



The Episcopal
Diocese *of* Vermont

2023 Pre-Convention Journal

Reports from July 1, 2022 through June 30, 2023

**190th Annual Convention
November 4th & 9th, 2023**

*The Journal of the 233nd Annual
Convention of the Episcopal Church in
Vermont*

being the 190th Annual Convention

*Since the Full Organization of the
Diocese of Vermont being held virtually
on November 9 and in person on
November 4, 2023*

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Annual Report of Official Acts, The Right Reverend Dr. Shannon MacVean-Brown, Eleventh Bishop of Vermont

This report covers the period from July 1, 2022, to June 30, 2023, 23 visits were made to congregations in Vermont.

05/01/2022	St. Mark's, Newport
08/14/2022	St. Paul's, Wells
09/11/2022	Mission Farm, Killington
09/25/2022	St. James', Essex
10/02/2022	Immanuel Church, Bellows Falls
11/13/2022	Trinity Church, Shelburne
11/20/2022	St. James', Woodstock
11/27/2022	St. Martins', Fairlee
12/04/2022	St. Lukes', St. Albans
12/11/2022	St, Peter's, Lyndonville
01/22/2023	Calvery Church, Underhill
01/29/2023	St. Paul's, Vergennes
02/05/2023	St. John's, Hardwick
02/19/2023	St. Matthew's, Enosburg Falls
02/26/2023	St. Andrew's, Colchester
04/02/2023	Trinity Church, Swanton
04/08/2023	The Cathedral of St. Paul
04/16/2023	Grace Church, Sheldon
04/23/2023	Christ Church, Bethel
05/07/2023	St. Michael's, Brattleboro
05/21/2023	St. Mary's, Northfield
05/28/2023	All Saints, South Burlington
06/04/2023	St. Andrew's, St. Johnsbury

During these visits, 20 people were confirmed, 9 people were received, and 5 people were baptized.

During this 12-month period, Bishop MacVean-Brown consented to 11 Episcopal Bishop elections and did not consent to 1 Episcopal Bishop election. Bishop MacVean-Brown consented to 2 requests for permission to officiate first marriage and 4 requests for permission for marriage after divorce.

On September 15, 2022 Rev. David Fredrickson was received from the Diocese of Massachusetts

On December 3, 2022 The Rev. Bram Kranichfeld was ordained Priest at the Cathedral of St. Paul, Burlington

On December 3, 2022 The Rev. Darcey Mercier was ordained Priest at the Cathedral of St. Paul, Burlington

On January 31, 2023 The Rev. Jeremy Means-Koss was received from the Diocese of Virginia

On June 28, 2023 The Rev. Ann Hockridge was received from the Diocese of Pennsylvania

On June 28, 2023 The Rev. Regina Christianson was released to the Diocese of Maine

The following canonically resident clergy died during this time.

The Rev. Diana Collins died on May 31, 2022

The Rev. Joyce Maranville died on August 8, 2022

The Rev. Dennis Hayward died on August 31, 2022

The Rev. Margaret Emery-Ginn died on September 4, 2022

The Rev. Remington Rose-Crossley died on January 11, 2023

The Rev. James Barre died on March 3, 2023

The Rev. Richard Reid died on April 12, 2023

The Rev. Paul Thompson died on May 11, 2023

Respectfully submitted,

A handwritten signature in cursive script that reads "Shannon MacVean-Brown". A small cross symbol is written to the left of the first letter of the name.

The Right Reverend Dr. Shannon MacVean-Brown
Eleventh Bishop of Vermont

Treasurer's Report

2023 Overview

In 2021, the THRIVE initiative's Financial Sustainability sub-group was asked to consider the present and future sustainability of the Diocese of Vermont. The group produced a number of recommendations, some of which were implemented last year and described in the last Treasurer's Report, and others of which were achieved between July 2022 and June 2023. It is satisfying to see the alignment between the success of the last two years with the THRIVE recommendations.

Some highlights from 2022 and 2023 include:

- The diocese adopted new accounting systems. In October 2022, all bookkeeping was moved to ACS software platform. The period after implementing a new system is always a challenging time, both for those who work in the data and the stakeholders who need it. It is nice to be a year down that road.
- An interim CFO was hired to continue the momentum of the diocese's transition to increased sustainability and transparency.
- The THRIVE initiative created the Commission on Finance to streamline the functions previously carried out by the Grants & Loans Committee, the Financial Oversight and Audit Committee, and the duties of the Diocesan Council related to budget and financial oversight.
- The diocese enacted recommended changes to several restricted funds, aligning their use more clearly with the needs of the diocese.
- Prior year audits will be completed by the end of 2023.

We have not yet achieved all that we set out to change, but we are well underway. Our 2024 initiatives include:

- Reducing our reliance on our external auditors to record Investment activity. This will allow us to see the impact from Investment performance on our financials in real time.
- Further review of internal controls to ensure we have proper checks and balances in place, including segregating fiscal duties where possible.
- Continue to analyze the financial data readily available in parochial reports and annual reports to prioritize and energize assistance and mission at the parish level, collaborating with Bishop Shannon, the Commission on Finance, diocesan staff and other diocesan bodies working on a variety of parish vitality initiatives.

2024 Budget

Approach

The approach to the 2024 budget incorporated a good mix of two approaches, neither of which works well on its own:

- *What did it cost before?* This is accountant’s easy path to a new budget but is still a necessary approach.
- *What do we want to get done in the new year?* This produces an answer that accountants just need to interpret.

In developing the 2024 budget, we also performed an exercise that broke down the budget between program and administrative expenses. This exercise, often required of not-for-profit organizations, is a healthy exercise for a service-based organization. It can be flawed in its subjectivity, since it requires assessing how much staff time can be allocated to program vs. administrative costs and making other similar estimates, but nonetheless provides helpful benchmarks. We estimate that approximately 70 percent of the total diocesan budget is allocated to program because it relates to the direct program and mission support of the diocese. Our CFO conducted this exercise for the 2024 budget for information purposes only, but its application will help shape the development of budgets in 2025 and beyond.

Overall, the 2024 budget has an appropriate mix of opportunities and risks. The biggest risk might be staffing; the diocesan office is lean in terms of personnel.

The biggest opportunity in this budget lays in potential revenue sources not budgeted for in 2024. Sometimes organizations get surprised by a revenue source, like PPP loans in 2020 and 2021. While a somber topic, the sale of parishes that have closed can also provide revenue that supports the mission of the entire diocese. The diocese is committed to using any proceeds from sold parishes effectively, which can range from investment of funds to support long term sustainability to direct support of current programs that support parishes. Although these revenues may be realized by the diocese, this budget does not encumber those potential funds, nor commit the bishop’s discretionary fund.

Budget Expenses

The total 2024 budget for 2024 is \$1.47 million. This represents an increase of 60% over the 2023 budget. That increase is driven by several factors including:

- Non-Employee Staff is increasing by \$111,000. This line of the budget includes three individuals, including the contracted interim CFO and an outside HR consultant. The CFO is budgeted for fewer 2024 hours that in 2023, but some of the 2023 cost of this position was covered by restricted funds. With these two hires, the diocese is continuing its move toward cleaner records and processes across its administrative functions.
- Formation and Mission is increasing by \$87,000 over 2023. This increase is a clear result of asking ourselves what we want to get done in the new year. The formation budget includes:

Formation and Mission	2024 Budget	Notes
Clergy Retreats/Gathering	\$4,000	
Clergy Support	9,620	Includes: (1) Thriving in Ministry: VTS Clergy Mentor Training and (2) Constellation clergy coaching.

Lay Preaching (Training)	11,000	
Ordinations and Special Events	1,000	
Parish Programs	40,500	Includes TryTank, Adaptive Leadership, Fierce Conversations, Constellation Mini-grants
Racial Reconciliation	2,000	
Safe Church Training	2,000	
Stewardship-TENS	1,000	
Seminarian Support	2,000	
Committee on Ministry	500	
Annual Convention	7,500	
Other Formation and Mission Support	38,500	Includes adult discipleship (inc. Green Mountain Abbey), misc, committee expenses
Total Formation and Mission	\$119,620	

Wider church support will increase by \$34,000 in 2024 as we gradually increase our giving back to the standard level in keeping with the waiver we were granted by the Episcopal Church’s Executive Council in 2022. In 2024, our diocese will pay 14 percent of its income, less an exemption of \$200,000, to support The Episcopal Church budget. By 2025, we are expected to resume paying at the standard 15 percent rate.

The overall 2024 Profit and Loss Budget is embedded below, with comparisons to 2023. As presented, this budget includes expenses that exceed revenue in this budget by \$91,000. This shortfall will be covered by using existing restricted funds available to the diocese. This is included within the “Other Operating Expenses” line and leads to a net \$0 bottom line.

Respectfully submitted,
Michael Shapiro, Interim CFO

Brookhaven Treatment and Learning Center Annual Diocese Convention Report (July 1, 2022 - June 30, 2023)

Brookhaven Treatment and Learning Center
Annual Diocese Convention Report
(July 1, 2022 - June 30, 2023)

Overview

Brookhaven Treatment and Learning Center was established in 1952 in historic Chelsea, Vermont on over 120 acres of beautiful land and woods. At Brookhaven, we are committed to providing quality clinical and educational programming for youth ages 6 - 14 with emotional/behavioral disturbances and learning difficulties. Trauma informed services offered at Brookhaven include therapeutic residential care, individual, group, and family therapy, case management services, psychopharmacological support, and specialized education.

Brookhaven's campus is made up of a main building, learning center, family retreat, sports pavilion, and a number of outdoor areas that include playgrounds as well as options for hiking and swimming. The main building houses both administrative and clinical offices, kitchen and cafeteria, a dormitory that accommodates up to 8 male youth, staff quarters, and a day room for TV watching, staff training, and other group activity. The Learning Center contains multiple rooms for classes, sensory activities, and individual quiet time, and serves the educational needs of both residents and day students. The Family Retreat provides an opportunity for parents of residents to have overnight and extended visits with their child in a home-like environment as well as to receive education and guided practice in building parenting skills. Brookhaven is committed to providing the services and support needed to help children and families achieve success both during and after treatment.

Residential Program

As a Vermont licensed residential treatment center, Brookhaven specializes in providing therapeutic residential based services for male youth ages 6 - 14. This level of care is intensive and is often the result of chronic difficulty that has created impairment for the child and prevented success within the home, at school, and in the community. Most children who enter Brookhaven present significant mental health issues and behavioral concerns for which placement into congregate care and clinical services becomes essential.

