardens: The Burlington Area Community Gardens, Homeward Bound, Spoonful of Herbs, Burlington Permaculture, Rock Point School and the Solar Pollinator Meadow comprised this year's gardening programs.
2. Partners: (see below in list of ongoing work) a.  
Alleluia Open Golf tournament organization: benefits Alleluia Fund, which benefits both the Rock Point property and Rock Point Camp.
3. Partnership and Coalition Campaign work
  - a. Design underway for trail signs and artwork for interpretive signs.

- b. Preparation for sale of conservation easement with Lake Champlain Land Trust nears completion; will yield \$180,000 to be invested for upkeep and some additional partners in caring for the property.
  - c. Parade Ground-Thrust Fault Trail complete: next section starts September
  - d. Plan for demolition of farmhouse in fall of 2019 underway.
4. Business Plan
- a. Board reviews progress on goals after first year and identifies adjustments.
  - b. Board interviews candidates for first Executive Director for Rock Point

Ongoing work: This work goes on throughout the year and includes such important areas as:

- partnership relations and letters of agreement
- passes for individuals and groups, yearly passes
- the work of the Rock Point Intentional Community, including monthly Eucharists, Retreats, Wisdom Schools, and Wisdom Practices Circles volunteer programs for Trail Stewards, Pollinator Meadow Docents and Rock Point Center Hosts
- regular meetings of the Rock Point Management Committee
- support of the Rock Point Board and staff
- fund-raising efforts for Camp
- quarterly seasonal newsletter: Rock Point Partners and Friends News

Next Steps: At this writing, the Reverend Paul Habersang has accepted the call to serve as our first Executive Director of Rock Point. David McKay, who has served as the Director of Finance and Administration and Craig Smith, who is the Operations and Program Director, will help with the transition to having an executive director as they complete the work they have been doing in connection with Partnership Campaign and Coalition Campaign projects.

In gratitude for the privilege of being part of the work of the Rock Point Community,  
Craig Smith

## **ROCK POINT CAMP**

### Overview

The 2019 Camp season was a great summer, full of growth and excitement. The first season for myself as director, but also an entirely new camp staff team. Counselors came from across the United States and around the globe, including Ireland, South Africa, Louisiana, New Jersey, Pennsylvania, Mississippi, Rhode Island and Vermont. Our goal for this summer was to adopt the theme of vulnerability, embracing both our strengths and weaknesses and the willingness to step outside of our comfort zones. In doing so, we bonded that much more, leaned on each other during the long overnight weeks, and were able to model that bravery for our campers. It was great to see campers of all ages try new things, whether that was shooting an arrow or sleeping away from home for the very first time.

In keeping with Rock Point Camp tradition, campers were able to retreat from the outside world, enjoying that small camp atmosphere where they could connect with nature and each other. Morning mindfulness and meditation was a staple of each morning, allowing students to begin their day in a calm and centered fashion. Favorite activities included daily swimming in Lake Champlain, hiking, and archery. We also incorporated several new activities, including Shark Tank, a two/three-day activity that challenged students to take on the role of an entrepreneur and come up with their own camp invention or innovation. Perhaps the best part of the week, though, was the way in which we ended it. Not only did we get to dunk a counselor with a bucket full of water, but we also reflected on the week with a grateful circle. The grateful circle was an opportunity for students to share something they were thankful for. It was rewarding for everyone to hear how campers and counselors made a new friend, surprised themselves by trying something new, or even liked being away from their cellphone all week.

For more snapshots of this season, I encourage you to keep reading but also visit us on our Facebook and Instagram. To share just how much fun we had, pictures from each week were uploaded onto our Facebook Album. Please take a look!

### Highlights

- Total of 152 campers this season. (141 Campers in 2018)
- 40% new campers, 60% returning campers
- Adventurers week was new to 2019 and included sailing around Lake Champlain and a walking trip to ECHO, in downtown Burlington.
- Third year of successful partnership with United Church of Christ "Horton Center Goes to Rock Point" camp. They run an overnight camp program while Rock Point runs our Day Camp II program.
- Instagram account was launched as a way of connecting with current and future campers.
- Over \$4,700 was awarded in scholarships to Rock Point Campers.
- Second year of partnership between St. Paul's Cathedral, Chol Dhoor, Exec Dir, of the Sudanese Foundation of VT and Rock Point Camp. Scholarships were provided for 14 youth of the Sudanese community to attend summer camp at Rock Point.
- HUGE growth in our Facebook page, with posts made at least twice weekly.
- Introduction of a Camp Registrar, who helped with camper registration and ensuring parents were communicated with in a timely manner.
- Trends indicate a growing need for more day camps!

### Message of Thanks

Thank you to all those who supported Rock Point Camp this season! Whether it was following along online, visiting us on property, or sending a generous donation, know that it went a long

way. We cannot do any of this great work with the support of many volunteers, alumni, and donors who believe in the Rock Point mission and wish to see it continue.

As we continue to grow and expand, I encourage you to reach out to me to learn how you can get involved. Our goal is to help bridge Rock Point traditions with new and innovative ideas, ensuring that campers feel both comforted and surprised when coming on to property! There is a lot more work we hope to accomplish, and we need your prayers and support to make this happen. There is nothing more rewarding than sending a camper home at the end of the week, knowing that we were able to provide the attention and care they so badly need today.

Julie Garwood, Rock Point Camp Director

## **CONVENTION 2019**

### **MINUTES**

Minutes of the 227<sup>th</sup> Convention of the Episcopal Church in Vermont  
Being the  
187<sup>th</sup> Annual Convention of the Diocese of Vermont

Saturday, October 26, 2019

9:00 a.m. Words of Welcome and Morning Prayer

At the start of Morning Prayer, Diocesan Convention

“acknowledge(s) the Abenakis, original natives of Vermont, New Hampshire, and Maine. The word Abenaki means “people of the dawn,” or “easterners.” After European colonists arrived, many fled to Canada or moved in with neighboring tribes. Today, Abenakis live on two reservations in Quebec and are scattered around New England. They do not have a reservation in the United States.

Today, we give thanks for those who have come before us, who have tended and cared for the very land on which we now worship, pray, and offer praises to God. May we join with those earlier caretakers of this land in giving thanks for life.”

#### **Pennacook-Abenaki Prayer**

O Great Spirit whose voice I hear in the winds  
and whose breath gives life to the world, hear me;  
I come before you, one of your many children.  
I am small and weak, I need your strength and wisdom.  
Let me walk in beauty and make my eyes  
ever behold the red and purple sunset,  
make my hands respect the things you have made,  
my ears sharp to hear your voice.  
Make me wise, so that I may know things  
you have taught my people,  
the lessons you have hidden in every leaf and rock.  
I seek strength not to be superior to my brother,

but to be able to fight my greatest enemy, myself.  
Make me ever ready to come to you  
with clean hands and straight eyes,  
so when life fades as a fading sunset,  
my spirit may come to you without shame.

Bishop Shannon MacVean-Brown called to order the 227<sup>th</sup> Convention of the Episcopal Church in Vermont, being the 187<sup>th</sup> Annual Convention of the Diocese of Vermont at 9:38 a.m.

#### Establishment of a Quorum

As of 9:15 a.m. the Chair of the Credentials Committee, the Rev. Lisette Baxter, reported that 38 of 45 congregations were represented and 45 of 72 eligible canonically resident clergy were present. A quorum was established.

#### Opening Prayer by Bishop Shannon MacVean-Brown

Almighty and everliving God, source of all wisdom and understanding, be present with those who take counsel for the renewal and mission of your Church. Teach us in all things to seek first your honor and glory. Guide us to perceive what is right, and grant us both the courage to pursue it and the grace to accomplish it; through Jesus Christ our Lord. *Amen.*

Prayer for a Convention #12, BCP, page 818

#### Election of Secretary of Convention and Recording Secretary

The Bishop called for a motion to elect Joshua Cheney (All Saints, South Burlington) as Secretary of Convention and Pamela Van de Graaf (Cathedral Church of St. Paul, Burlington) as Recording Secretary. **The motion carried.**

#### Head Table Introductions by Bishop Shannon

Chancellor and Parliamentarian, Thomas A. Little  
Canon to the Ordinary, Lynn Bates  
Secretary of Convention, Joshua Cheney  
Recording Secretary, Pamela Van de Graaf

First-time lay delegates were asked to stand and be recognized.

A prayer for clergy who have died in the past year was offered.

The Rev. Sandy Zabriskie died on March 4, 2019.

The Bishop noted that clergy transitions are listed in the Pre-Convention Journal, which covers July 1, 2018 through June 30, 2019.

The Bishop reminded Convention that seating for all lay delegates and canonically resident clergy is by Mission District at designated tables. All others present should be seated at tables marked for guests. Other guidelines for conducting business were made available on the website by the Secretary of Convention and are posted.

#### Courtesy Seating

**A motion was made, seconded, and passed to grant courtesy seats to licensed clergy serving congregations in order that they may sit with their delegates.**

These clergy were granted courtesy seating:

Laura Bryant, The Cathedral Church of St. Paul, Burlington  
Diane Nancekivell, St. Stephen's Church, Middlebury  
Amy Spagna, St. James Church, Woodstock

Secretary of Convention Joshua Cheney reviewed the proposed order of business as follows which was posted on the screens overhead:

1. Nominations and Elections
  - Mission District Council Elections
2. Balloting for General Convention Deputies
3. Trustees of the Diocese Report – Steve Smith
4. Standing Committee Report – Rick Swanson
5. Diocesan Treasurer's Report – Gerry Davis
5. Resolutions Committee Report
  - Resolution Regarding the FY2019 Budget and Alleluia Fund
  - A Resolution Establishing Minimum Clergy Compensation for 2020
7. Other Reports: Rock Point Commons, Rock Point School
8. Brookhaven Annual Meeting
9. Other Resolutions (if any)
10. Bishop's Appointments
11. Courtesy Resolutions
12. 2019 Convention Minutes
13. Final Announcements and Adjournment
14. Eucharist and Blessing of Oils – Bishop presiding and preaching
15. Blessing and Dismissal

#### Rules of Order

The Rules of Order for the Diocesan Convention were made available by the Secretary of Convention on the website. **The motion was made, seconded, and passed to approve the Rules of Order as distributed.**

### Appointment of Tellers

Bishop Shannon appointed the tellers for this Convention, Head Teller Chuck Bongiorno, Ann Guillot, Frank Guillot, George Harwood, Barbie Koier, John Koier, Paul Van de Graaf, Jean Wilson, and Chad Wohlers.

The Head Teller reviewed voting procedures, including voice voting, voting by orders, voting using red and green cards, and paper balloting.