At Brookhaven, residents are provided with a comprehensive, collaborative, and clinically informed opportunity to heal and correct patterns that have hampered their progress elsewhere. Over an average one year stay, they receive constant supervision, structure, and support within a dormitory milieu. Direct care staff are the front-line team members who assist Brookhaven youth with therapeutic programming, individual goals, and daily activities from wake-up to tuck-in. Brookhaven counselors conduct therapy with youth and their families, facilitate group therapy sessions, and closely monitor each child's progress through the program. In addition to regular counseling, Brookhaven youth meet with a child psychiatrist monthly for ongoing evaluation and pharmacotherapy if needed. The full-time case manager helps maintain continuity between all services including providing psychoeducational groups,

coordinating visits between youth and families, transporting residents to outside appointments, and overseeing the proper packaging and administering of any medications. Finally, Brookhaven administrators and leadership provide program oversight ensuring compliance with all standards of care, quality of services, staff supervision, and that needs are being met of the children, families, and community partners being served.

Educational Program

The Brookhaven Learning Center is a Vermont Approved Independent Therapeutic School providing both general and special education services to attending students. In addition to the youth residing at Brookhaven, students from surrounding school districts are also accepted to attend Brookhaven's co-educational classes when identified as needing an alternative education placement. Brookhaven's team of classroom teachers, aides, and behavioral support staff are highly skilled at designing and delivering curriculum to meet the special needs of students who are typically unsuccessful in more conventional settings. Under the guidance of the Special Education Coordinator, teaching staff utilize therapeutic, creative, and highly experiential approaches to individualize instruction and motivate learning. As students progress through the program, plans are coordinated to help them transition back to regular ed classrooms, receive appropriate support, and achieve long term school success.

The Year in Review

Brookhaven can mainly look back on a year of stability over the reporting period. As with many non-profits, there are certainly challenges that are ongoing, particularly with small Vermont facilities delivering residential care to youth. Despite these hurdles, however, a very committed team of employees and Trustees continues to support Brookhaven's important mission and ensure its success.

We are all of course happy that this past year brought a decline in COVID cases, the end of the pandemic emergency, and a shift toward normal. Thankfully, Brookhaven had no further outbreaks over the period that required shutdowns on campus or mass intervention. We continue to be vigilant about variant spikes and maintain best practices to prevent spread of any illness, COVID or otherwise, at our workplace.

Workforce shortages continue to plague employers everywhere and Brookhaven has been no exception. Even in the best of circumstances, small and rural workplaces like ours struggle to attract qualified employees. Entry level positions like Direct Care continue to experience the highest attrition and scarcity of applicants and there are usually vacant shifts to fill at any given time. Having said that, Brookhaven is fortunate to have the rare situation of a number of core staff with multiple years of service in these typically high turnover positions. Otherwise, retention bonuses that were offered on a quarterly basis over the past year and other unique benefits, like flexible scheduling, meals during shifts, and temporary staff housing have helped maintain workers.

Notable staffing events over the period have included congratulating Samantha Greer who was promoted to the position of Special Education Coordinator at Brookhaven's Learning Center. Sam excelled in her role as school Administrative Assistant the past several years and worked hard to obtain her graduate degree and Vermont Special Educator license to assume a position of leadership in our school program. We are excited to reward her accomplishment and have her serve our teaching staff and

students in this important capacity. We are also grateful for the work of Brittany Trembly who capably covered these duties as our interim Coordinator for the past couple of school years. She will now remain on hand as needed to assist Sam in her transition. Elsewhere, Brookhaven welcomed Madelyn Hood as our new Kitchen Manager. Maddie brings an abundance of culinary education and experience to her role and has been keeping kids and crew well taken care of with her creative meal planning. Finally, we bid farewell to clinician Jeff Nykiel who completed his credentialing to become a Licensed Independent Clinical Social Worker (LICSW) during his several years at Brookhaven. This credential opened new opportunities for Jeff and he moved onto growing his role and responsibilities at a larger facility. We are grateful for his service to Brookhaven youth and wish him well in his career path.

Over the past year, Brookhaven was able to make some improvements that enhanced both our operations and the experiences of the youth in our program.

At the facility level, Brookhaven upgraded its two-way communication system to a fleet of state-of-the-art radios. This equipment will enable more reliable real-time communication across campus, improve access between employees on shift and on-call, and increase safety. In addition, campus Wi-Fi technology was upgraded to extend the range of signal to more areas of the campus. This also provided for more reliable information exchange between programs and personnel.

Programmatically, one of the more exciting changes over the period has been Brookhaven's new partnership with the local public schools in Chelsea and Tunbridge. Under the leadership of new principal Janet Cash at those schools, Brookhaven has arranged an exchange of resources that has been long hoped for and mutually beneficial. One aspect of this arrangement has allowed eligible Brookhaven youth to travel to Chelsea school several times a week to participate in lunches, classes, and certain extracurriculars. This has helped our youth gain more mainstream educational experience and social practice, particularly those students preparing to discharge from Brookhaven's program. Likewise, Chelsea students have been invited to participate in special activities with our kids at Brookhaven, like the Halloween trick-or-treat event and end of school year celebration. Additionally, Brookhaven has contracted with Chelsea and Tunbridge schools to have our clinicians provide school-based counseling to their identified students. This project quickly met capacity given the many students in need of mental health services. We look forward to building on our relationship with these community partners to the benefit of students at both settings.

Of course, our most important resource at Brookhaven continues to be the people who make the program work and who come to work every day with an unwavering commitment to helping our kids. We are fortunate indeed to be able to highlight some of those staff who thankfully have maintained their service to Brookhaven and been mentioned across multiple annual reports.

In our Learning Center, in addition to Samantha Greer becoming Coordinator, we are happy that Forrest Teullane is returning as Brookhaven's lead classroom teacher. Again, Forrest has become an instructional anchor at the school and exceptional at forming meaningful relationships with students and making learning fun. Rounding out the school team is the ever-reliable veteran Scott Hoyt. As Student Support Specialist, Scott is invaluable at responding to student needs through the school day. From substitute teaching to providing individualized aid during lessons to helping a student take a break and de-stress through the school day, Scott is always accessible and effective wherever needed. Scott has

also enjoyed the change of pace of taking our eligible students to the aforementioned local public school several days a week to allow for a greater range of activities and experiences.

In our clinical program, Abby Jarvis continues as our highly respected and experienced lead clinician at Brookhaven. In this role she not only provides treatment to youth on her caseload and their families, but also processes residential referrals and admissions. Additionally, she works closely with the Executive Director in implementing policies and monitoring the work of newer clinicians to ensure quality of services. At the same time, Abby has expanded her role over the period and effectively gained experience providing school-based and outpatient counseling as Brookhaven added these much-needed services to our program offerings. With the departure of Jeff Nykiel, Brookhaven has been actively advertising for a second clinician to fill this vacancy and join Abby in providing clinical services. Finally, Kent Kilpatrick continues serving as Clinical Case Manager now in his third year. Kent covers much ground as he helps the program maintain continuity between all services. Kent's typical day continues to include running psychoeducational groups, transporting youth to activities, communicating with community partners, and supervising visits between residents and significant others both remotely and on campus. Kent also oversees the important task of making sure medications for Brookhaven youth are correctly filled, shipped, and distributed.

Administratively, Brenda Salomaa has now devoted a remarkable two decades plus of reliable service as Administrative Assistant at Brookhaven. Brenda seems to anticipate what everyone needs before they even know they need it. From her front office position, she not only offers visitors a warm reception, but remains an ever-ready resource to staff and leadership on all things Brookhaven. For nine years now, Residential Coordinator Jessica Allen has effectively provided for the around-the-clock care, safety, and supervision of the boys residing at Brookhaven. In this role she trains and schedules Direct Care staff, supervises the food and maintenance programs, and plans the daily activities of the residents. There are very few bases ever left uncovered by Jessica even when covering those bases sometimes seems impossible. Angela Bisson marks an impressive seventeen years in her position as Brookhaven's Therapeutic Crisis Intervention (TCI) Coordinator. In this vital role, Angie remains responsible for ensuring that all staff working directly with Brookhaven youth remain current and consistent in skills of preventing and de-escalating crisis situations. She also completes all purchases for client personal needs such as seasonal clothing and toiletries...and of course partners with Santa each year to help make Christmas special for our boys. Accompanied by her kid-favorite therapy dog, "Charlie," Angie carries out her duties with endless energy and attention to detail.

Rounding out the above team members and leaders are the many other support staff who maintain their strong commitment and hard work every day to help Brookhaven youth succeed. Head of Maintenance Michael Bogardus continues to keep everything on Brookhaven's campus looking good and working well. In addition to maintaining vehicles and equipment and handling grounds-keeping across the seasons, he continues to offer his creative workmanship on special projects, like building an outdoor pizza oven or a display case for the school store. Last but not least, the Direct Care team are the front line faithful who nurture and guide our youth daily through the program. These youth care workers cover all shifts including weekends and holidays and count among them staff with multiple years of service. Some notables are Jason Waterman (21 years and counting), Maria Genega (14 years), Sandi Welch (13 years) and Robin Skiffington (4 years). We are fortunate to have such longevity in this demanding position and are hopeful of recruiting others into the ranks of making such an important difference in the lives of our clients.

A Message on Behalf of the Executive Director

Rocky Spino is about to complete his fourth fulfilling year as Executive Director at Brookhaven. Despite systemic conditions in Vermont that have often challenged and changed the course of small residential programs, Rocky continues to look for ways that Brookhaven can creatively veer and remain vital. At its core, Brookhaven continues to move forward with its mission intact and a talented team who embody our essential outreach to children and families. Ultimately, Brookhaven is very blessed to have a such a devoted group who create positive change and continue a tradition of help and healing.

A Final Word

Of course, none of the essential work that Brookhaven accomplishes could exist without the outstanding service of our valued Board of Trustees. At this writing, present membership in these roles includes Brett Murphy, Nancy Wuttke, Julie Jones-Susmann, Lucas Krueger, Elizabeth Kooperkamp, Rev. Bob Wilson, and Martha Roberts. Many thanks go out to these folks for their strong and steady backing of Brookhaven.

Footnote

Although not part of the period this report covers, we would be remiss if we didn't note the flood that impacted all of Vermont on July 7, and especially caused significant damage to the Brookhaven campus. Most notably from the flood event, Brookhaven's iconic sports pavilion was destroyed. This structure was home to our gymnasium that not only provided for the physical education curriculum at our Learning Center, but also enumerable other recreational activities and multi-purpose functions. It will be a long road back to rebuild and recover this well-used resource. In the meantime, we are grateful for the support that we have had so far from the Diocesan congregants and community. For those who wish to support flood recovery efforts, donations can be sent to Brookhaven Treatment and Learning Center, P.O. Box 127, Chelsea, VT. 05038. Or call Brookhaven directly if you have questions at (802) 685-4458. As always, thank you hugely for your help.

In closing, it is our pleasure to present a summary of this year's activities at Brookhaven and to profile some of our work and wonderful team with the attendees of the Diocesan Convention. On behalf of the children and staff, we offer our heartfelt gratitude to the Episcopal Diocese of Vermont for their ongoing generosity and support.

Respectfully submitted,

Rocky Spino, Brookhaven Leadership, and Staff
Brookhaven Treatment and Learning Center

Cathedral Church of St. Paul Annual Report to Convention, July 2022 – June 2023

To the People of the Episcopal Diocese of Vermont:

We look forward to welcoming all of you to the Cathedral for our in-person Convention gathering on November 4th!. For those who cannot attend on that day in person, we will be streaming from the Nave to the Cathedral's YouTube channel for the duration of our gathering.

Since our last report we have begun working on several building projects and have welcomed new community groups into our space. We currently are renting space to the Burlington BNI, a professional networking group that meets weekly over lunch. We also provide, as part of our mission, space for a weekly NAMI support group and a monthly grief support group. We are in conversation with Vermont Health Equity Alliance and Vermont Professionals of Color about the possibility of space sharing in the future. We also hosted more BIPOC Vaccine clinics last fall. With our own growth and these several groups utilizing the space, things are pretty busy at the corner of Cherry and Battery Streets.

With the physical plant we have begun work renovating our main kitchen to enable us to rent to local entrepreneurs. We have a cake baker lined up to come in as soon as the work is completed. Our kitchen will then be considered a licensed facility, and we look forward to assisting many over the years to work toward their own food business. We had some long-standing issues with the balcony in the office wing with water drainage issues and general disrepair of the soffits and insulation within. Once completed, the balcony and all overhanging parts of the main floor will be resealed, and new lighting installed. We have some new and unexpected building issues that have cropped up that are on our plate but will be cost-prohibitive to complete without the support of grants and/or loans. These new projects include resolving the significant problems of water collecting in our elevator shaft and in our lowest level heating ducts.

We are committed to working toward the Burlington 20/30 goals of decreasing our individual and collective carbon footprint in the city of Burlington. We are exploring options and costs for reducing heat loss through old window and door systems and have made a small start with our new automatic doors which have vastly improved insulation abilities over our previous doors. We have a small, dedicated team working with Burlington 20/30 and our utilities providers to determine our best options for sustainable lighting, heating, and cooling.

Our Cathedral Arts program is now back in full swing with monthly offerings, most of which are free to the community. We also continue to partner with the Lake Champlain Chamber Music Festival and other established groups to offer excellent concerts in our beautiful and acoustically rich space.

All of those things – attention to the building, vibrant arts programming, and bringing community groups together is part of our mission to be an urban Cathedral – open doors, open hearts, ready to serve.

For the Diocese we hosted the Convention Eucharist and education session last October as well as an ordination on December 3. I serve on and chair the Commission on Finance, serve as President of the Joint Disciplinary Board for the Diocese of VT, NH, and ME, and have worked diligently with diocesan office staff to assist in the building and roll-out of their new software, Realm.

Archdeacon Stan Baker has worked with the Bishop’s office to update the manual for discernment for deacons and has convened several gatherings of our diocesan deacons providing opportunities for education, support, and fellowship. He also convenes a diaconate discernment group for those thinking about pursuing ordination in that order and serves on the Standing Committee.

As Dean I strive to make myself available to all of you and continue to try to reach out and drive out to see each church and active clergyperson; a delightful task that I wish I had more time for (Brattleboro- I’m coming soon!).

It's been a busy year for us here at the Cathedral, and we couldn't be happier.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Greta Getlein".

The Very Revd Greta Getlein (she/her)
Dean & Rector

COMMITTEE ON MINISTRY ANNUAL REPORT

The Committee on Ministry exists to advise and assist the bishop in the implementation of the ordination process in the Diocese of Vermont. As a result of the canonical changes made by the 2022 Diocesan Convention, the committee is a constituent body of the Commission on Missional Vitality, which also includes the Committee on Congregational Development and Formation.

The Committee on Ministry carries out the functions that the churchwide canons assign to a Commission on Ministry. Interviewing people at the various stages of the ordination process is a major aspect of this work, and here the committee has had an active year of interactions with people in the process as we have made recommendations to Bishop Shannon.

Another aspect of our work in the past year has been the revision of the ordination handbooks for the diaconate and priesthood. The Handbook for Ordination to the Diaconate has now been completed and posted to the diocesan website. A draft revision of the Handbook for Ordination to the Priesthood has been completed and is now being reviewed by the bishop. Revision of the Manual for Congregational Discernment is the next project that the committee is undertaking.

The committee and the bishop agree that it is important that diocesan discernment energy around ordination be focused on building up the clergy leadership of the Diocese of Vermont. Thus ordinands for the priesthood are expected to commit to 3-5 years of ministry in Vermont following ordination, although exceptions may be made at the bishop's discretion.

The expectation of a new priest serving in Vermont must be supported by the availability of ministerial possibilities that can sustain fulltime stipendiary ministry. Since most Episcopal congregations in Vermont currently are small and are served by part-time clergy, the committee affirms strongly the current diocesan emphasis on constellations of congregations. Such configurations open opportunities for fulltime stipendiary ministry and thus enable younger clergy to remain in the diocese. They provide congregations with focused leadership that will enable them to grow in ministry and membership. Future ordinands will receive specialized formation for constellation ministry.

The churchwide canons encourage bishops and ministry commissions to “actively solicit from congregations . . . and other communities of faith names of persons whose demonstrated qualities of Christian commitment and potential for leadership and vision mark them as desirable candidates for positions of leadership in the Church” (Title III.3.3).

Generally, the ordination process is a responsive process as parish clergy and vestries interact with individuals coming forward with a sense of call. Sometimes, however, gifted persons may not be aware of their gifts and how they bless the people around them, whether in the parish or the wider community. So it is equally important that clergy and lay leaders be alert to the possibility of initiating conversation with an individual when they perceive that the person may have gifts that would bless the church, whether in the diaconate or the priesthood.

This kind of initiative is especially important in light of the clergy shortage that the Episcopal Church is currently experiencing. And here in Vermont, the Committee on Ministry notes that the flow of people into the ordination process, so plentiful in recent years, has slowed considerably. So we encourage clergy and lay leaders to be alert for individuals who should be encouraged to consider ordination.

The Committee on Ministry deeply appreciates the collaborative approach Bishop Shannon has taken with the committee. We also are very grateful for the participation of Canon Walter Brownridge as he has met with the committee on a regular basis and, as canon to the ordinary, has represented the bishop. Archdeacon Stannard Baker, a former member of the committee, continues to interact with the committee as archdeacon and as liaison with the Standing Committee.

While it has not yet been possible for the committee to meet with its companion Committee on Congregational Development and Formation, we believe linking the two groups will enhance the missional vitality of the diocese. Our companion committee is the one that attends especially the ministry of all the baptized.

Meanwhile, because of last year's canonical changes, the committee chair has been a member of the enlarged Standing Committee. The further canonical change coming to the 2023 Diocesan Convention includes Committee on Ministry representation on a proposed Executive Committee of the diocese. Through whichever forum, the committee is glad to contribute to deliberations about the ministry of the diocese.

The Committee on Ministry ordinarily consists of 12 members, 6 lay and 6 clergy. Over the past year we have been delighted to welcome Dr. Noma Anderson of St. Paul's Cathedral. Mr. Steve Isham of St. Andrew's Church in St. Johnsbury, the Rev. Jeremy Means-Koss of St. James in Arlington and St. Peter's in Benington, and Dr. Fran Stanford of Holy Trinity in Swanton. Continuing members include Ms. Bev Baron of St. Paul's Church in White River Junction, Canon Dr. David Hamilton of St. Andrew's in Colchester, the Rev. Scott Neal of St. Paul's in White River Junction, Dr. Jay Parini of St. Stephen's in Middlebury, Canon Dr. Titus Presler of St. Matthew's in Enosburg Falls, Dr. Lisa Schnell of St. Paul's Cathedral, the Rev. Amy Spagna of St. James in Woodstock, and Dr. Carolyn Taylor-Olson of St. Michael's Church in Brattleboro.

We have been very grateful for the service of Dr. Lisa Schnell as vice chair. Ms. Candace Vandouris rotated off the committee last year but generously continued to serve as clerk, even after she moved to Virginia, for which we are very thankful. The Rev. Jeremy Means-Koss is now the committee clerk. Having completed two terms, Ms. Bev Barton and Dr. Titus Presler rotate off the committee with the 2023 Diocesan Convention.

For me personally, it has been a privilege to serve on the committee, and I am grateful for the faithfulness, discernment and diligence of my colleagues.

The Rev. Canon Dr. Titus Presler, Chair

**Commission on Finance
Financial Oversight and Audit Committee
Report to Convention for
July 2022 – June 2023**

The Financial Oversight and Audit Committee was disbanded after diocesan convention established the Commission on Finance. The FOAC last met in April of 2022.

The Commission on Finance, established by an act of convention last year meets monthly to review diocesan financial statements, review applications for grants and loans, assist in the preparation of the diocesan budget, review parish audits and parochial reports, and provide guidance to parishes in matters of finance and in the completion of parish audits and parochial reports.

Since June of last year we have awarded \$65,810 in grants and \$83,000 in loans. We reviewed and provided feedback on submitted parochial reports and audits and began collecting useful data from the same.

Members of the Commission on Finance:

Greta Getlein, chair
Kathy Hartman, secretary
Beth Davis
Collins Sennett
Bob Wilson
Chad Wohlers

Ex Officio: Canon Brownridge, Mike Shapiro, Paul Horne, Bishop Shannon

Ecumenical and Interreligious Officer Report to Diocesan Convention 2023

As Diocesan Ecumenical and Interreligious Officer I represent The Episcopal Diocese of Vermont in the National Workshop on Christian Unity (NWCU), the Annual Meeting of Episcopal Diocesan Ecumenical and Interreligious Officers (EDEIO), and quarterly meetings of EDEIO. I serve as President of the Vermont Ecumenical Council (VEC) – including the Vermont Bible Society – and as Moderator of the VEC’s Executive Committee. I also serve as Coordinator of Province 1 Ecumenical and Interreligious Officers.

In February 2023 I met as a member of the Executive Board of Episcopal Diocesan Ecumenical and Interreligious Officers (EDEIO), representing Province 1, prior to the National Workshop on Christian Unity (NWCU). The EDEIO Board helps sustain the ecumenical work of The Episcopal Church and contributes to annual planning for the NWCU. The NWCU gathers ecumenical representatives from Roman Catholic, Protestant, Orthodox, and Evangelical Christian bodies each year around issues of theological and social justice concern and seeks to foster deeper working relationships as well as articulate grounds for common understandings. The 2023 NWCU was a hybrid event May 8-11, meeting in person in Milwaukee, Wisconsin and simultaneously on the Whova online platform. This year’s gathering focused on issues of social justice and racism as they have impacted ecumenical relations. Owing to the high cost of travel last spring, I participated online as did several others. In addition to Episcopal Church ecumenical and interreligious officers, this year’s NWCU included Roman Catholic, Lutheran (ELCA), United Methodist, Presbyterian, United Church of Christ, Moravian, Greek Orthodox, and Evangelical/Pentecostal representatives, as well as members of several ecumenical advocacy organizations and interfaith observers.