### Written Reports

Secretary of Convention Joshua Cheney reminded Convention participants that written reports are in the Pre-Convention Journal. **The motion was made, seconded, and approved to accept the written reports as filed.**

### Legislative Process

Chancellor Thomas Little reviewed the guidelines for discussion on the budget and resolutions. There were no additional resolutions to be considered.

### Nominating Committee Report

The Rev. Lisette Baxter, Chair, reported on behalf of the Nominating Committee. With no additional nominations from the floor, **the motion was made, seconded, and approved to close nominations at the conclusion of her report. The motion was made, seconded, and approved to cast one ballot for the uncontested nominees.**

### Financial Oversight and Audit Committee

The following members were confirmed by Convention.

Laura Buel  
Chad Wohlers  
Jamison Dunne  
Susan McGarry  
Frances Huessy

### Rock Point Board

Elected to a 3-year term to 2022  
Wallace Good

### Rock Point School Trustees

Elected to 3-year terms to 2022  
Garth Allen  
Laurel Bongiorno  
Saul Sholer

### Standing Committee

One clergy and one lay; Elected to a 4-year term to 2022

The Rev. Lisa Ransom

Thomas Rees

### Title IV Disciplinary Board

Elected to 1-year terms to 2020

Ann Cooper

John Hartman

The Rev. Mark Preece

### Trustees of the Diocese

Elected to a seven-year term to 2026

Benjamin Anderson-Ray

### Balloting for General Convention Deputies

Head Teller Chuck Bongiorno explained the voting procedures for deputies to General Convention. The voting is by paper ballot. The number of votes cast for each deputy places them in rank order. Four deputies each are elected in the lay order and the clergy order. There are five nominations for lay deputies: Anne Brown, Nanci Gordon, Jennifer Knowles, Lisa Leopold, and Tom Little. There are seven nominations for clergy deputies: the Rev. Deacon Stan Baker, the Rev. Canon Dr. Lee Crawford, the Rev. Scott Neal, the Rev. Mark Preece, the Rev. Titus Presler, the Rev. Lisa Ransom, and the Rev. Rob Spainhour. Delegates were instructed to vote for 4 in each order. Diocesan Canon 7.1 requires a vote by orders and a concurrent majority in each order for election. Election totals by total votes cast determines the Deputation's Chair. Alternates will be elected at the 2020 Diocesan Convention.

**Anne Brown, Nanci Gordon, Jennifer Knowles, and Tom Little were elected as lay deputies to General Convention 2021. The Rev. Deacon Stan Baker, the Rev. Canon Dr. Lee Crawford, the Rev. Scott Neal, and the Rev. Lisa Ransom were elected as clergy deputies to General Convention 2021. Tom Little, by total votes cast, is the Deputation's chair.**

### The Board of Trustees Report

President of the Board of Trustees Steve Smith reviewed the Trustees' responsibilities of overseeing the Diocese's physical assets of buildings and lands and its financial assets of investments in the Diocesan Unit Fund. The Trustees' Real Estate Committee's work focused on a rooftop solar installation, a lease to a thrift shop, the Railroad tunnel construction in Middlebury happening next to St. Stephen's Church, the recommendation to deconsecrate a church, the sale of a rectory, the acquisition of a rectory, mortgage negotiations on sold property,

the conservation easement at Rock Point, and multiple quitclaim deeds. Mr. Smith gave an overview of the Diocesan Unit Trust Fund, including its recent performance.

The Unit Fund includes accounts of forty congregations and many diocesan entities. As of June 30, 2019, the value of the Fund stood at \$28.6 million. Dividends are paid quarterly at 1.25% of the rolling average market value. Fund management is currently contracted to Hickok and Boardman. The DUT has seen an annual increase of 10.5% in market value. There have been eight consecutive increases in dividend payments.

The Investment Committee has worked to align the Diocesan investment policies with those of The Episcopal Church by consulting with The Episcopal Church Investment Committee and the Church Pension Fund Investment Committees. The Investment Policy Statement now includes impact investing and community investing aspirations. The Investment Committee held its third annual video conference for DUT stakeholders. Quarterly reports on Investment Performance and Investment Policy Statements can be found on the Diocesan webpage. A Trustee subcommittee is working to develop a diocesan-wide approach to Legacy Giving.

#### Standing Committee, BDNC and Transition Committee

The Bishop recognized the Rev. Rick Swanson, President of the Standing Committee; Maggie Thompson, Chair of the Bishop Discernment and Nominating Committee; and the Rev. Todd McKee, Chair of the Transition Committee.

The Rev. Swanson thanked everyone for keeping the Diocese near and dear in your hearts for the duration of the search and transition. Many people expended considerable amounts of energy during the process with a successful election. He thanked the rest of the members of the Standing Committee for their work during the search and election process: the Rev. Jennie Anderson, the Rev. Thad Bennett, Scottie Emery-Ginn, the Rev. Kim Hardy, Paul Harrington, Lars Hunter, and Brett Murphy. The Rev. Swanson introduced Maggie Thompson, Chair of the Bishop Discernment and Nominating Committee. Ms. Thompson spoke of the rewarding process of the search and gave her heartfelt thanks to all those in the Diocese and especially members of the BDNC for their hard work over many months. Maggie introduced the Rev. Todd McKee, head of the Transition Committee. The Rev. McKee noted that the transition process was marked by generosity and hospitality. He noted there were hundreds of people involved in many ways and expressed gratefulness to all who helped during the transition process. He especially thanked Tom and Maureen Rees, parishioners at the Cathedral, who were “on the ground” in Burlington for the Consecration planning. They did a tremendous job, with incredible attention to detail. The Rev. McKee also thanked Ann Guillot for her hospitality as she served as a “shepherd to our shepherd;” the people and staff at the Cathedral; and the Bishop’s assistant Pamela and the rest of the Diocesan Ministry Support Team. He looks forward to the fruit that all this work by so many will bear.

A Courtesy Resolution Thanking and Commending the Bishop Discernment and Nominating Committee, read by Nanci Gordon

*Resolved*, That the 187th Convention of the Episcopal Church in Vermont express deep gratitude to, and commend the work of, the Bishop Discernment and Nominating Committee (BDNC), whose tireless, careful, and prayerful efforts led to the nomination of three candidates for, and the ultimate election of the Right Reverend Shannon MacVean-Brown as, the eleventh Bishop of Vermont.

In Chapter 12 of his first letter to the Corinthians, Paul notes that “the body does not consist of one member but of many,” but, at the same time, although “there are many members,” there is “yet one body.” This theme of unity in diversity characterized the workings of the Bishop Discernment and Nominating Committee of 2018-2019 throughout the year-long discernment and search process.

The BDNC had a two-fold charge: First, to discern where the Holy Spirit was guiding the Church in Vermont and to incorporate that guidance into a profile for our eleventh bishop; second, to present to the Standing Committee a slate of candidates for our next bishop who most closely fit the gifts, talents, skills, and experiences articulated in the profile.

During the summer of 2018, the BDNC conducted more than 30 listening sessions, involving more than 500 participants, with members of parishes located all over Vermont (and in one Delegated Episcopal Pastoral Oversight parish in New York State as well), with diocesan staff and committees, and with active and retired clergy throughout the state. At the same time as they were facilitating listening sessions, BDNC members were conducting research into diocesan and parish structure and finances and exploring and analyzing alternative models of episcopal leadership being used in the wider church. Throughout this period of listening and learning, committee members were reflecting, discussing, and praying about the future of the Episcopal Church in Vermont, in order to discern where the Holy Spirit was guiding them, and to incorporate that discernment into the profile for our eleventh bishop.

The profile was widely read; many priests responded to it by saying that they felt a call to become the next bishop of Vermont. Members of the BDNC read more than 800 pages of written materials submitted by candidates, conducted over 20 hours of video interviews with candidates, interviewed over 100 candidate references—bishops, clergy colleagues, seminary faculty members, parishioners, and others—and eventually, under the guidance of the Holy Spirit and with a sense of deep humility, narrowed down a large group of candidates to the slate of finalists recommended to the Standing Committee.

Under the leadership of its chair, Maggie Thompson, the BDNC was able to bring the unique skills, experiences, and talents of its members together into fruitful collaborative work. For many members of the committee, the time spent together in the bishop discernment and search was one

of the most personally, and spiritually, fulfilling experiences of their lives. The committee members, along with all of us in the Episcopal Church in Vermont, look forward to deepening the conversations started during the discernment and search process with Bishop Shannon, and with the entire church in Vermont, in the years ahead.

**Lay Members**

Maggie Thompson (Chair)  
Valerie Abrahamsen  
James Biernat  
Eric Davis  
Ann Guillot  
Corrie Wilcox

**Clergy Members**

John Miller  
Christine Moseley  
Scott Neal  
Zarina Suárez O'Hagin  
Lisa Ransom

**Chaplain to the BDNC:** The Rev. Carole Wageman

**Search Consultant:** The Rev. Gary Butterworth, Diocese of Western North Carolina

**The resolution was adopted by acclamation.**

A Courtesy Resolution Thanking and Commending the Members of the Transition Committee,  
read by Eric Davis

*Resolved*, That the 187th Convention of the Episcopal Church in Vermont offer heartfelt thanks to the Transition Committee and all those who assisted in its work over the past year to ensure a smooth and celebratory transition between the episcopacy of the Rt. Rev. Thomas C. Ely and that of our new bishop, the Rt. Rev. Dr. Shannon MacVean-Brown.

Under the non-anxious leadership of the Rev. Todd McKee, who worked tirelessly behind the scenes on many facets of the entire transition process, and accompanied by its chaplain, the Rev. Carole Wageman, the Transition Committee held its first meeting on August 20, 2018, which was quickly followed by two one-day retreats in September 2018.

Work began early fall 2018 to secure a location and to plan how to celebrate Bishop Tom Ely's and Ann Ely's ministries in our midst. Ellen McCulloch-Lovell chaired a group that organized tributes at the 2018 diocesan convention, Bishop Tom Ely's last, as well as get-togethers in Burlington and Brattleboro in June 2019. They coordinated the procurement of gifts that would properly honor both Ann and Tom.

The pace of meetings intensified as 2019 progressed, especially once the BDNC had announced its candidates. A sub-committee, chaired by the Rev. Angela Emerson, organized the April walk-about interviews of the three candidates who came to Vermont and ensured that they had pastoral care and got a good sense of Vermont. The welcome packages the candidates received were wonderful, full of maple syrup, chocolates and more.

After the walk-about gatherings, attention shifted to May 18, 2019, with Roger Nicholls chairing a group that ensured a prayerful electing convention. The Rev. Rob Spainhour worked with Rock Point to prepare the bishop's house. Ann Guillot, a member of the Bishop Discernment and Nominating Committee, continued her role as shepherd for Bishop-elect Shannon through her move to Vermont, housed her until the bishop's house was ready, and assisted in the bishop-elect's selection of vestments, ring and pectoral cross.

It takes a village to accomplish something great, and these people all gave of their hearts, time and talent to ensure a smooth transition and celebrate the consecration of the Eleventh Bishop of Vermont. The next-to-last item on the proposed September 2018 draft of the time schedule for the consecration weekend reads, “Committee Members Go Home and Crash.” Bravo to all.

### **Members**

The Rev. Todd McKee, chair

The Rev. Canon Dr. Lee Alison Crawford, recording secretary

Roger Nicholls, financial clerk

The Rev. Angela Emerson

Jean Hancock

Ellen McCulloch-Lovell

Elizabeth McEwen

The Rev. J. Robert Spainhour

The Rev. Robert Wilson

(In 2018, David McKay, Jeff Willcox, and Robert Barton also participated in preparations.)

**Committee Chaplain:** The Rev. Carole Wageman

### **The resolution was adopted by acclamation.**

#### A Courtesy Resolution Thanking and Commending the Members of the Consecration Planning Committee and Participants, read by the Rev. Deacon Stan Baker

*Resolved*, That the 187th Convention of the Diocese of Vermont commend and thank the Consecration Planning Committee, charged by the Transition Committee to produce the service that transformed the Ira Allen Chapel at the University of Vermont into a place of liturgical and musical celebration for the consecration of the Eleventh Bishop of Vermont, the Right Reverend Shannon MacVean-Brown, on Saturday, September 28, 2019.

Chaired by the Rev. Canon Dr. Lee Alison Crawford, the committee planned the consecration weekend, starting with the arrival of the Presiding Bishop Thursday night all the way through to the seating of the new bishop Sunday morning at the Cathedral Church of St. Paul.

Maureen and Tom Reese managed all logistics, large and small, providing amazing spreadsheets, coordinating the arrangement of bishops’ housing, travel and dining, as well as organizing a clergy day at the Cathedral with the Presiding Bishop on Friday.

Roger Nicholls, procession coordinator, herded almost 300 people in the opening procession that consisted of five segments; the Rev. Rob Spainhour coordinated a team of 40 ushers to ensure safe and organized flow of traffic on two levels of Ira Allen Chapel and Davis Center; and the Rev. Lisette Baxter, who oversaw the Diocesan Altar Guild, fashioned a sacristy in the corner of Ira Allen Chapel and ensured that communion bread was gluten- and sugar-free for all.

Canon Mark Howe and Frederick DeHaven organized regional choir rehearsals and oversaw all the music for the consecration. Inora Brass, the Plattsburgh State Gospel Choir, Cameo Baroque, Church of the Messiah Gospel Choir of Detroit, and our own diocesan massed choir and regional choir directors together contributed significantly to the transcendence of the day by making a truly joyful noise unto the Lord.

The Revs. Lee Alison Crawford and Kim Hardy rocked those Clear Com headsets as co-EmCees and provided all the behind-the-scenes rubrics to make sure that all the moving parts actually fit together. Dr. Maurice Harris oversaw ALL things audio/visual, including the in-house streaming, the video production, the microphones, everything needed for our participation near and far in this amazing consecration.

The Rev. Scott Neal prepared the bulletin through its many drafts; Maggie Thompson coordinated all the visuals—bulletin, flowers and décor; the Rev. Dr. Frederick Moser shepherded our interfaith visitors; the Revs. Bob Wilson and Larry Yarbrough provided essential wisdom and insight to the overall organizational process; and Maureen and Tom Reese, members of the Cathedral, worked with the Very Rev. Laura Bryant, Interim Dean and Rector, for the Sunday service to seat the new bishop in the cathedra, or bishop’s chair.

#### **Members**

The Rev. Canon Dr. Lee Alison Crawford, chair  
The Rev. Lisette Baxter  
Frederick DeHaven  
The Rev. Kim Hardy  
Dr. Maurice Harris  
Canon Mark Howe, Director of Music  
The Rev. Dr. Frederick Moser  
The Rev. Scott Neal  
Roger Nicholls  
Maureen Reese  
Tom Reese  
The Rev. J. Robert Spainhour  
Maggie Thompson  
The Rev. Bob Wilson  
The Rev. Larry Yarbrough

#### **Participants**

The Most Rev. Michael B. Curry  
The Rt. Rev. Thomas C. Ely  
Co-consecrating and Visiting Bishops  
The Rev. Canon Paul Ronald Spann, Preacher  
Many others who played a role in the unfolding of the liturgy

#### **Musicians**

Organists Mark Howe, Fred DeHaven,  
James Lorenz  
Pianist Susan Dedell  
Percussionist M. Thomas Toner  
Diocesan Massed Choir  
Choir of the Church of the Messiah, Detroit  
Plattsburgh State Gospel Choir  
Cameo Baroque  
Inora Brass

#### **The resolution was adopted by acclamation.**

The Bishop recognized Anne Brown, Chair of the Resolutions Committee for the Committee’s Report. Ms. Brown introduced the budget resolution, the clergy compensation resolution, and the deacons’ amendment to the clergy compensation resolution.

### Treasurer's Report, Dr. Gerry Davis

Using a slide show presentation projected on the large screens, Dr. Gerry Davis briefly reviewed revenues and expenses for the first 9 months of fiscal year 2019 to date. With 75% of the year past, revenues stood at 72% of expected and expenses stood at 70% of expected. Dr. Davis then moved into the budget planning process for FY2020. The Budget Committee, comprised of Chair Dr. Gerry Davis, Bishop Ely, Bishop Shannon, Canon Lynn Bates, Financial Administrator Rich Sagui, Diocesan Council member the Rev. Paul Habersang, and Diocesan Council member Jean Wilson. Diocesan Council approved the proposed budget at their September 7, 2019 meeting.

The FY2020 budget is level funded with 2018 and 2019. The requests for parish contributions will remain the same at \$795,000 with a recommendation that the current assessment schedule continue. Revenues from congregations are level with the past two years. The FY2020 budget is balanced, with personnel costs making up 55% of the total budget. Salary increases are based on the 2.8% cost-of-living allocation. The Budget Committee believes the FY2020 budget is prudent, financially sound, supportable by the revenue sources, and sufficient for the needs of operating the Diocese.

### **Following the Treasurer's Report by Dr. Davis, Anne Brown moved the following three resolutions.**

#### Resolution Regarding the FY 2020 Budget and Alleluia Fund, Approved by Diocesan Council on September 7, 2019

PROPOSER: Diocesan Council

SPONSOR: Diocesan Council (Approved September 7, 2019)

*Resolved*, That the 187th Convention of the Diocese of Vermont approve the recommendation of the Diocesan Council and adopt a balanced diocesan operating budget for the calendar year 2020 in the amount of \$1,013,500; and be it further

*Resolved*, That a congregation's contribution be based on a real time 4-tier percentage of Operating Income reportable on Line A of the Parochial Report, the tier being determined by an average of the preceding 3 years (FY2016, FY2017, FY2018) Line A Parochial Report Operating Income; for 2020, these tiers based on the average above will be 11% [\$1- \$39,999]; 13% [\$40,000-\$99,999]; 15% [\$100,000- \$199,999]; and 16% \$200,000 or more; and be it further

*Resolved*, That if actual mission support from congregations (budget line 1) is a surplus of greater than 5% or a deficit of greater than 5% compared to Diocesan budgeted revenue, Diocesan Council will make an appropriate adjustment with each parish; and be it further

*Resolved*, That the 2020 **Alleluia!fund** goal be **\$40,000** to fund mission programs and ministry activities established by Diocesan Council, including Rock Point Camp (at least \$11,000), Rock Point Board/Property (at least \$9,000), and the balance for grant distribution through the Grants & Loans Committee for ministries broadly embracing the General Convention priorities of reconciliation, evangelism and creation care.

Resolution Establishing Minimum Clergy Compensation for 2020

SPONSOR: Diocesan Council (as approved on September 7, 2019)

*Resolved*, That the 187th Convention of the Diocese of Vermont approve the recommendation of the Diocesan Council that the minimum 2020 full time Total Clergy Compensation (TCC) for priests receiving compensation in the Diocese of Vermont is proposed to be – \$66,690, of which \$45,149 (67.7%) represents the stipend portion; this proposed increase to be adjusted when the 2018 data is available from Church Pension Fund for the median TCC in Province One for clergy serving congregations with less than 75 Average Sunday Attendance (ASA); this minimum TCC is all-inclusive and has been designed to compensate for stipend, housing, utilities, SECA reimbursement and equity allowance, when applicable; for clergy living in church provided housing, the actual total value of the Fair Rental Value of the property plus actual utilities provided will be used when determining minimum TCC; travel allowance shall be reimbursed at the current IRS standard rate; and be it further

*Resolved*, That the 187th Convention of the Diocese of Vermont endorse a corresponding minimal increase for the year 2020 of 2.8% in monetary compensation to all compensated clergy and lay employees throughout the Episcopal Church in Vermont.

EXPLANATION:

Canon 6.7 of the Episcopal Diocese of Vermont requires that Diocesan Council annually review the minimum stipend for full-time equivalent clergy and the travel allowance and make recommendations to the Convention. Such a minimum shall be binding on all parishes and missions upon ratification of the Convention.

The recommended TCC for 2020 represents a 2.8% increase from the 2019 TCC minimum of \$64,875. In adopting this Resolution, Diocesan Council authorized the Bishop and Canon to the Ordinary to revise the numbers, if when the Church Pension Group information for 2018 is received, they are different than what are contained in this document. The figures to be supplied by the Church Pension Fund are of the 2018 median TCC in Province One for clergy serving congregations with less than 75 Average Sunday Attendance (ASA). This was the agreed upon formula for determining minimum Total Clergy Compensation adopted by the 2016 Diocesan Convention.

Amendment to Resolution Establishing Minimum Clergy Compensation Regarding Compensation to Deacons

SPONSOR: Deacons of the Diocese of Vermont

[At the end of the second “Resolved” clause of the Resolution Establishing Minimum Clergy Compensation for 2020, delete period and add “; and be it further”]

*Resolved*, That the 187th Convention of the Diocese of Vermont request each parish with a serving deacon to pay \$25 a month to their deacon as remuneration, and that each such parish also make the required contribution to the Church Pension Fund for the benefit of the deacon.