The Vermont Ecumenical Council’s observance of the Week of Prayer for Christian Unity this year was a particularly special event. Although the traditional dates for observing the Week are January 18-25, between the Feasts of the Confession of St. Peter and the Conversion of St. Paul as coordinated by the Graymoor Ecumenical and Interreligious Institute (the Week’s official sponsor), the Vermont Ecumenical Council chose to observe the Week in April in conjunction with its sponsorship the week-long visit to Vermont of Tim Ternes, Director of the Saint John’s Bible. The VEC sponsored several programs featuring the facsimile edition of the Saint John’s Bible and presentations/workshops by Tim Ternes. Programs with the Bible and Tim Ternes were held in several parts of the State. The Bible remained in Vermont for six weeks, during which time it was used in liturgical and educational programs in churches and religious schools, and in judicatory events including our own Episcopal Diocesan Clergy Day. Studying and worshiping with the magnificent Saint John’s was a rare privilege afforded through the VEC.

The Vermont Ecumenical Council’s General Coordinating Committee meets online three times a year. All members of the Episcopal Diocese of Vermont are invited and welcome to participate. The Executive Committee meets every eight weeks to carry on the VEC’s work between General Coordinating Committee meetings. The VEC’s website (www.vecncc.org) is maintained regularly with postings of articles and events of ecumenical interest across many Vermont Christian traditions. As a “Network for Christian Cooperation” (its organizing principle), the VEC seeks ways for Christians and Christian churches of many backgrounds to come together around matters of common interest and

concern. In the spirit of the World Council of Church's "Lund Principle," which affirms that "churches should act together in all matters except those in which deep differences of conviction compel them to act separately," the VEC seeks ways for Christians in Vermont to cooperate in as many areas as possible. In addition to our Diocese, the Vermont District of the New England Conference of the United Methodist Church, the Society of Saint Edmund, the Sisters of Providence, Vermont Justice for All, the Burlington Religious Society of Friends, and more than forty additional Christian organizations and individual members comprise the VEC. Membership is open to all Vermont Christians and Christian organizations.

An important partner organization within the VEC is the Vermont Bible Society. The Bible Society is generously endowed through regular disbursements from the Greenleaf Fund and provides Bibles upon request at no charge to churches and Christian ministries throughout Vermont. Episcopal parishes are encouraged to take advantage of this resource when considering their needs for Bibles for worship spaces, study groups, classes, and other ministries. Information about procuring Bibles can be found on the VEC's website, <https://vecncc.org>.

I am grateful for our Diocese's ongoing support of ecumenical and interreligious ministry, particularly our faithful payment of modest annual EDEIO dues (\$350) as requested by the Presiding Bishop, annual support of the VEC, and the opportunity to represent the Diocese at the NWCUC and meetings of EDEIO. Most of all, I am grateful for the many untold ecumenical and interreligious ministries that go on each week throughout our Diocese through local parishes. It is in building these relationships that the most fruitful ecumenical and interreligious work is often done. I am happy to offer teaching, resources, and other support as desired to any congregation seeking deeper ecumenical and interreligious relationships. Please be in touch.

Respectfully submitted [August 31, 2023](#),

Fred Moser

The Rev. Dr. Frederick P. Moser

Rector, Trinity Episcopal Church, Shelburne

Ecumenical and Interreligious Officer

Episcopal Diocese of Vermont

fredmoser@trinityshelburne.org

GLOBAL MISSION ADVOCATE

As the Global Mission Advocate appointed by Bp. Shannon, my role is to catalyze interest and involvement in global mission among the congregations of the Diocese of Vermont. To this role I bring mission experience in India, Zimbabwe and Pakistan, scholarship and publications in missiology, and now my role as executive director of the Global Episcopal Mission Network.

GEMN brings together dioceses, congregations, mission agencies, seminaries, religious orders and individuals to gather, inspire and equip people to participate in God's global mission. Its core values are humility, inclusion and companionship. One avenue of participation is Mission Thursdays, periodic webinars devoted to missional themes that are open to people from around the Episcopal Church. Another is the annual Global Mission Conference, and these opportunities are advertised in "The Mountain."

Key for the coming year in the Diocese of Vermont is a roundtable online gathering of people interested in global mission. Do you have a link with a congregation, diocese or missionary in another part of the world? Do you have international experience in your profession – such as education, medicine or commerce – with which you'd like to explore linking up with the church in a particular part of the world? Or do you have simply a vague but nagging interest in global mission? Whatever, keep alert for notices in "The Mountain" about an online meeting.

"Mission: Journey into Healing" was the theme of this year's Global Mission Conference, held May 3-5 in Tampa, Florida, where Canon Walter Brownridge of our diocese spoke in plenary on "Healing amid the Legacies of Racism and Colonialism." Other plenaries addressed healing's theological foundations, medical mission, healing amid poverty, and healing mission relationships post-pandemic. About 70 people attended from around the church and abroad. Twenty enrolled in the Mission Formation Program held in tandem with the conference.

Canon Walter was elected to the 12-member GEMN Board. Other GEMN members hail from the dioceses of Chicago, Atlanta, Texas, Southwest Florida, Newark, Iowa, Lexington, Dominican Republic, New Hampshire, Virginia and from the Office of Global Partnerships.

The 2022 General Convention asked each bishop to appoint a Global Mission Advocate for their diocese to link the diocese with the Office of Global Partnerships and publicize the Guiding Principles for World Mission framed by the Standing Commission on World Mission. The advocates meet via Zoom once a month, and an in-person meeting is scheduled for April 2024 at Camp Allen in the Diocese of Texas.

The Rev. Canon Dr. Titus Presler

Global Mission Advocate

GREEN MOUNTAIN WITNESS

Green Mountain Witness is the evangelism initiative of the Diocese of Vermont. Its inaugural event was the 2018 diocesan convention, which had the theme “Go Tell It On the Mountains – Evangelism Vermont-Style,” and it was keynoted by Stephanie Spellers, canon to the presiding bishop for evangelism, reconciliation and creation care.

Pushy and disrespectful examples of evangelism in the wider world naturally make many Episcopalians wary of evangelism. But here’s the appealing churchwide definition: “Evangelism is the spiritual practice of seeking, naming and celebrating Jesus’ loving presence in the lives of other people – and then inviting them to more.” Many people around the Episcopal Church and beyond have found this definition to be appealing.

In this understanding Christian witness begins with listening, not telling; honoring, not dismissing; exploring, not presuming. What is shared is not dogma, but the story of what God in Christ has done in one’s own life. As another Episcopalian said, “Evangelism is telling one’s own story in light of God’s story.”

The focus of Green Mountain Witness has been to catalyze conversation about evangelism in congregations around the diocese, and a number of talks and workshops have taken place as team members took individual responsibility for being in touch with specific congregations. Activity slowed to a crawl during the pandemic, however, for it was difficult for people to explore this dimension of Christian witness with congregations struggling simply to maintain worship and community in pandemic conditions. Nevertheless, in September 2021 St. Mary’s in Wilmington held a successful conference, “Unlocking God’s Grace and Hope,” which drew participants from around the Province of New England and the wider church.

We are grateful for Bishop Shannon’s continuing affirmation of the importance of evangelism, in whatever form, in Vermont, the least religiously affiliated state in the country.

The Green Mountain Witness [team](#) includes Mr. Joe Fortner of St. Mary’s, Wilmington, a prime mover in that parish’s conference; Ms. Lindsey Huddle of St. James, Essex; the Rev. Linda Moore of St. Peter’s, Lyndonville; Ms. Jennifer Ogelby of St. James, Essex; Ms. Katie Runde of Christ Church, Bethel; and Ms. Michelle Thomas of St. Andrew’s, Colchester.

Clergy and lay leaders, please stay tuned for the team being in touch during the current ministry year. Notices in “The Mountain” will highlight evangelism resources. Do reflect on how you can encourage evangelism in your congregation. I invite you to be in touch: 802-326-3157, tituspresler@post.harvard.edu

The Rev. Canon Dr. Titus Presler

Convener

Liturgical Commission Report

Liturgical Training Offered for the Diocese

The diocese continues to offer periodic courses through *Backstory Preaching* to train lay leaders in the art of preaching and also a brief 4-session Morning Prayer course to offer lay leaders basic training for leading services of Morning Prayer and receiving licensing from the Bishop. These have been popular, and we are glad and grateful that lay people are stepping into these leadership roles in our diocese. Our thanks go to The Rev. Canon Lee Alison Crawford, Ph.D. and The Rev. Deacon Lucy Pellegrini for their tremendous gifts offered in the Morning Prayer training courses. Contact The Rev. Kim Hardy for more information.

The Cathedral Church of St. Paul

The Cathedral generously offered worship services for ordinations and Diocesan Convention in their sanctuary. We are grateful for their willingness to offer their hospitality.

Green Mountain Online Abbey (GMOA)

GMOA continues its consistent prayer times and had a special service on July 16 at Evening Prayer after the flooding in our Vermont communities. The community is rooted in gender expansive language and imagery, prayers for racial justice, and the Episcopal tradition. Services included special litanies for confession during Evening Prayer in Lent and Advent. This year the community experimented with adding a spiritual practice into the liturgy. During Advent The Rev. adowa Wilson added elements for formation. The coordinators are the Rev. Deacon Mary Taggart and the Rev. adwoa Wilson. Contact them for more information.

Eucharists at Rock Point

The tradition of at least one monthly Eucharist celebrated at Rock Point continues. Keeping in mind that the vision for Rock Point is “*To be a welcoming community of spirituality, community, creativity, education, training and environmental care*”, liturgies are inspired by Celtic aspects of our Anglican tradition focusing on God’s creation. This year a group gathered third Fridays of the month at noon, weather permitting. The venue at Rock Point changes because of limited space. Contact the Rev. Lisette Baxter for more information.

Heartberry Hollow

Heartberry Hollow Farm and Forest is in East Roxbury. Its vision is “Rooted in Land, Growing in Love.” Founders are The Rev. Rachel Field and Jonathan Moulin. This year they engaged in a variety of earth-based liturgical practices with an emerging community of spiritual seekers. The most frequent practice was *Natura Divina*, or reading the divine in the book of nature, which involves “conversation” through sensory engagement with a more-than-human member of the community. They also observed traditional feast days with adapted folk practices coming primarily from Northern England and Scotland. They included: a Michaelmas parade through a graveyard on horseback and harvesting and blessing of carrots, blessing of cows, making St. Brigid’s crosses on St. Brigid’s Day, and a bonfire with incensing of woodlands for Rogation Tide. The community explores ancient rituals rooted in tradition and

featuring elements such as fire, walking, holy water, and crop harvest. Contact Rachel for more information.