Explanation:

Deacons in the Episcopal Church in Vermont serve in their parish and diocesan positions as deacons without remuneration. The Church Pension Fund provides resources for clergy and lay employees of churches in the Episcopal Church. One of the resources is CREDO, a wellness resource, that helps both active and retired clergy pension plan participants by presenting a holistic approach to wellness for mind, body, spirit, and heart. Participants examine and evaluate their health and wellness from the spiritual, vocational, physical and emotional health and financial points of view. The Church Pension Fund also provides pension and retirement savings plans, health benefits, and educational services. At recent conferences, representatives of the Church Pension Fund have stated that if deacons were paid a nominal amount, the deacons would be eligible for these benefits.

This proposed amendment asks that congregations make such a nominal payment of \$25 a month to deacons, as well as a payment of 18% (\$4.50) to the Church Pension Fund to enable them to participate in the programs and benefits available through the Church Pension Fund.

Discussion of Resolutions

Archdeacon Catherine Cooke was recognized and spoke to the amendment resolution proposed by the deacons. For a long while deacons have not been included in the benefits of the Church Pension Fund because they do not get paid by the churches they are assigned to. There are many useful applications included in the CPF. For a minimal amount of pay by individual churches, deacons would be able to participate in the many programs offered by CPF, including CREDO. The Rev. Deacon Zarina Suárez O’Hagin also noted that the Association of Episcopal Deacons has recommended that deacons be included in the benefits of the CPF. Just a monthly pay of \$25 enables the deacons to participate in many ways such as making contributions to an IRA. With a monthly pay of \$25, churches would additionally pay \$4.50 each month into a pension at CPF for the deacon. Several others including the Rev. Deacon Stan Baker, the Rev. Shelie

Richardson, the Rev. Susan McGarry, and the Rev. Rick Swanson also spoke in support of the deacons' amendment to the resolution.

**The Rev. Shelie Richardson moved that the word “deacons” be replaced with “deacons and non-stipendiary priests.”**

Discussion continued, with several more speakers speaking in agreement with the change moved by the Rev. Shelie Richardson. The Rev. Shelie Richardson, in conversation away from the microphone, returned to the microphone. **She moved to withdraw her resolution and return with the resolution, after more research with the CPF, at the next Diocesan Convention. There were no objections from the floor to the withdrawal of her amendment to the deacons' amendment.**

Anne Brown returned to the podium to clarify the resolutions.

**The Resolution Regarding the FY 2020 Budget and Alleluia Fund, Approved by Diocesan Council on September 7, 2019; the Resolution Establishing Minimum Clergy Compensation for 2020, and the Amendment to Resolution Establishing Minimum Clergy Compensation Regarding Compensation to Deacons were then voted on and approved. The Resolutions carried.**

Diocesan Convention was recessed for lunch.

#### Mission District Council Elections

The Bishop recognized current and retiring Council representatives and called for the election of new Council Representatives by Mission District to take place during lunch

#### MISSION DISTRICT 1

Current representatives:

The Rev. Rob Spainhour (Holy Trinity, Swanton), 1<sup>st</sup> term expires 2019  
Edith Hawksworth (St. Matthew's, Enosburg Falls), 1<sup>st</sup> term expires 2020  
Alice Daley (St. Andrew's, Colchester), 1<sup>st</sup> term expires 2021

Reelected representatives:

The Rev. Rob Spainhour (Holy Trinity, Swanton), 2<sup>nd</sup> term expires 2022

#### MISSION DISTRICT 2

Current representatives:

Marjorie Strong (Church of the Good Shepherd, Barre), 1<sup>st</sup> term expires 2019  
The Rev. Paul Habersang (Christ Church, Montpelier), 1<sup>st</sup> term expires 2020  
Jean Wilson (St. Mark's, Newport), 2<sup>nd</sup> term expires 2021

Retiring representative:

The Rev. Paul Habersang (Christ Church, Montpelier), 1<sup>st</sup> term expires 2020; resigning because he is now the Executive director of Rock point Commons

Reelected representative:

Marjorie Strong (Church of the Good Shepherd, Barre), filling the term of the Rev. Paul Habersang to 2020

Elected representative:

The Rev. John Perry (St. John the Baptist, Hardwick), later resigned

The Rev. Zarina Suárez O'Hagin (St. John's in the Mountains, Stowe) 1<sup>st</sup> term expires 2022

#### MISSION DISTRICT 3

Current representatives:

Barbara Johnson (St. James, Woodstock), 1<sup>st</sup> term expires 2019

The Rev. Kathy Hartman (Christ Church, Bethel), 1<sup>st</sup> term expires 2020

The Rev. Mark Preece (St. Martin's, Fairlee), 2<sup>nd</sup> term expires 2021

Reelected representative:

Barbara Johnson (St. James, Woodstock), 2<sup>nd</sup> term expires 2022

#### MISSION DISTRICT 4

Current representatives:

The Rev. Dr. Fred Moser (Trinity, Shelburne), 1<sup>st</sup> term expires 2019

Lisa Newton (Trinity, Shelburne), 2<sup>nd</sup> term expires 2020

The Rev. Liam Muller (Trinity, Rutland), 2<sup>nd</sup> term expires 2021

Reelected representative:

The Rev. Dr. Fred Moser (Trinity, Shelburne), 2<sup>nd</sup> term expires 2022

#### MISSION DISTRICT 5

Current representatives:

The Rev. Heidi Edson (St. Luke's, Chester), 1<sup>st</sup> term expires 2019

The Rev. Paul Gratz (St. James, Arlington), 2<sup>nd</sup> term expires 2020

Colleen Gates (St. Peter's, Bennington), 1<sup>st</sup> term expires 2021

Reelected representative:

The Rev. Heidi Edson (St. Luke's, Chester), 2<sup>nd</sup> term expires 2022

**All Mission District Council Elections were approved by Mission Districts during the lunch break and reported out after lunch to Convention.**

#### Rock Point Center Report, the Rev. Paul Habersang

The Rev. Paul Habersang, the new Executive Director of Rock Point Commons, introduced himself. He came from being the rector at Christ Church, Montpelier, and is three weeks into his new job. He describes his new job as “chief cook and bottle washer.” Over the past two years, over two miles of trails at Rock Point have been improved and expanded. A new camp director, Julie Garwood, has been hired. Rock Point Camp had 152 campers during the summer season. Ms. Garwood's goal is that every camper leaves camp with a good camp experience. The solar panels are providing enough energy to power all buildings on Rock Point, with the extra electricity being sold back to Burlington Electric. The team at Rock Point is working hard on a financial stability long-term plan for the 130-acre sanctuary. The conference center has had a huge cleaning. The Rev. Habersang thanked Tony Drapelick, past director of the Conference

Center for all his work at the Center. Mr. Drapelick will be leaving his position at the end of December.

Rock Point School Report, Headmaster C. J. Spirito and Students Rebecca and Chole

Rebecca and Chloe each told their stories to Convention. Their honesty, perseverance, grace, and willingness to share their personal stories were much appreciated by Diocesan Convention attendees. Their stories related the importance of how important the philosophy of Rock Point School has been in allowing them to find success as students and in their personal lives.

Mr. Spirito spoke to the core values of the school, being relationships and how to be with each other. He talked about how the inclusive community welcomes their creative and bright students, how courageous their parents are, the wonderful trustees of the school, the wonderful Diocesan support including the use of the buildings and being included in Rock Point Commons.

**A motion was made, seconded, and approved to recess Diocesan Convention and convene as the Annual Meeting of the Incorporators of Brookhaven Home.**

Brookhaven Annual Meeting, Brett Murphy

Brett Murphy, President of the Board, spoke about the establishment of the school on 120 acres in Chelsea, deeded to the Diocese of Vermont. The boys at Brookhaven benefit greatly from the relationships forged at the school. Mr. Murphy shared two stories about boys at Brookhaven that reflected the life-changing transformations that can happen through the power of relationship-building. Mr. Murphy welcomed those present to come visit Brookhaven and learn more about the school and the work that they do there.

The Rev. Lisette Baxter, Chair of the Nominating Committee, reporting for the Committee, shared the names of the nominees for the Brookhaven Board.

**Cynthia Ruth Dale and Emmy Jarvis were nominated from the floor. The motion was seconded.**

**The motion was made, seconded, and unanimously approved to elect Cynthia Ruth Dale, the Rev. Paul Habersang, and Emmy Hook Jarvis to three-year terms on the Brookhaven Board, expiring 2022.**

**The motion was made, seconded, and approved to adjourn the Annual Meeting of the Incorporators of the Brookhaven Home.**

The Bishop called back to order the 227<sup>th</sup> Convention of the Episcopal Church in Vermont, being the 187<sup>th</sup> Annual Convention of the Diocese of Vermont.

Courtesy Resolutions

Anne Brown thanked the Resolutions Committee (Ann Brown, Nanci Gordon, the Rev. Stan Baker) for their fine work.

Ms. Brown presented the following resolution and asked that three members of the Green Mountain Witness Team be recognized to speak: Jamison Dunne (Trinity Church, Shelburne), Jenny Ogelby (St. James, Essex Junction), and Earl Kooperkamp (Church of the Good Shepherd, Barre.) All three spoke to their commitment to the evangelism work, their experience with it through the team, and the work the Green Mountain Witness Team is doing in the Diocese.

A Resolution in Support for Evangelism in the Life of the Diocese of Vermont

SPONSOR: Green Mountain Witness Team

*Resolved*, That the 187th Convention of the Diocese of Vermont recognize that God calls Christians and the church as a whole to bear witness to the transforming grace of God's love in both word and deed; and be it further

*Resolved*, That the Diocese of Vermont affirm the Episcopal Church's understanding of evangelism as "the spiritual practice of seeking, naming and celebrating Jesus' loving presence in the lives of all people, and then inviting them to more;" and be it further

*Resolved*, That this Convention express appreciation for the teaching about evangelism and the inspiration offered by Canon Stephanie Spellers of the Episcopal Church's Evangelism Initiative and by workshop leaders at the 2018 Diocesan Convention; and be it further

*Resolved*, That this Convention encourage the approximately thirty Evangelism Catalysts who were commissioned at the 2018 Convention to continue to energize their congregations and others to engage in evangelism; and be it further

*Resolved*, That this Convention encourage the congregations of the diocese to invite visits from members of the Green Mountain Witness Team in order to explore how evangelism as understood by the Episcopal Church can energize and renew their Christian witness; and be it further

*Resolved*, That this Convention express its gratitude to Bishop Shannon MacVean-Brown for the support she has expressed for the evangelistic life of the Diocese of Vermont.

EXPLANATION:

Under the theme of "Go Tell It On the Mountains: Evangelism Vermont-Style," the 2018 Diocesan Convention focused on evangelism in an unprecedented way as we heard Canon Stephanie Spellers teach and preach on the subject and attended workshops addressing a wide variety of topics in evangelism.

Since then the Green Mountain Witness Team has focused on reaching out to congregations of the diocese to have conversations with lay and clergy leaders and with vestries and to offer presentations and workshops on evangelism. This ongoing and long-term project is assisted by a grant from the Episcopal Church's Evangelism Initiative.

This purpose of this resolution is to recall the focus of the 2018 Diocesan Convention and encourage renewed commitment.

**The resolution was adopted by acclamation.**

Ms. Brown called on Nanci Gordon to present a courtesy resolution.

Courtesy Resolution Welcoming the Eleventh Bishop of Vermont and Her Family, read by Nanci Gordon

*Resolved*, that this 187th Diocesan Convention of The Episcopal Church in Vermont, extend its warmest welcome and heartfelt thanks to our new bishop, the Right Reverend Shannon MacVean-Brown, her husband Philip MacVean and daughters Anneliese MacVean-Brown and Indira Samuels, for agreeing to uproot their own lives to join us in our ministry in Vermont.

The Convention gives thanks also to the Reverend Canon Ronald Spann, for his uplifting consecration sermon, and for—along with her mother Jacqueline—helping to raise a spiritual leader so well-matched to our own “holy scrappiness.”

We look forward to many years of shared ministry in this “brave little State of Vermont.”

**The resolution was adopted by acclamation.**

2018 Convention Minutes

Secretary of Convention Josh Cheney reported that the Dispatch of Business Committee approved the minutes of the 2018 Annual Convention.

**A motion was made, seconded, and approved to authorize the Dispatch of Business Committee to approve the minutes of this Convention.**

**A motion to adjourn Diocesan Convention at the conclusion of the Eucharist was made, seconded, and approved.**

A short break was taken to prepare for the Eucharist.

Final Announcements and 2020 Convention

- Laura Buel and the Rev. Deacon Dave Ganter made an “unabashed appeal” for volunteers to join the Financial Oversight and Audit Committee.

- Ray Nevin thanked the Rev. John Mitchell for his 24 years at Zion Church, Manchester.
- Canon Lynn Bates let Convention know that details about Diocesan Convention 2020 will come out later.

Following the short break, Convention came together for the Eucharist with Blessing of the oils. Bishop Shannon MacVean-Brown preached and presided.

## **BISHOP'S ADDRESS**

As we come to the end of our first convention together, less than a month after I began my time with you as your bishop – 28 days and approximately 14 hours and I don't know, maybe about 40 minutes or so, and a few seconds, give or take – there's hardly a day that goes by when I'm not asked by both members of the church and outside of the church, "What is your vision for the Episcopal Church in Vermont?" Now, you won't often find me quoting the King James translation of the Bible, but using his words, I've heard it said where there is no vision, the people perish. We must have a vision, and we'll get there. Through the spirit led process that brought us together, I vowed to work with you to discover our vision together. You've heard me say in order to lead, I have to listen and love first. And not wanting to be presumptuous or disrespectful of you, I've hesitated to call my dreams a vision. Dreams that have been stirring in me since I knew of you. But that is where I pray that we will begin. With our dreams. My vision for the Episcopal Church in Vermont is that we will dream- and dream and discern a bold way forward together. I'm reminded of two great writers, James Baldwin and Maya Angelou, who mused about the past and how it relates to the future. James Baldwin, in a letter to his nephew, expressed his love and hope, despite his concern about how his namesake might navigate a future in a society that was hostile towards him. And Baldwin wrote, "Know whence you came. If, you know, whence you came, there's really no limit to where you can go."

And Maya Angelou once said, "I have great respect for the past. If you don't know where you've come from, you don't know where you're going. I respect for the past, but I'm a person of the moment. I'm here and I do my best to be completely centered at the place I'm at. Then I go forward to the next place." So I've been thinking about dreams. Where they come from and where they can take us. And I'm wondering, when does a baby first dream and what do those dreams contain? Colors? Sounds? Sensations?

And I wonder, can you dream if you have no context in the world? And today I say to you, our best dreams would will be born out of thoughtful reflection on our past. Knowing who we are and knowing and recalling our identity as followers of Jesus. And today's passage from Corinthians. Paul told a story of how he was undeserving, yet came to be included as a minister of the Gospel because of God's grace. By recounting his unlikely call, he hoped to encourage the church to believe in the resurrection, not just of Jesus. But in God's power to resurrect anyone

from the death of terrible mistakes and from the death of sin. And Paul said. "I would remind you, brothers and sisters of the good news that I proclaim to you, which you in turn received and which also you stand, through which also you are being saved." I love the way the Greek forces us to think of the Divine's presence in our lives as an active and forward moving force, calling us to life. Paul doesn't speak of a one time action. So thoughtfully reflecting on our story and identity as articulated in this passage, this is what I hear about us. We are people who are being saved. We are people who stand and the good news of God. The good news of Jesus. The good news of the Holy Spirit. We are recipients of Grace.

This is from whence our dreams take form and begin to have a life and become life giving. And in our gospel from Matthew today, it says, "When Jesus finished telling these stories, his parables, he left there, returned to his hometown and gave a lecture in the meetinghouse." That's a different translation that you heard earlier. "And the people acknowledged his gifts and then took offense. Where does he get this wisdom? Where did he get the power to work miracles? Isn't he the carpenter's son?"

Jesus's hometown wanted to put him in his place while they could recognize his gifts. They couldn't stand the fact that he dared to be himself, but he dared to step out of the constraints that were a barrier to everyone in his community living a life of freedom. They were so eager to make him dull, to ignore what they saw and knew about him, to bring him down to their level. As if in merely speaking the words they could change or control Jesus's identity. So then I have to say, if it happened to Jesus, certainly we should expect that it will happen to us, too.

As we engage with our communities in this state who at best, you know, are indifferent to or to us or they think that they don't have much use for us. We must be clear about our identity. In a state that has been presented while not just our state, but it's really important here that, you know, we've been people have been presented with a media version of a church that doesn't match what we know about ourselves. And so we must be secure in our identity. As the Episcopal branch of the Jesus movement in Vermont, as we dream up a vision, it would serve us well to reflect on our identity also as Episcopalians. And yes, we are Eucharistic people. But first, we are a people who are shaped by our Prayer Book, and I wish I had a prayer book right here with me to prove it. I mean, in it, there's a reason you open it up, and one of the first the first thing that we really get to do with each other is pray we're supposed- Well, I won't say suppose because it sounds judgy, and I don't want to say it that way. But, you know, it starts with prayer and it's daily prayer throughout the day, setting a rhythm for our lives. Because you see, prayer is our heartbeat.

I encourage us to dream of ways that we can have lively, engaging and hospitable worship in all our communities of faith. If a congregation doesn't have a priest, we all need to be dreaming and experimenting with new ways of being church that brings us together to share what we have and to support one another. We are people who worship and pray. We've already committed as a diocese to develop a robust ministry of evangelism and even voted on it again today. So I

encourage us to dream to dream about how that commitment calls us outside of our buildings and into our communities. Experiment. Get curious. We are a people who have been sent to baptize and make disciples. And as we're out and about, people may want to reduce our identity down to something that doesn't challenge them or that they can control. All while we contend with our insecurities and preoccupations about our future and numbers. And I tell you that while we are engaging in amazing ministries around the state – I've seen that you know about it. That's what drew me here – But we still might hear you part of an organization that the world has deemed irrelevant. What do I what do we need you for? Aren't you struggling with small numbers? Aren't you just a Episcopalians? Aren't you just followers of Jesus? Aren't you just the body of Christ? Yes. Yes, of course.

And while mostly they've been subtle about these, asking some of these questions- You know, I've had a few interviews and those are really the questions that they asked me. And at the core of my answers, I've claimed our identity as followers of Jesus who like him are absolutely concerned with and engaged with the world around us. We care about this world. And then not to gloss over that little bit in the Gospel that always nags at me every time I preach on it. It's disturbing to read that Jesus could not do many miracles because of the town's peoples words and attitudes. And so this is my take on it. I wonder if maybe he was distracted or did he make a choice. Maybe he just didn't want to perform any miracles. And then I start to think, well, if they could get Jesus down, who are we to think that we can be strong when others try to define us based on limitations?

But then maybe, maybe the lesson in Jesus not performing many miracles is a word to encourage us to not become boarded by or changed by attitudes that have nothing to do with who we are, or that are projected onto us, and perhaps these roadblocks are an opportunity to discern a new way of expressing ministry that pulls us in a different direction. Today we have on the red because, you know, it's a saint's day. Well, we transferred it because there was another saint today and he didn't seem as lively as the brother of Jesus. And so we transferred him. We can do that. I'm sure that Jesus doesn't mind.

So today we're commemorating James of Jerusalem: James the Just. And beyond being the brother of Jesus, he's also known for including people. He was welcoming to Paul and he advocated for Gentile's by encouraging leadership to not put up barriers that would exclude their inclusion in the life of the church. And in today's passage from Acts, Paul continues that same story. And he says, listen to me. And the whole assembly listened to Barnabus and Paul as it told the story of all the signs and wonders that God had done through them. They also told the story of how God had moved them to include people who were different from them. This story was being told as a nascent church with articulating her identity. They told- the story they told then is in essence our foreword. And this is what it says about the story that we are living right now. We are inclusive people. We are people who listen. We are people who are connected. We are a people who God works through.

And this diocese has carried this identity forward by taking a stance for marriage equality, through migrant justice work, electing the first woman diocesan bishop in the Episcopal Church and even electing the first African-American woman in Province One. Of course, you know that these are just a few of the stories that have been told and that remain to be told. And knowing the story of the Episcopal Church and Vermont's identity as a groundbreaker with a heart for social justice, I wonder what we will dream up next. And I won't always bring up the story of Bishop Hopkins belief about slavery and the abolitionist movement. But clearly, this is not the only story- and clearly it's not the only story that should be told in this diocese, but it is part of our story. It holds importance in relationship to my presence and future ministry here and the strong stance the diocese has taken on other social justice issues. I'm reminded of Paul's awareness of the beauty of reconciliation and of God's grace. Reflecting on our past and identity and dreaming are three essential pieces to the puzzle of articulating a vision. Being honest about the past, celebrating who we've become, how we've grown, what we've learned. That is all part of how we will discern together. And that is the immediate work ahead of us.