Anam Cara Sojourners

This Celtic based worship and formational group offered online Advent and Lenten morning prayer opportunities to both our diocesan and a more broadly dispersed community. These brief services included a meditation, music, and prayers from the Celtic tradition. During Advent meditations *from Advent in Narnia: Reflections for the Season* were used and during Lent meditations from *Jesus, Friend of My Soul: Reflections for the Lenten Journey*. The Director is the Rev. Kim Hardy in collaboration with the Rev. Dr. Fred Moser. Contact Kim for more information

A Season of Creation

Liturgical Resources were authorized by Bishop Shannon for use in the fall of 2023. These resources, made available each year, offer communities of faith the opportunity to reflect on the importance of the natural world and our responsibility for its care.

I offer my gratitude to all in our diocese who are working to offer creative, engaging and enlivening liturgies in their respective communities and to those who contributed to the writing of this report.

Respectfully submitted,

The Rev. Kim Hardy

Chair, Liturgical Commission, Episcopal Diocese of Vermont

Mission Farm Annual Convention Report 2023

Dear Beloved in Christ,

In our first year with the canonical designation of "Diocesan Entity," Mission Farm has recommitted to working with our community, focusing on the forest, wetland, and meadow. Our vision is rooted in a desire for connection and a commitment to caring for creation. Our strategic visioning process in 2021 and 2022 revealed a clear indication to direct our efforts towards the needs and desires of our community. We discovered themes of connection, conservation, and justice flowing through almost every conversation. Most pronounced was a need for connection, for new models, and for the comfort that familiar places and patterns can offer. With this in mind, we have been listening deeply to the earth to imagine what God is inviting our faith community in Vermont to do at this moment. We have heard themes of abundance - the increase of the land brought for the healing of all people, of access - the right of every human to have good food and beautiful places to inhabit, hospitality - the importance of welcoming the stranger and friend to rest, learn, and renew ourselves together.

At the beginning of the year, the newly formed Advisory Council adopted by-laws and began their work together. The Council adopted three initiatives for the calendar year: an outdoor gathering space open to the public and used by the community, landscaping that includes accessibility and hospitality, and the initiation of a Community Kitchen in the building previously known as the Mission Farm Bakery.

In early spring, we began renovating the Mission Farm Bakery, which was in deep need of repair and renovation to be permitted for use as a commercial kitchen. Generous donations allowed us to replace floors, walls, and doors. The Mission Farm Kitchen plans are underway, and a board of community members who are focused on food and accessibility has been assigned to the operation and design of this facility. We are raising funds to build a space that allows small food producers and entrepreneurs to have access to affordable kitchen space while creating community and sharing food. Stay tuned!

In late 2022, we began imagining an outdoor gathering space that clearly represented the values of Mission Farm. Working with a team of landscape architects, permaculture specialists, arborists, and artists, we developed a conceptual plan. In March, local chefs joined us to offer a three-course, sit-down, farm-to-table meal to gather our community and begin raising money for important improvements to Mission Farm. In early spring, we began creating a welcoming space by planting 12 new maple trees and reviving the old orchard. We also imagined a gathering space set into the hillside behind the church. We commissioned Dan Snow, a local dry stone wall artist, to create "the Odeon" - a gathering space that represents our shared values of connection and conservation. This space was completed over the summer and dedicated in a service, celebrated at the Meadows and Mountains Festival on August 27th.

On July 7th, flood waters overwhelmed the land at Mission Farm. The town culverts were plugged, creating a backup of water in the orchard and around the church. Gratefully, we were able to divert the water from entering the buildings. The septic pumps were damaged and needed to be replaced, which was done immediately. We are still waiting for the town to replace the culvert under Mission Farm Road before we can repair the drains around the church and the damage to the orchard. The restoration of this

space will also lead to more substantial accessibility on campus, including accessible paths and entrance into Church of Our Saviour.

We continue to expand our gardens, apiary, and trail system. The chickens continue to offer fresh eggs, bug population control, and lots of joy. The honey harvest was abundant this season (despite some disruption from the resident bears!).

In addition to growing food, we are committed to growing relationships with each other and with the land. Mission Farm is committed to partnering with other organizations that share our vision of connection, conservation, and justice. Programmatically, we offer workshops and studies led by leaders from across Vermont and beyond.

As we continue to live into the imaginations of the Spirit taking root at Mission Farm, we are committed to deep listening. Listening to the land, listening to our bodies, and listening to our neighbors. We invite you to walk with us on this journey of healing ourselves and our communities with the land, and leaning further into the abundance of God that nourishes our souls and bodies. Join us in this joyful work in the heart of Vermont.

Respectfully Submitted,

Executive Director and Members of the Advisory Council

The Rev. Lisa Ransom

Angela Emerson

Sarah Cowan

Kim French

Nancy Daigle

Andy Paluch

Rock Point Commons Board Annual Report to the 2023 Convention

Rock Point encompasses 130 acres of publicly accessible conserved lands on the shores of Lake Champlain in Burlington, Vermont. A uniquely intact and valuable wilderness area within the City of Burlington, the property includes hiking trails, a conference center, lodging space, spiritual gathering areas, community micro-agriculture, as well as private housing, Episcopal Diocese of Vermont offices, and the separately managed Rock Point School. The property is owned by the Episcopal Diocese of Vermont and managed by Rock Point Commons, a non-denominational board that delegates management to a small staff.

The mission of Rock Point Commons is to cultivate an inclusive, place-based community for education, spirituality, and environmental stewardship. To this end, we partner with groups and individuals who embody these values by providing access to land, facilities, and resources at Rock Point. Rock Point's residential partners provide a much-needed source of revenue for the property, which is used to support managed public access and conservation of the land. Equally important, our partnerships with diverse, mission-aligned community organizations help support the following four pillars of our mission:

- Education: To foster and promote learning opportunities for diverse communities at Rock Point.
- Environmental Stewardship: To encourage community members to understand, care for, and protect the rich ecosystems at Rock Point and beyond.
- Spirituality: To make space for people with diverse beliefs and interpretations of spirituality to connect to the earth, self, and others; refreshing the spirit through the quiet beauty and majesty of nature.
- Sustainable Micro-Agriculture: To welcome small-scale agricultural projects that center connection and stewardship.

Leadership and Management:

The duties and responsibilities of the Rock Point Commons board are elaborated in Canon 29C. The current Rock Point Commons Board members are:

- The Rt. Rev. Shannon MacVean-Brown, Board Chair, ex officio
- Betsy Ferries
- Sam Jackson
- Wallace Good Jr.
- Matt Sommerville
- Frank Guillot
- Walter Poleman
- Aleksah Visco
- The Rev. Margaret Mathauer
- C.J. Spirito, Head of Rock Point School
- Laurel Broughton, Trustee's representative
- Mike Shapiro, interim chief financial officer for the Diocese of Vermont, ex officio
- Kelly Kimball, Executive Director

Rock Point Commons is managed by Executive Director Kelly Kimball (full-time), who in turn oversees a small staff team, including Property Manager Chuck Courcy (full-time), Bookkeeper Karen Robinson (half-time), and Land Steward Tyler Pastorok (half-time).

Fiscal Year 2023 Overview:

In fiscal year (FY) 2023, our forecasted annual operating expenses (\$389,500) are allocated to mission and programs, staff salaries and benefits, property and trail maintenance, and land conservation. Rock Point Commons' operating expenses are funded by earned revenue, contributed revenue, miscellaneous revenue, and contributions from Rock Point Commons partners EDOV and Rock Point School. It is important to note that the annual contribution from the EDOV is intended to cover the diocese's portion of shared costs on the property, as well as provide financial support for the Rock Point Commons mission.

The forecasted total of these revenue sources in FY 2023 is \$377,692- roughly \$12,000 short of our projected annual expenses. In 2023, Rock Point Commons will be buoyed by a one-time payment from the Coronavirus Aid, Relief, and Economic Security Act Employee Retention Credit totaling \$110,678. With this COVID-response aid, the total forecasted revenue for Rock Point Commons in FY 2023 is \$487,550, providing a positive fund balance of \$98,078 for FY 2023 operating expenses. The main takeaway is that, while Rock Point Commons is projecting a positive fund balance for FY 2023, we will need to do more to generate revenue and control costs to achieve financial sustainability.

A breakdown of our earned, contributed, and miscellaneous revenue is below:

Earned Revenue (\$195,934): This is comprised of workshops and event fees (\$1,125); Solar Cooperative revenue (\$12,000); short-term lodging (\$30,680); Long-Term Lease Fees, Residential (\$8,400); Event Space Rental (\$20,205); and Long-term Lease Fees, Community Partners (\$123,524).

Contributed Revenue (\$22,000): This is comprised of Individual Giving (\$18,459); and Trail Pass Donations (\$3,541)

Miscellaneous Revenue (\$56,759): This represents dividends from investment income

Contributions from Rock Point Commons partners EDOV and Rock Point School (\$102,000): This is comprised of the Diocesan Annual Contribution (\$80,000); and Rock Point School Annual Contribution (\$22,000)

In 2023, Rock Point also received a one-time payment from the Coronavirus Aid, Relief, and Economic Security Act Employee Retention Credit totaling \$110,678.

Rock Point Commons has made good progress in recent years in diversifying its revenue streams and reducing its reliance on the EDOV for financial support. Currently, we are engaged in long-term partnerships with four community-based organizations that pay an annual fee in exchange for use of our land and facilities: The Burlington School District, the Crow's Path field school and summer camp, the Greater Burlington YMCA summer camp, and the Climbing Resource Access Group of Vermont (CRAG-VT). We are exploring the possibility of expanding our partnership with the Burlington School

District, which would result in an increased revenue stream for hosting this mission-aligned program. In 2023, we broadened the marketing of our short-term lodging facilities, with encouraging results. We are also working on building contributed revenue through our annual appeal and ongoing fundraising efforts. Finally, in 2023, we expanded our offerings for paid community programming, workshops, and events. A key goal for Rock Point Commons in the coming year is to achieve a balanced budget by further diversifying our revenue sources and reducing our reliance on the Episcopal Diocese of Vermont.

Standing Committee Annual Report July 1, 2022 to June 30, 2023

The Standing Committee, an elected body by Diocesan Convention, comprised of four laypersons and four clergy persons, meets by Zoom or in person monthly, 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, 2022 and June 30, 2023: July 12, 2022; August 9, 2022; September 13, 2022; October 15, 2022; October 22, 2022; November 8, 2022; December 13, 2022; January 10, 2023; February 14, 2023; March 14, 2023; April 11, 2023; April 27, 2023; May 9, 2023; June 13, 2023 and June 29, 2023.