And as we dream, we'll ask ourselves, what are the stories we want to be passed down about the life that we have together? How can those stories take shape and become a reality? Those dreams take shape and become a reality? We are living the foreword of the next chapter of the acts of the Episcopal Church of Vermont. I'm dreaming about evangelism, formation, welcoming and engaging liturgy, social justice, creation care, contextual and regional models of ministry. We'll do all of that and more. And so I invite you to dream dreams of the stature of a sister or brother of Christ who changed the story of sin and death. We are people who have wisdom. We are people who have power. And we are a people of resurrection and unlimited potential.

## **ATTENDEES**

### **Canonically Resident**

The Rev. Jennie Anderson

The Rev. Jackie Arbuckle

The Rev. Stannard Baker

The Rev. Jim Ballard

The Rev. Lisette Baxter

The Rev. Thad Bennett

The Rev. Janet Brown

The Rev. Dr. Linda Maloney

The Rev. Margaret Mathauer

The Rev. Susan McGarry

The Rev. Todd McKee

The Rev. John Mitchell

The Rev. Christine Moseley

The Rev. Dr. Frederick Moser

The Rev. Thora Chadwick  
The Rev. Diana Collins  
Venerable Catherine Cooke  
The Rev. Dr. Lee Crawford  
The Rev. Heidi Edson  
The Rev. Lee Ferry  
The Rev. Rachel Field  
The Rev. Steve Fuller, Sr.  
The Rev. Deacon Dave Ganter  
The Rev. L. Paul Gratz  
The Rev. Paul Habersang  
The Rev. David Hamilton  
The Rev. Kim Hardy  
The Rev. Kathy Hartman  
The Rev. Duncan Hilton  
The Rev. Jean Jersey  
The Rev. Earl Kooperkamp  
The Rev. Dr. Bob Leopold  
The Rev. Mary Lindquist  
The Rt. Rev. Shannon MacVean-Brown  
The Rev. Beth Ann Maier

The Rev. Scott Neal  
The Rev. Catherine Nichols  
The Rev. Zarina O'Hagin  
The Rev. Sherry Osborn  
The Rev. Lucy Pellegrini  
The Rev. John Perry  
The Rev. Titus Presler  
The Rev. Lisa Ransom  
The Rev. Steve Reynes  
The Rev. Shelie Richardson  
The Rev. Diane Root  
The Rev. M.P. Schneider  
The Rev. J. Robert Spainhour  
The Rev. Bob Stuhlmann  
The Rev. Dr. Rick Swanson  
The Rev. Mark Thompson  
The Rev. Carole Wageman  
The Rev. Auburn Watersong  
The Rev. Mary White  
The Rev Bob Wilson  
The Rev. Larry Yarbrough

## Delegates

**Alburgh-St. Luke's**  
Terry Tuck

**Northfield- St. Mary's Parish**  
Brett Murphy  
Jane Bryant

**Arlington-St. James'**

Patricia Gordon-Michael  
Susan Gratz  
Gayle Potter

**Norwich- St. Barnabas**

Jon Felde  
Jennifer Thomas

**Barre-Church of the Good Shepard**

Russell Belding  
Elizabeth Kooperkamp  
Tess Taylor

**Randolph-St. John's**

Steven Eubanks  
Kathy Perine  
Linda Runion

**Bennington-St. Peter's**

Colleen Gates  
Carole Stair  
Linda White

**Rutland-Trinity**

Marc Brierre  
Nancy Gordon  
Richard Jones

**Bethel-Christ Church**

Laura Barber  
Kathleen Hassey

**Shelburne-Trinity**

David Crandall  
Jamison Dunne  
Kim Musante

**Brandon- St. Thomas & Grace**

Korina McDonough  
Cassie Root  
Bob Wertz

**Sheldon-Grace Church**

Beth Crane  
Lori Derry  
Jean Townsend

**Brattleboro-St. Michael's**

Jen Karstad  
Bruce Lawrence  
Carolyn Taylor-Olson

**South Burlington- All Saints**

Martha Chambers  
Hiltout Damm  
Whye Yap

**Burlington-Cathedral Church of St. Paul**

Susan McMillan  
Annegret Schmitt-Johnson  
Marley Skiff

**St.Albans- St. Luke's**

Marilyn King  
Carolyn Murray

**Chester-St. Luke's**

David Carey  
Doug Edson

**St.Johnsbury - St. Andrew's**

Karen Cheney  
Nicole Stevens

**Colchester-St. Andrew's**

Lynn Appleget  
Bev Gover  
Jane Hamilton

**Stowe- St. John's in the Mountain**

Suzanne Brown  
Deb Clark  
Roger Nicholls

**Enosburg Falls- St. Matthew's**

Edith Hawksworth  
Judith Rogers

**Swanton-Holy Trinity**

Natalie Good  
Steve Marshall  
Marianne Marshall

**Essex Junction- St. James**

Helen Donahey  
Jennifer Ogelby  
Heather Winship

**Underhill- Calvary**

Jack Manning

**Fair Haven - St. Luke's**

Michael Austin  
Melanie Combs  
Catherine McCauley

**Vergennes-St. Paul's**

Timothy Earle  
Sarah Mangini  
Bo Price

**Fairlee-St. Martin's**

Ann Davis  
Rachel McConnell  
Melinda Ricker

**Waitsfield-St. Dunstan's**

Jane Lolax  
Beth Phillips  
Nancy Smythe

**Hardwick-St. John the Baptist**

Marilyn May  
Eleanor Perry

**Wells-St. Paul's**

Margaret Doucette  
Lucas Krueger

**Killington- Church of Our Saviour**

Anne Brown

**White River Junction- St. Paul's**

Holly Hall  
Andrew Pillsbury  
Marge White

**Lyndonville-St. Peter's**

Esther Agnew  
Jonathan Ross  
Vicki Scott

**Wilmington- St. Mary's in the Mountains**

Susan Rand  
Ian Schrauf  
Richard Ward

**Manchester Center- Zion**

Michael Nawrath  
Ray Nevin

**Woodstock-St. James**

Isabelle Bradley  
Barbara Johnson  
Katherine Webster

**Middlebury-St. Stephen's**

Ben Anderson-Ray  
Amy Hastings  
Elizabeth Oettinger

**Guests**

Canon Lynn Bates  
Chuck Bongiorno  
The Rev. Laura Bryant

Jennifer Knowles  
John Koier  
Tom Little

Laura Buel	Linda Moore
Ryan Carr	The Rev. Diane Nancekivell
Ann Carroll	Patti Peebles-Staszak
Joshua Cheney	Constance Quinby
Sarah Cowan	Thomas Rees
Eric Davis	Karen Robinson
Gerald Davis	Sister Laurian Seeber
Barbara Drufovka	Steve Smith
The Rev. Angela Emerson	David Staszak
The Rev. Margie Emery-Ginn	Jane Uva
Scottie Emery-Ginn	Pamela Van de Graaf
Wallace Good	Candace Vandouris
Ann Guillot	Jean Wilson
Frank Guillot	Linda Wirts
Maurice Harris	Charles Wohlers
George Harwood	

## BUDGET FY2020

### THE EPISCOPAL CHURCH IN VERMONT *FY 2020 BUDGET - FINAL*

	++ FY2019 ++ Approved 2019 Budget	++ FY2020 ++ Approved 2020 Budget
<b>REVENUES</b>		
Mission Support from Congregations	795,000	795,000
Unrestricted Investment Income	78,294	83,000
Restricted Investment Income	110,897	112,000
Admin Support from Trustees for Unit Fund MGMT	16,000	16,000
Support for Resource Persons working with Congregations	7,500	5,000
Bank Interest, Other Income	2,000	2,500
<b>TOTAL REVENUES:</b>	<b>1,009,691</b>	<b>1,013,500</b>
<b>EXPENSES</b>		
<b><i>Diocesan Ministry Support Team</i></b>		
Ministry Support Team Salaries - Personnel	403,094	419,251
Ministry Support Team Benefits - Personnel	152,421	133,833
HRA Expense - New	500	5,000
Transition Ministry	3,000	3,000
Resource Persons working in Congregations	7,500	5,000
Payroll Service Fee	1,600	1,900
Worker's Compensation Insurance	5,750	3,600
Continuing Education - Bishop	1,200	1,500
Professional Development - Ministry Support Team	1,200	1,500
Travel - Bishop	12,500	15,000
Travel - Ministry Support Team	12,500	13,020
Utilities (Does not include Office/Bishop House Maint)	20,400	22,000
Property Insurance for Bishop's House and Diocesan Office	2,880	3,200
Subscriptions and Dues	400	1,200
Diocesan Historiographer (Archives)	1,500	1,000
Current Episcopal Transition - Schedule D (Just for 2019)	17,206	-
DMST Sabbatical Fund - Current Year Reserve	100	100
Office/Bishop House Maint - Actual Expense	7,650	8,500

Bishop's House Maintenance Reserve		2,258
Bishop's Vehicle - Current Year Reserve	5,000	5,000
Bishop's Vehicle - Current Auto Loan		
<b>Total MST:</b>	<b>656,401</b>	<b>645,862</b>

***Formation and Mission Support***

Safe Church Training	3,800	4,000
Stewardship	1,000	1,000
Support for Seminarians	2,500	4,000
Commission on Ministry - Discernment	2,600	2,600
Council Priorities (was Local Mission Approach)	2,000	2,000
	750	750
	-	800
<b>Total F&amp;M:</b>	<b>16,650</b>	<b>15,150</b>

***Administration/Information/Technology***

Oversight & Audit	21,000	20,000
Dispatch of Business	3,000	3,000
Committees, Commissions, Board Support	3,000	3,000
Diocesan Chancellor	2,000	2,000
United Thank Offering Coordinator Expense	100	100
Episcopal Relief & Development Coordinator Exp.	100	100
Phones, Internet, Web Conferencing, Email, Communications	7,650	9,200
	8,000	5,520
Computer Technology	2,400	6,500
Postage	3,000	3,200
Printing	1,720	1,000
Office Expenses and Supplies	12,200	13,500
Office Equipment Purchases	3,100	2,780
Liability Insurance (Umbrella, D&O, Misc)	3,000	3,200
Chaplain to Retired Clergy	15,000	14,000
Title IV Disciplinary Process - Current Year Reserve	100	100
Legal Expenses - Current Year Reserve	1,000	1,000
Triennial Chancellors Conf. - Current Year Reserve	750	750
Episcopal Election - Current Year Reserve	5,000	5,000
Annual Diocesan Convention - Current Year Reserve	3,000	3,000
Office Equipment - Current Year Reserve	1,200	1,200
Communications Reserve		-
Technology Reserve		-
Miscellaneous Reserve		-
<b>Total A/I/T:</b>	<b>96,320</b>	<b>98,150</b>