The Standing Committee acted on the following items between July 1, 2022 to June 30, 2023:

Property Matters

Date	Transfer Entity	Property Location
12/6/2022	Ailor	221-223 St. Paul Street
12/9/2022	Mazza	1059 Middle Road, Colchester
2/3/2023	Sunderland	Lot #6
4/22/2023	Crane	South Burlington
4/22/2023	Kelly	Fayston
5/12/2023	Glazier	York Street Extension, Pultney
6/21/2023	DeLong	Fiddlehead Lane, Richmond
3/14/2023	Gave consent for sale of St. Paul's Canaan	
3/14/2023	Gave consent for the sale of St. Luke's in Alburgh	
5/9/2023	Gave consent for sale of rectory at Zion, Manchester	
6/21/2023	Gave consent for MOU St. Paul's White River Jct & Twin Pines Housing Trust and the Upper Valley Haven, Inc.	

Ordination Consents:

November 8, 2022 Approved Bram Kranichfeld to be ordained to the Priesthood

November 8, 2022 Approved Darcey Mercier to be ordained to the Priesthood

Episcopal Elections

Gave consent for the election of The Reverend John T. W. Harmon as Bishop Diocesan of Arkansas

Gave consent for the election of The Reverend Carrie Schofield-Broadbent as the Bishop Diocesan of Maryland

Gave consent for the election of The Reverend Ann Ritonia as Bishop for the Armed Forces and Federal Ministries

Withheld consent for The Reverend Charles Holt as the Bishop Coadjutor of the Diocese of Florida

Gave consent for the election of The Reverend David G. Read as the Bishop Diocesan of West Texas

Gave consent for the election of The Reverend Sally French as the Bishop Diocesan of New Jersey

Gave consent for the election of The Reverend Justin Holcomb as the Bishop Diocesan of Central Florida

Gave consent for the election of The Reverend Anne Jolly as the Bishop Diocesan of Ohio

Other Actions

Elected Lisa Ransom as president

Elected Trisha Ingalls as Secretary

Gave consent for Tom Rees and/or Lisa Ransom to serve as representatives of Standing Committee to approve routine property matters (Quit Claims)

November 8, 2022 Passed Resolution for Housing Allowance for Diocesan Employees

March 14, 2023 Gave consent for the resolution to renew VCLF notes

March 14, 2023 Gave consent for the Policy regarding the Proceeds of Sale and Property presented to the Standing Committee by The Very Rev. Greta Getlein

June 26, 2023

Gave consent for mediation process with VISIONS Inc.

Standing Committee members for 2022-2023 were: (Clergy) The Rev. Lisa Ransom (President, 2023); The Rev. Paul Olsson (2026); The Rev. Sarah Ginolfi (2025) and The Rev. Stannard Baker (2024); (Lay members) Trisha Needham (2025), Jenny Knowles (2026), Thomas Rees (2023) and Maggie Thompson (2024).

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.

Respectfully submitted,

The Rev. Lisa Ransom
President, 2022 - 2023

The Trustees of the Diocese of Vermont Annual Report

The Board of The Trustees of the Diocese of Vermont, Inc. operates according to Canon 11 of the Constitutions and Canons of the Diocese of Vermont. The Trustees meet quarterly. In the 2022- 2023 period covered by this report, those meetings were held on December 12, 2022 (Annual and Regular Meeting) and on March 6, and June 5 and September 11, 2023. A special meeting of the Trustees was also held on July 28, 2023, to take action that required immediate attention related to flood-related clean-up costs at Christ Church, Montpelier. Several other actions were taken by unanimous consent via email.

- 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 a total of 10 properties in the Trustee year, 2022/2023, with \$4,421.38 fees.
 - Various matters relating to the following properties were also addressed by the Committee during the year:
 - Activities regarding the oversight and sale of inactive church properties: St. Luke's Alburgh and St. Paul's Canaan.
 - Various other real estate matters including approval of St. Michael's Brattleboro solar array lease, sale of St. Paul's White River Junction to Upper Valley Haven, Inc. and sale of the rectory at Zion's Manchester.
 - Other activities and discussions continue related to oversight of inactive churches at St. John's East Poultney and Gethsemane Proctorsville as well as real estate matters concerning the sale of the rectory at St. John's Randolph and proposal to lease certain buildings located at Rock Point Center by the Burlington School Department.
- 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 \$33,183,035 as of June 30, 2023, a 13.46% gain in value over the prior year reported on June 30, 2022. The Committee meets with its professional investment management advisors from Advisors in Financial Planning, Inc every quarter. Fund performance continues to follow the revised socially responsive (ESG) Investment Policy which was adopted in the spring of 2016.
- In 2022-2023, the Trustees approved quarterly distributions from the DUT to investors at the most recent rate of 1.638% based on the annual rate of 5% of the average unit values over the past 12 quarters. Each distribution has increased in value since March 2020. Although the fund value experienced market decline in 2022, the 12-quarter average provides stability to the distribution amount. The distribution payment dates are the 20th day of the last month in each calendar quarter of the year.

- Additional Activities of the Trustees included review and recommendation to Standing Committee for approval of a policy related to the Distribution of Proceeds from the Sale of Diocesan-Owned Property and Closed Churches. Said policy became effective prior to the sale of St. Paul's Canaan and St. Luke's Alburgh so that associated sales proceeds were (or will be) distributed per said policy. Several Trustees visited Mission Farm in Killington, the largest land holding, held in the name of The Trustees of the Diocese of Vermont, Inc.. Several Trustees also attended the Holy Eucharist in Thanksgiving for the Ministry and Witness of the Episcopal Churches related to the deconsecration and declaration of secularization of St. Paul's Canaan and St. Luke's Alburgh.

Respectfully Submitted,
Sarah Cowan, President of The Trustees of the Diocese of Vermont, Inc

Trustees of the Diocese of Vermont 2022-2023 Roster:

Laurel Broughton (Secretary/Clerk); David Bullock; Christopher Chapman; Sarah Cowan (President and Chair, Real Estate Committee); Ann Guillot (Chair, Investment Committee); Ellen McCulloch-Lovell (resigned June 2023); Dana Peterson; Ex officio: Bishop Shannon MacVean-Brown; Non-voting: Paul Horn, Treasurer; Kathy Torrisi, Assistant Secretary **Revise Canons to Amend Certain 2022 Canon Amendments**

SPONSOR: Canons Committee, Diocese of Vermont

CONTACT PERSONS: Thomas A. Little, tlittle@vsac.org; 802.238-4989; Steven Marshall; marshall.law@comcast.net; (802) 868-3367

RESOLVED, That the Canons of the Diocese of Vermont be amended to read as presented below, the new text highlighted and the deleted text overstruck and highlighted; and be it

FURTHER RESOLVED That these amendments will take effect upon adjournment of the November 9, 2023 Diocesan Convention; and be it

FURTHER RESOLVED, That the changes to these Canons adopted by the Diocesan Convention on November 9, 2023, shall sunset and cease to be effective at the adjournment of the 2025 annual Diocesan Convention unless that Convention, or an earlier Convention, extends their effectiveness. The 2024 Convention shall strive to anticipate this eventuality and enact any needed transition plan; and be it

FURTHER RESOLVED, that all Diocesan institutions and entities affected by these amendments, in collaboration with and under the leadership of the Bishop, take all reasonably available steps to assure a smooth transition as the governance changes enacted by this Resolution are implemented; and be it

FURTHER RESOLVED, That the Canons Committee be directed to undertake a thorough review of the Canons to (a) identify all nonmaterial grammatical and punctuation errors throughout the Canons, correct them, and issue a revised version of the Canons; and (b) identify material inconsistencies, gaps and other areas for revision and propose appropriate revisions for consideration and action at the 2023 Diocesan Convention

Rock Point School Diocesan Convention Report 2023

In this report you will find an overview and notes about this current year.

Submitted by C.J. Spirito, Head of School.

Overview:

Rock Point School is a boarding and day high school, located on the Rock Point property in Burlington. We serve 9th through 12th grade students, and occasionally post-grad students who could benefit from an additional supportive year of school before college or another next step in their life.

The students we serve are bright and creative, curious, and unafraid to be true to themselves. Often their challenges have been due to their living within a system, school, or family that does not understand or accept them. Our students' unwillingness to pretend to be someone else tends to cause them conflict and stress. We greatly admire the tenacity of our students, as well as their willingness to keep moving forward despite their setbacks. We have many artistic students, as can be evidenced by the paintings and stained glass and sketches that spill out of the art room and onto the walls of our building. They are sensitive and passionate, and they do not accept easy answers. They are also courageous and willing to accept support to move their lives forward in healthy directions.

Many of our students have not succeeded in a larger, more traditional school setting due to academic challenges. These include slower processing, ADHD, executive functioning struggles, high functioning Autism Spectrum Disorder or Non-verbal Learning Disorders, math and/or language-based disorders, large discrepancies between high and low scores in their cognitive testing, and more. Many of our students with academic challenges have never found success in the classroom, and instead have built habits around avoiding schoolwork or assuming they can't do it. They have not regularly practiced strategies for breaking down their work into more manageable pieces, have never learned how to study, and have rarely been comfortable asking for help from teachers. Often, previous teachers have misunderstood these students, because the students are bright and seem very capable, and the way that their learning challenges manifest can look like opposition or refusal.

Families choose the school for our program, whose focus is to help students who have struggled grow into their best selves. We believe that young people want to do well, want to engage in the world, and respond well to positive feedback and encouragement. We also believe they must be challenged to build new habits, stretch their abilities, and broaden their comfort zones. This combination of caring support and firm boundaries often results in a trajectory of growth for our students. This blend of structure and nurturing care is at the heart of all of our programming, from the classroom to the sports program to lunch table conversations to weekend activities.

This year:

Currently we have 28 students enrolled, 23 boarding and 5 day students. This year students are coming from a variety of places they call home, ranging from as close as Burlington, around Vermont and the continental U.S., and as far as Bermuda and Nepal. We are off to a great start, quickly out of the "honeymoon" of the year, meaning that students' issues are presenting themselves quickly which gets us right into our wheelhouse. Our wheelhouse is building meaningful relationships with which we address our students challenges, such as low self-esteem, depression, suicidal ideation, social anxiety, generalized anxiety, and academic differences (both working on the learning issue, as well as

understanding how to approach and own one's learning styles), to name some. Spirits are upbeat and positive, making progress already!

We are financially in a healthy position, working within our operating budget for running the school and raising funds to make capital improvements. We have built a small capital reserve to be prepared when/if there is an economic downturn. Our fundraising is improving, which we are using to increase scholarships and complete capital projects to take care of the buildings we use.

We will be hosting an art event at the school on January 13, 2024. This event will exhibit Bishop Shannon's Advent art pieces, along with icons done by Bishop Shannon and Anneleise MacVean-Brown. Love to see you here!

Our mission: Rock Point School provides a close-knit, supportive educational community, where high school and postgraduate students who have experienced challenges can become successful academically, build self-confidence, and develop skills for their future. Rock Point School offers academic, cultural, recreational, and spiritual opportunities that support intellectual growth and help students become their best selves.

Provincial Synod Report

The Episcopal Province of New England, which is one of the nine geographical gatherings of dioceses within the Episcopal Church, exists to support the Body of Christ. The mission of the Province, also known as Province I, is to further the work of and deepen relationships in The Episcopal Church in New England. The Province accomplishes this by coordinating the interdependent ministries of the seven dioceses in a spirit of mutual responsibility. The Coordinator of the Province of New England works with diocesan staff and congregational leaders to coordinate efforts, communicate information, share resources, and make connections to work for God's mission in the world, restoring people to unity with God and each other in Christ.

Province 1 consists of the seven New England dioceses of the Episcopal Church:

[The Diocese of Connecticut](#)

[The Diocese of Maine](#)

[The Diocese of Massachusetts](#)

[The Diocese of New Hampshire](#)

[The Diocese of Rhode Island](#)

[The Diocese of Vermont](#)

[The Diocese of Western Massachusetts](#)

At the December 17, 2022 meeting of Provincial Conference, delegates, Bishops, and attendees heard from representatives of ministries straddling the borders of New England dioceses and building up the work of the province, engaged in conversations about how to continue to grow in ministry together, passed a budget for 2023, amended our ordinances, and announced a new set of grants available in 2023.

Some highlights discussed regarding happenings in the Province:

- A major theme of the conference was the collaboration that has been growing in various ways between dioceses in the province and that the virtual gatherings that came out of the pandemic were significant in helping develop some of these combined efforts.
- The dioceses of Vermont, New Hampshire and Maine have been intentional about engaging in more collaboration. Sharing clergy across the CT river and between Maine and New Hampshire and running Tri-Diocesan Sacred Ground Circles with participants from Maine, New Hampshire and Vermont are two examples - with more most certainly coming.
- The Rev. Mary Rosendale is working with two parishes in two dioceses. She is serving as the shared Priest-In-Charge for St. Paul's Church, Hopkinton from the Diocese of Western Massachusetts and St. Stephen's, Westborough, Dioceses of Massachusetts. There was discussion about the challenges and blessings associated with this type of collaboration. Overall,

the creative solutions being implemented to ensure the vitality of parishes are ultimately resulting in unexpected blessings and stronger faith communities as folks work together through the process of change and make meaningful and lasting connections between and among parishes and dioceses.

- The Rev. Jennifer Beal discussed the First Annual Indigenous Peoples' Day which was hosted by Christ Church in Plymouth Massachusetts and represented a collaboration between multiple dioceses and parishes with indigenous leaders. Bishop Carol J. Gallagher of the Cherokee Nation was instrumental in helping to build trust and provided invaluable wisdom and guidance to ensure that native voices were raised up. The event brought people together with bishops and Indigenous leaders for occasions of sacred listening, learning, lament, worship and commitment to building relationships, repentance and healing. These events were made possible by the joint efforts of the Office of Immigration and Multicultural Ministries, together with the Racial Justice Commission of the Diocese of Massachusetts, the Beloved Community Commission of the Diocese of Western Massachusetts and the Indigenous Peoples' Justice Network of the dioceses of Massachusetts and Western Massachusetts.
- The Rev. Rachel Field and The Rev. Maureen Lederman discussed the Recently Ordained Part Time Clergy Network gathering. This network has come out of a realization through conversation with other clergy in this demographic that there are unique challenges for clergy persons under the age of 40 who are newly ordained and managing multiple jobs. Additionally, with diocesan resources stretched there are not always “fresh start” programs available for newly ordained clergy, so the opportunity to self-gather for support is greatly needed. This network initially came together around the desire to share the experiences in part time ministry back to diocesan leadership, and has since evolved into a place of mutual support, encouragement, and discernment for clergy under the age of 40 who have been ordained in the last 5 years and are working multiple part time jobs/ministries.
- The Rev. Dr. Lynda Tyson discussed the new “Deacons Make a Meaningful Difference” video along with five topical short “teaser” trailer created in an effort to raise awareness of the ministry of Deacons in the Episcopal Church (TEC) and to support discernment toward a call to diaconal ministry. Funded by the combination of a Province I Sowing Seeds Grant, a grant from the Episcopal Church in Connecticut’s Companions in Mission for Publishing and Communications initiative, and private donations, the videos feature Deacons-in-action showing and telling the compelling stories of their varied ministries. Province I School for Deacons is a two-year Deacon formation collaborative of the dioceses of CT, ME, NH, RI, VT, and WMA, now in its eighth year. Videos can be watched [here](#): For more information please contact deacons@province1.org.
- The Reverend Christopher Carlisle shared about the Building Bridges Veterans Ministry. He stated that the formula is simple and eucharistic - to gather veterans together for a weekly or monthly meal and to be a community and engage in mutual healing in a way that is uniquely powerful and effective for veterans. One Building Bridges participant shared that he lost his wife to cancer and his daughter to suicide and that the only reason he is alive today is because he has

this community to support him. This initiative is a rapidly expanding movement whose mission is to address veteran social isolation, depression, Post-Traumatic Stress and suicide risk that so often accompany military service.

- Two new grant lines for 2023 were announced: **Coming Together in Hope and Healing**. Ranges from \$500-\$2,500 and are available for Episcopal leaders within Province I for projects and ministries that speak to the theme of coming together in hope and healing. Preference will be given to projects that span multiple dioceses, although this is not a requirement for this grant. This grant cannot be paired with a Sowing Seeds of Ministry Grant. **Inter Diocese Collaboration** which is a pilot for 2023 offering up to \$10,000 for two or more Episcopal dioceses in Province 1 engaged in collaborative work, as a one-time partnership investment in a new inter-diocesan ministry effort. This grant must be endorsed by bishops of all of the dioceses requesting the grant.

Province I as an organization and as an active Body of Christ in our region strengthens the mission and work of all the churches and Episcopalians in New England. The resources available through the Province are rich in leading and supporting all of New England's Episcopalians to Christ's love. Explore the website (<https://www.province1.org>) and then join in one or more than one of the varying ministry networks. The journey together in New England is rich and diversified in Christ.

Respectfully Submitted,

Denise Noble

Notification of Actions of the 80th General Convention of the Episcopal Church

As required by the Canons of the Episcopal Church, as Secretary of Convention it is my duty to make known to you these Constitutional amendments and changes authorized to the *Book of Common Prayer* which were passed at the 80th General Convention held in Baltimore, Maryland in 2022. All texts that appear below are the final, authorized and concurred versions enacted.

A031: Amend the Constitution and Canons Relating to the Merger of Diocese

Can.I.10

Sec. 1. Whenever a new Diocese is proposed to be formed within the limits of any Diocese, or by the junction of two or more Dioceses, or parts of two or more Dioceses, the Ecclesiastical Authorities and the Standing Committees of the Dioceses involved in the proposed new diocese shall submit for approval to the Conventions of each Diocese involved a joint agreement of union setting forth their agreements, including the manner of determining the Bishop Diocesan and other Bishops (if any), the provisions of the Constitution and Canons of the new Diocese, and such other matters as may be necessary or proper. Upon approval by the Conventions of each of the involved Dioceses, the joint agreement of union shall be submitted for ratification by the General Convention no less than ninety days prior to the first legislative day of the next meeting of the General Convention.

Sec. 2. Promptly after ratification by the General Convention, the Ecclesiastical Authority of the new Diocese, as set forth in the joint agreement of union, shall call the Primary first Convention of the new Diocese, for the purpose of enabling it to organize, and shall fix the time and place of holding the same, such place being within the territorial limits of the new Diocese.

Sec. 3. Whenever one Diocese is about to be divided into two Dioceses, the Convention of such Diocese shall declare which portion or portions thereof are to be in the new Diocese, and shall make the same known to the General Convention before the ratification of such division.

Sec. 4. Whenever a new Diocese shall have organized in first Primary Convention in accordance with the provisions of the Constitution and Canons in such case made and provided, and in the manner prescribed in the previous Sections of this Canon, and shall have chosen a name and acceded to the Constitution of the General Convention in accordance with Article V, Section 1 of the Constitution, and shall have laid before the Executive Council certified copies of the Constitution adopted at its first Primary Convention, and the proceedings preparatory to the formation of the proposed new Diocese, such new Diocese shall thereupon be admitted into union with the General Convention.

Sec. 5. In the event of the erection of an Area Mission into a Diocese of this Church, as provided in Article V, Section 1 of the Constitution, the Convocation of the Area Mission shall be entitled to elect Deputies to the succeeding General Convention, and also to elect a Bishop. The jurisdiction previously assigned to the Bishop in the Area Mission shall be terminated upon the admission of the new Diocese.

Sec. 6. When a Diocese and one or more other Dioceses that were formed either by division therefrom or by erection into a Diocese or a Missionary Diocese formed by division therefrom, shall desire to be reunited into one Diocese, the proposed reunion must be initiated by the approval of the Conventions of the involved Dioceses of a joint agreement of union setting forth their agreements, including the manner of determining the Bishop Diocesan and other Bishops (if any), provisions of the Constitution and Canons of the new Diocese, and such other matters as may be necessary or proper. If the agreement of the Dioceses is made and the consents of their Conventions are given more than three months before the next meeting of the General Convention, the fact of the agreement and consents shall be certified by the Ecclesiastical Authority and the Secretary of the Convention of each involved Diocese to all the Bishops of the Church having jurisdiction and to the Standing Committees of all the Dioceses; and when the consents of a majority of such Bishops and of a majority of the Standing Committees to the proposed reunion shall have been received, the facts shall be similarly certified to the Secretary of the House of Deputies of the General Convention, and thereupon the reunion shall be considered complete. But if the agreement is made and the consents given within three months of the next meeting of the General Convention, the facts shall be certified instead to the Secretary of the House of Deputies, who shall lay them before the two Houses; and the reunion shall be deemed to be complete when it shall have been approved by a majority vote in the House of Bishops, and in the House of Deputies.

Sec. 7. When the union of two or more Dioceses or portions of Dioceses or the reunion of the two or more Dioceses shall have been completed, the facts shall be certified to the Presiding Bishop and to the Secretary of the House of Deputies. Thereupon the Presiding Bishop shall notify the Secretary of the House of Bishops of any alteration in the status or style of the Bishop or Bishops concerned, and the Secretary of the House of Deputies shall strike the name of any Diocese that will cease to exist or is being renamed from the roll of Dioceses in union with the General Convention and, if appropriate, amend the name of the newly united Diocese on the roll of Dioceses in union with the General Convention.