***Rock Point Commons Budget Support***

Rock Point Support	80,000	80,000
<b>Total RPC:</b>	<b>80,000</b>	<b>80,000</b>

***Episcopal and Wider Church Support***

Episcopal Church Covenant	124,420	131,138
Province One Share	7,250	7,250
Province One Synod Deputies Expenses	250	250
VEC - VT Ecumenical Council	1,000	1,000
Campus Ministry at UVM	9,000	8,800
Ecumenical Interfaith Officer - New	1,100	1,500
Global Mission Network Coordinator - New	1,100	1,200
Triennial-Gen Conv & ECW & Youth - Current Year Reserve	15,000	15,000
Decennial Lambeth Conf. - Current Year Reserve	1,200	8,200
<b>Total WCS:</b>	<b>160,320</b>	<b>174,338</b>

<b>TOTAL RESOURCE DISTRIBUTION:</b>	<b>1,009,691</b>	<b>1,013,500</b>
<b>TOTAL REVENUE:</b>	<b>1,009,691</b>	<b>1,013,500</b>
<b>SURPLUS (DEFICIT):</b>	<b>0</b>	<b>0</b>

**ELECTING CONVENTION**

**MINUTES OF ELECTING CONVENTION**

Minutes of the Electing Convention of the Diocese of Vermont  
Cathedral Church of St. Paul, Burlington

May 18, 2019

10:00 a.m. Celebration of the Holy Eucharist

11:34 a.m. In accordance with Canon I.1.7 of the Diocese of Vermont, Bishop Ely called the special Electing Convention of the Episcopal Diocese of Vermont to order.

Opening Prayer by Bishop Ely

Almighty God, giver of every good gift: Look graciously on your Church, and so guide the minds of those who shall choose a bishop for the Episcopal Church in Vermont, that we may receive a faithful pastor, who will care for your people and equip us for our ministries; through Jesus Christ our Lord. AMEN

Bishop Ely Announced Appointments

Convention Secretary: Joshua Cheney

Recording Secretary: Pamela Van de Graaf

Assistant Secretaries: Canon Lynn Bates and Roger Nicholls

Parliamentarian and Chancellor of the Diocese: Thomas Little

Dispatch of Business Committee: Jennifer Knowles, Chair, Canon Lynn Bates, the Rev. Lisette Baxter, Anne Brown, Joshua Cheney, Communications Minister Maurice Harris, Roger Nicholls, Jenny Ogelby, Pamela Van de Graaf, Bishop Ely

Tellers: Chuck Bongiorno, Bert Cicchetti, Ann Cooper, Sarah Cowan, Frank Guillot, John Koier, Barbie Koier, David McKay, Judith McManus, John Montross, Paul Van de Graaf, Chad Wohlers

Ushers: Maureen Rees, Tom Rees, Paul Harrington, Alice Winn

All appointments were made prior to the Special Convention.

Bishop Ely introduced those also sitting at the Head Table

Parliamentarian and Chancellor of the Diocese: Thomas Little

Convention Secretary: Josh Cheney

Recording Secretary: Pamela Van de Graaf

Establishment of a Quorum

As of 11:35 a.m. the Chair of the Credentials Committee, the Rev. Lisette Baxter, certified that of the 119 lay delegates eligible to vote in the diocese, 110 were present from forty-two parishes out of forty-five parishes. The Rev. Lisette Baxter also certified that 61 of the 71 eligible canonically resident clergy were present.

The Bishop declared a quorum.

Bishop Ely thanked the Cathedral staff for their hosting of the Electing Convention and their hospitality, And the Standing Committee, BDNC, Transition Committee, and dMST for all their hard work. Bishop Ely also thanked all the wonderful help he received over his 18 years as Bishop.

The Bishop Recognized the Chair of the Dispatch Committee

**Jennifer Knowles moved that the Convention adopt the Agenda, being the Agenda previously published on the Diocesan website in anticipation of the Convention. The motion was seconded and approved by voice vote; the Bishop declared the motion so ordered.**

**Jennifer Knowles moved the Convention adopt the Rules of Order for this Electing Convention, also previously published on the Diocesan website. The motion was seconded and approved by voice vote; the Bishop declared the motion so ordered.**

The Bishop Recognized the Secretary of Convention

**Joshua Cheney moved that Robert's Rules of Order be the authority for all questions of parliamentary procedure and voting at the Convention business, except where the Canons, Constitution, or the previously adopted Rules of Order specifically provide a different rule. The motion was seconded and approved by voice vote; the Bishop declared the motion so ordered.**

Elizabeth Allison

Bishop Ely announced that Elizabeth Allison, longtime historian, archivist, and registrar for the Diocese, died at 4:45 a.m. on this day and offered a prayer for her. The Bishop talked about her enormous reservoir of knowledge about the Diocese, how helpful she has been to everyone all these years, and how much she will be missed by him and others.

The Balloting Process

Chancellor Tom Little explained the process for the balloting. Bishop Ely explained the day's schedule, the use of social media, and the process between ballots. The Bishop reminded all clergy and lay delegates that they must stay to sign the Testimonials once there is an election.

Congratulations

Bishop Ely congratulated Maurice Harris for the completion of his PhD. The Bishop also congratulated The Rev. Richard Swanson for the completion of his DMin. These announcements were followed by rounds of applause.

Point of Order

The Rev. Dr. Rick Swanson requested of the Bishop a point of personal privilege, which was granted. The Rev. Dr. Swanson remarked upon the amazing work of the Bishop Discernment and Nomination Committee—Chair Maggie Thompson, Christ Church, Middlebury; Ann Guillot, Cathedral Church of St. Paul, Burlington; Corrie Wilcox, Christ Church, Montpelier; Eric Davis, St. Stephen's Church, Middlebury; Valerie Abrahamson, St. Michael's Church, Brattleboro; James Biernat, St. Mark's Church, Newport; The Rev. Zarina Suarez O'Hagin, St. John's-in-the-Mountains, Stowe; The Rev. John Miller, St. James Church, Arlington; The Rev. Lisa Ransom, St. James Church, Woodstock; The Rev. Scott Neal, St. Paul's Church, White River Junction; The Rev. Christine Moseley, St. Mark's Church, Newport. The Convention applauded their work.

Announcement of Nominees

The President of the Standing Committee, The Rev. Dr. Rick Swanson, and the Chair of the BDNC, Maggie Thompson, presented with pleasure the names of the three nominees for the 11<sup>th</sup> Bishop of Vermont. Maggie Thompson introduced the candidate the Rev. Dr. Shannon MacVean-Brown and read aloud her bio. The Rev. Dr. Rick Swanson introduced the candidate the Rev. Dr. Hilary Raining and read aloud her bio, followed by Maggie Smith introducing the candidate the Rev. Dr. Hillary Smith and reading aloud her bio.

### Instructions for Ballot 1

Bishop Ely gave instructions for marking Ballot 1 and voting. He also reminded the Convention that the order of the names of the candidates on the ballot was determined by a drawing of names, and just happened to be drawn in alphabetical order. Directions were given for the signing of the testimonials after a vote in which a bishop was elected.

### Point of Order

The Rev. Linda Maloney requested a point of order, which was granted by the Bishop. She requested that the lay delegate ballots be referred to as “gold,” rather than yellow. The Bishop responded, “So be it.”

### Meditation before Balloting

The Rev. Carole Wageman offered the following meditation:

Psalm 104 (24-26) is a wonderful song of thanksgiving for God’s creation of the world. In particular are these three verses:

O LORD, how manifold are your works! In wisdom you have made them all; the earth is full of your creatures.

**25** Yonder is the great and wide sea,  
with its living things too many to number, Creatures both small and great

**26** There move the ships,  
and there is that Leviathan, which you have made for the sport of it.

It is interesting to consider that God might have created a “leviathan”---perhaps a whale---for the “sport of it.”

But why wouldn’t God create something that was simply to delight and create a sense of whimsy and wonder? Why wouldn’t God want to have a bit of fun?

Perhaps there are other instances of God’s sense of humor and wit if we have the eyes to see them.

If you drive around the rural farm country you might have occasion to notice the phenomenon where a large group of birds, frequently flocks of starlings, swoop together in flight, moving as a group with one mind, changing the shape, silhouette, and direction instantaneously and precisely at the same millisecond. “Thousands of these tiny birds flock together, swooping, dipping, and climbing in graceful uniformity”. Each shape different and unrepeatable. “Synchronized movements that look like a magic carpet rippling and rolling through the sky, sometimes even obscuring the sunlight when the flock is large.” (Peter W. Marty)

There is a name for that kind of wonder. It is called a “murmuration”. We might also think of it as God’s artwork in the sky because it is simply stunning and breathtaking to behold.

Many wonder how do those birds do that? Peter W. Marty, editor of the Christian Century reflects on these murmurations and says:

As I observe the undulating coordination of these small black birds in flight, the musical term *legato* comes to mind. A legato passage in a musical score has a curved line above the phrase to indicate that it is to be sung or played in flowing manner. The job of the musician is to smoothly connect each note with the next, avoiding any and all space between them...The starlings I’ve observed in the Illinois sky fly legato. Few other species in creation replicate their synchronicity. Like a gifted horn player floating through complex movements, starlings enjoy a coordinated fluency to their flight.

Thanks to high-speed photography, researchers today know why starlings interact so coherently and how they avoid midair collisions. Each starling pays attention only to six or seven surrounding birds. There is no designated leader. Any bird can initiate a change of direction. A consensus among hundreds or even thousands of birds can emerge within 50 milliseconds.

Christian congregations [and I would include “dioceses” as well] that know how to move with spontaneity, but which enjoy order within that spontaneity, are what I call legato congregations. They don’t obsess over rules, yet they understand good process. They don’t have a hierarchical plan for every new initiative, yet things get accomplished.

They don’t expect everybody to know everybody else, yet groups of people do purposeful things and build intimate community. Through the interplay of believers trying to find their way together, legato congregations build a coherent and meaningful life.

*Legato* is more than a musical term. It can also define a flock of birds flying overhead, or a group of believers working together down below.<sup>1</sup>

As we listen for the spirit among us, in us, around us, I offer this image that God’s holy spirit is a

lot like murmurations of the starlings: swirling, swooping, shifting, delighting us in the hidden wonder of how the spirit works among us. In your imagination, give yourself over to watching that picture in your minds-eye during this next little while as we sing Veni Sancte Spiritus...simply because it is delightful to do and inspiring to perceive the hand of God moving among us.

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<sup>1</sup> Peter W. Marty, “When churches fly like starlings” Christian Century.org/article/publisher/when-churches-fly- starlings May 23, 2018. Accessed May 23. 2108.

The meditation before balloting continued with the singing of *Veni Sanctus Spiritus*, followed by quiet reflection time. The Rev. Carole Wageman closed the Meditation time with a collect.

### Ballot 1

At 12:12, Bishop Ely opened the voting period for Ballot 1. At 12 :20, after clergy and lay delegates completed their voting, Bishop Ely closed the voting. The Convention stood in recess for 20 minutes. Lay and Clergy voting boxes were removed to the Cathedral offices for counting by the tellers under the supervision of the Assistant Secretaries of Convention, Canon Lynn Bates and Roger Nicholls.

### Convention Reconvenes

At 12:40 the bells of the Cathedral rang to call delegates back to their seats. The hymn, *We are Climbing Jacob’s Ladder* was sung.

The total of the offering plate was announced, \$2,567.00. These monies are earmarked for the Xxxx fund.

### Meditation after Ballot 1

Eric David, parishioner at St. Stephen’s in Middlebury, offered the following meditation.

“With malice toward none, with charity for all, with firmness in the right as God gives us to see the right, let us strive on to finish the work we are in, to bind up the nation’s wounds, to care for him who shall have borne the battle and for his widow and his orphan, to do all which may achieve and cherish a just and lasting peace among ourselves and with all nations.”

Abraham Lincoln spoke those words on March 4, 1865, as he was sworn in for his second term as President. Most Lincoln scholars believe that his reference to “charity for all” meant not charity as philanthropy, but “charity” in the sense of the Greek word *agape*, the self-giving, self-sacrificing activity originating from God that is translated in the NRSV as “love” in the lesson from Paul’s First Letter to the Corinthians that we heard

this morning, and is translated as “charity” in the King James Version of the Bible, the book that Lincoln probably knew better than any other volume.

Within a few weeks of Lincoln’s delivering this address, the Civil War was over, and the President had been assassinated. Within a decade, the noble Reconstruction that Lincoln wanted, the Reconstruction that would both reunite the nation and deliver real freedom to those Americans who had been held in bondage for two centuries, was replaced with what Southerners called Redemption, reversing the results of the Civil War by re-establishing white supremacy in nearly all the states of the old Confederacy.

Lincoln’s Second Inaugural Address is engraved on the walls of the north gallery inside the Lincoln Memorial in Washington.

Nearly 100 years after Lincoln delivered that address, Martin Luther King, Jr. stood on the steps of the Lincoln Memorial and proclaimed that he had a dream that “one day this nation will rise up and proclaim the true meaning of its creed: “We hold these truths to be self-evident, that all men are created equal.” . . . that one day every valley shall be made exalted, every hill and mountain shall be made low, the rough places will be made plain, and the crooked places will be made straight, and the glory of the Lord shall be revealed and all flesh shall see it together. This is our hope. This is the faith that I go back to the South with. With this faith we will be able to hew out of the mountain of despair a stone of hope.”

From the mountain of despair a stone of hope. In different ways, at different times, Lincoln and King, both men of a deep faith in God, a loving, liberating, life-giving God, dreamed, and wished, and exhorted for the hope that the gap would be closed between the American dream and the American reality, that Americans – all Americans – could reach across the divide – the divide between the realities of 1865 and 1963 and the aspirations set out by the authors of the Declaration of Independence in 1776 and the Constitution in 1787.

In the American context – a government of laws, not of people – working to close that gap between aspiration and reality often ends up being the work of lawyers. As Frederick

Douglass argued, there was no path to racial equality that did not include political power. For African-Americans in the mid- 20th century, facing the solid white South of Jim Crow at the polling booths and in the halls of Congress and in the state legislatures, the path to racial equality and political power ran through the courts. And, arguably, no attorney working in the 20<sup>th</sup> century in the fields of civil rights and constitutional law did more to bring American practice into line with American values than the man we honor on the Episcopal Church calendar today, a lifelong Episcopalian, Supreme Court Justice Thurgood Marshall.

Marshall is honored at this time of the year in order to commemorate his role in the Supreme Court’s decision in *Brown v Board of Education*, handed down 65 years ago yesterday, on May 17, 1954. From 1936 to 1961, Marshall was part of the legal staff of the NAACP, and headed that organization’s Legal Defense and Education Fund from 1940 to 1961. Beginning in the late 1930’s, Marshall and his colleagues began chipping away at the edifice of legally mandated segregated education in the South,

beginning with graduate and professional schools and then moving on to elementary and secondary schools. In *Brown*, the Supreme Court ruled unanimously that, “in the field of public education the doctrine of ‘separate but equal’ has no place. Separate educational facilities are inherently unequal.”

While Marshall is best known for his work on *Brown* and other school desegregation cases, his work – carried out in collaboration with many others, including another person on the Episcopal Church calendar, Pauli Murray, an attorney and the first African-American woman ordained as an Episcopal priest – encompassed many other areas of the law: voting rights, employment discrimination, housing discrimination, discrimination against the poor, and the criminal law, particularly opposition to the death penalty as both inherently incompatible with evolving standards of fair and appropriate punishment and racially discriminatory in its application.

In 1961, President Kennedy nominated Marshall for a seat on the Federal Court of Appeals for the Second Circuit, in New York City, a position he held for four years. After two years as Solicitor General of the United States, the government’s chief advocate before the Supreme Court, Marshall was nominated by President Johnson to a seat on the High Court, which he held from 1967 until he retired in 1991, at the age of 83.

Thurgood Marshall grew up in Baltimore, and was a member of St James Episcopal Church in that city – the same parish that included Pauli Murray as a member, and the parish where Presiding Bishop Michael Curry served as rector from 1988 to 2000.

During his years in New York City, from the late 1930s until the middle 1960s, Marshall was an active member of St Philip’s Episcopal Church. Founded in 1809 by free African-Americans who were part of the congregation of Trinity Church Wall Street, St Philip’s is one of the oldest historically black churches in the nation, located first in lower Manhattan, then in Harlem. Marshall served on the vestry of St Philip’s

for many years, including time as Senior Warden. He was also a member of the deputation from the Diocese of New York to the General Convention in 1964, while he was serving as an appeals court judge in New York City. After moving to Washington in 1965, Marshall and his wife, Cissy, were members of St Augustine’s Episcopal Church, a new parish founded in Southwest Washington, on the waterfront, in the same year Marshall took up his duties in D.C. as Solicitor General.

St Philip’s and St Augustine’s, through the Dioceses of New York and Washington, prepared and introduced the resolution approved by the 2009 General Convention through which the Feast Day of the Blessed Thurgood Marshall was added to the Church calendar on May 17.

As we reflect on the life and work of Thurgood Marshall, let us consider the catechism at the back of *The Book of Common Prayer*, on page 855, where we read that “[t]he ministry of lay persons is to represent Christ and his Church; to bear witness to [Christ] wherever they may be; and, according to the gifts given them, to carry on Christ’s work of reconciliation in the world; and to take their place in the life, worship, and governance of the Church. Thurgood Marshall truly lived the ministry of lay persons. In both New York and Washington, he actively took his place in the life, worship, and governance of the Episcopal Church.

Using his considerable gifts – not only intellectual ability and argumentative skills, but also empathy for the people whose causes he was representing – Thurgood Marshall never forgot the named plaintiffs and defendants for whom he was speaking – Marshall used the structures of American law to carry on Christ’s work of reconciliation in our broken society – to feed the hungry, to give drink to the thirsty, to clothe the naked, to comfort the sick, to visit those in prison. And through his work to dismantle the structures of historical and systemic racism in American society – work which he recognized required changes in the hearts and minds of women and men as well as changes in law and legislation – Thurgood Marshall – a man of deep faith - brought Americans closer to that love of which Jesus spoke – loving one’s God, and through loving one’s God, loving one’s neighbor as oneself.

Amen.

Announcement of Ballot 1 Results

At 12:55 the results of Ballot 1 were displayed on the large screen, and Bishop Ely announced that the 11<sup>th</sup> Bishop of Vermont had been elected, the Rev. Dr. Shannon MacVean-Brown. The results were displayed in a table. In part A the total number of clergy delegates who voted, and the number needed for a simple majority were shown. Part B showed the number of lay delegates who voted, and the number needed for a simple majority. Part C showed the number of votes the nominee received from the clergy delegates and the lay delegates.

	A-Clergy Delegates Voting/ Simple Majority	B-Lay Delegates Voting/ Simple Majority	C-Total Clergy and Lay Delegate Votes Received
The Rev. Dr. Shannon MacVean-Brown	61/31	115/58	41/69

The bells of the Cathedral pealed, and a picture of the Rev. Dr. Shannon MacVean-Brown replaced the election results on the big screen. The Convention sang Tell Out My Soul; From All That Dwell Below the Skies; and Joyful, Joyful We Adore Thee while the Bishop, the President of the Standing Committee, the Chair of the Bishop Discernment and Nominating Committee, and the Chair of the Transition Committee called the new Bishop-elect. Following the singing of the hymns, Bishop Ely announced the acceptance of the election by the Bishop-elect.

Motion From the Floor

Bishop Ely requested a motion form the floor of the Convention **that the Standing Committee of the Diocese, as required by the Canons of The Episcopal Church, forward to the Presiding Bishop and to the Standing Committees of the several dioceses the Canonical Testimonials and Certificates evidencing the election of a bishop diocesan, and that the Standing Committee of the Diocese be authorized**

**and requested to do all other things to ensure the ordination and consecration of the Rev. Dr. Shannon MacVean-Brown elected Bishop Diocesan. The motion was seconded and passed by enthusiastic voice vote.**

Testimonials Signed

While waiting for technology to cooperate so that the Bishop-elect could address the Convention, Clergy and Lay delegates signed the testimonials.

Point of Order

The Rev. Linda Maloney asked for permission to address Bishop Ely and the Convention. Bishop Ely reluctantly consented. Linda moved the following resolution.

**Resolved, that this Electing Convention for the 11<sup>th</sup> Bishop of Vermont expresses its honor, gratitude, respect, love, and affection for the Tenth Bishop of Vermont, the Rt. Rev. Thomas C. Ely, and his wonderful spouse, Ann Ely. The resolution was seconded and passed with a resounding round of applause.**

The Bishop-elect Greets the Convention

After a bit of trying to get the video feed to work, the Bishop-elect addressed the convention through Bishop Ely's cell phone held up to the microphone. The Bishop-elect thanked everyone for such a spirit-filled process.

Adjournment of the Convention

Bishop Ely closed the Electing Convention with a prayer.