A059: Amend Article X of the Constitution of The Episcopal Church (First Reading)

Resolved, That the 80th General Convention of The Episcopal Church repeal Article X in its entirety and replace it with the following:

Sec. 1. The Book of Common Prayer is understood to be those liturgical forms and other texts authorized by the General Convention in accordance with this article and the Canons of this Church.

The Book of Common Prayer in this Church is intended to be communal and devotional prayer enriched by our church's cultural, geographical, and linguistic contexts. The Book of Common Prayer shall contain both public worship and private devotion.

The Book of Common Prayer, as now established or hereafter amended by the General Convention, shall be in use in all the Dioceses of this Church.

Sec. 2. No alteration thereof or addition thereto shall be made unless the General Convention approve the same on first reading in one regular meeting of the General Convention and, by resolve so directing, be sent by the Secretary of the General Convention to the Secretary of the Convention of every Diocese, to be made known to the Diocesan Convention at its next regular meeting, and be adopted on second reading without alteration by the General Convention at its next succeeding regular meeting by a majority of all Bishops, excluding retired Bishops not present, of the whole number of Bishops entitled to vote in the House of Bishops, and by an affirmative vote by orders in the House of Deputies in accordance with Art. I, Sec. 5 of this Constitution, except that concurrence in the affirmative by the orders shall require the affirmative vote in each order by a majority of the Dioceses entitled to representation in the House of Deputies.

Sec. 3. No alteration thereof or addition thereto shall be made unless it has previously been authorized for Trial Use in accordance with this Article and the Canons of this Church.

Sec. 4. The General Convention may at any one meeting, by a majority of the whole number of the Bishops entitled to vote in the House of Bishops, and by a majority of the Clerical and Lay Deputies of all the Dioceses entitled to representation in the House of Deputies, voting by orders as previously set forth in this Article:

- a. Amend the Table of Lessons and all Tables and Rubrics relating to the Psalms.
- b. Authorize for Trial Use such alterations or additions in whole or in part to the established Book of Common Prayer as may be proposed in accord with the Canons of this Church and duly undertaken by and implemented according to the directives of the General Convention.
- c. Authorize for use throughout this Church, as provided by Canon, alternative and additional liturgies to supplement those provided in the Book of Common Prayer.

Sec. 5. Nothing in this Article shall be construed as restricting the authority of the Bishops of this Church to take such order as may be permitted by the Rubrics of the Book of Common Prayer or by the Canons of the General Convention for the use of special forms of worship.

And be it further

Resolved, That the General Convention direct the President of the House of Deputies and the Presiding Bishop to appoint a working group of nine members to include the Custodian of The Book of Common Prayer, some members of Committee 12 of the 80th General Convention, some members of a Standing Commission on Liturgy and Music, and others as needed to review the

Canons relevant to the implementation of this Article and propose revisions to the 81st General Convention. An initial framework is provided as a starting point for this work; and be it further

Resolved, That an allocation of \$30,000 be made to support the work of the working group.

A145: Amend Constitution Article X [Book of Common Prayer Supplementary Text-Second Reading]

ARTICLE X

The Book of Common Prayer, as now established or hereafter amended by the authority of this Church, shall be in use in all the Dioceses of this Church. No alteration thereof or addition thereto shall be made unless the same shall be first proposed in one regular meeting of the General Convention and by a resolve thereof be sent within six months to the Secretary of the Convention of every Diocese, to be made known to the Diocesan Convention at its next meeting, and be adopted by the General Convention at its next succeeding regular meeting by a majority of all Bishops, excluding retired Bishops not present, of the whole number of Bishops entitled to vote in the House of Bishops, and by a vote by orders in the House of Deputies in accordance with Article I, Sec. 5, except that concurrence by the orders shall require the affirmative vote in each order by a majority of the Dioceses entitled to representation in the House of Deputies.

But notwithstanding anything herein above contained, the General Convention may at any one meeting, by a majority of the whole number of the Bishops entitled to vote in the House of Bishops, and by a majority of the Clerical and Lay Deputies of all the Dioceses entitled to representation in the House of Deputies, voting by orders as previously set forth in this Article:

- a. Amend the Table of Lessons and all Tables and Rubrics relating to the Psalms.
- b. Authorize for trial use throughout this Church, as an alternative at any time or times to the established Book of Common Prayer or to any section or Office thereof, a proposed revision of the whole Book or of any portion thereof, duly undertaken by the General Convention.
- c. Authorize for use throughout this Church, as provided by Canon, alternative and additional liturgies to supplement those provided in the Book of Common Prayer.*

And *provided* that nothing in this Article shall be construed as restricting the authority of the Bishops of this Church to take such order as may be permitted by the Rubrics of the Book of Common Prayer or by the Canons of the General Convention for the use of special forms of worship.

A146: Amend Constitution Articles VI and VIII [Regarding Full Communion--Second Reading]

ARTICLE VI

Sec. 1. The House of Bishops may establish a Mission in any area not included within the boundaries of any Diocese of this Church or of any Church in *full* communion with this Church, and elect or appoint a Bishop therefor.

ARTICLE VIII

No person shall be ordered Priest or Deacon to minister in this Church until the person shall have been examined by the Bishop and two Priests and shall have exhibited such testimonials and other requisites as the Canons in that case provided may direct. No person shall be ordained and consecrated Bishop, or ordered Priest or Deacon to minister in this Church, unless at the time, in the presence of the ordaining Bishop or Bishops, the person shall subscribe and make the following declaration:

I do believe the Holy Scriptures of the Old and New Testaments to be the Word of God, and to contain all things necessary to salvation; and I do solemnly engage to conform to the Doctrine, Discipline, and Worship of the Episcopal Church.

Provided, however, that any person consecrated a Bishop to minister in any Diocese of an autonomous Church or Province of a Church in *full* communion with this Church may, instead of the foregoing declaration, make the promises of Conformity required by the Church in which the Bishop is to minister.

If any Bishop ordains a Priest or Deacon to minister elsewhere than in this Church, or confers ordination as Priest or Deacon upon a Christian minister who has not received Episcopal Ordination, the Bishop shall do so only in accordance with such provisions as shall be set forth in the Canons of this Church.

No person ordained by a foreign Bishop, or by a Bishop not in *full* communion with this Church, shall be permitted to officiate as a Minister of this Church until the person shall have complied with the Canon or Canons in that case provided and also shall have subscribed the aforesaid declaration.

A Bishop may permit an ordained minister in good standing in a church with which this Church is in full communion as specified by the Canons who has made the foregoing declaration, or a minister ordained in the Evangelical Lutheran Church in America or its predecessor bodies who has made the promise of conformity required by that Church in place of the foregoing declaration to officiate on a temporary basis as an ordained minister of this church. No minister of such a Church ordained by other than a Bishop, apart from any such ministers designated as part of the Covenant or Instrument by which full communion was established, shall be eligible to officiate under this Article.

A147: Amend Article IX [Court of Trial for Bishops--Second Reading]

ARTICLE IX

The General Convention may, by Canon, establish one or more Courts for the Trial of Bishops.

Presbyters and Deacons canonically resident in a Diocese shall be tried by a Court instituted by the Convention thereof; Presbyters and Deacons canonically resident in a Missionary Diocese shall be tried according to Canons adopted by the Bishop and Convocation thereof, with the approval of the House of Bishops; *provided* that the General Convention in each case may prescribe by Canon for a change of venue.

The General Convention, in like manner, may establish or may provide for the establishment of Courts of Review of the determination of diocesan or other trial Courts.

The Court for the review of the determination of the trial Court, on the trial of a Bishop, shall be composed of Bishops only.

The General Convention, in like manner, may establish an ultimate Court of Appeal, solely for the review of the determination of any Court of Review on questions of Doctrine, Faith, or Worship.

None but a Bishop shall pronounce sentence of *admonition*, or suspension, ~~or removal~~, or deposition from the Ministry, on any Bishop, Presbyter, or Deacon; and none but a Bishop shall admonish any Bishop, Presbyter, or Deacon.

A sentence of suspension shall specify on what terms or conditions and at what time the suspension shall cease. A sentence of suspension may be remitted in such manner as may be provided by Canon.

A148: Amend Constitution Article I.2 [House of Bishops--Second Reading]

Article I

Sec. 2. Each Bishop of this Church having jurisdiction, every Bishop Coadjutor, every *Bishop Suffragan* ~~Bishop~~, every Assistant Bishop, and every Bishop who by reason of advanced age or bodily infirmity, or who, under an election to an office created by the General Convention, or for reasons of mission strategy determined by action of the General Convention or the House of Bishops, has resigned a jurisdiction, shall have a seat and a vote in the House of Bishops. A majority of all Bishops entitled to vote, exclusive of Bishops who have resigned their jurisdiction or positions, shall be necessary to constitute a quorum for the transaction of business.

A149: Amend Constitution Article II.4-8 [Bishops Suffragan--Second Reading]

ARTICLE II

Sec. 4. It shall be lawful for a Diocese, at the request of the Bishop of that Diocese, to elect not more than two ~~Suffragan~~ Bishops *Suffragan*, without right of succession, and with seat and vote in the House

of Bishops. A ~~Suffragan~~ Bishop *Suffragan* shall be consecrated and hold office under such conditions and limitations other than those provided in this Article as may be provided by Canons of the General Convention. A ~~Suffragan~~ Bishop *Suffragan* shall be eligible for election as Bishop *Diocesan* or Bishop Coadjutor of a Diocese, or as a *Bishop Suffragan* in another Diocese.

Sec. 5. It shall be lawful for a Diocese to prescribe by the Constitution and Canons of such Diocese that upon the death, *removal or deposition* of the Bishop *or if the Bishop resigns*, a ~~Suffragan~~ Bishop *Suffragan* of that Diocese may ~~be placed in charge of such Diocese~~ and become temporarily the Ecclesiastical Authority thereof until such time as a new Bishop shall be chosen and consecrated; or that during the disability or absence of the Bishop, a Bishop *Suffragan* of that Diocese may be placed in charge of such diocese and become temporarily the Ecclesiastical Authority thereof.

Sec. 6. A Bishop may not resign jurisdiction without the consent of the House of Bishops.

Sec. 7. It shall be lawful for the House of Bishops to elect a ~~Suffragan~~ Bishop *Suffragan* who, under the direction of the Presiding Bishop, shall be in charge of the work of those chaplains in the Armed Forces of the United States, Veterans' Administration Medical Centers, and Federal Correctional Institutions who are ordained Ministers of this Church. The ~~Suffragan~~ Bishop *Suffragan* so elected shall be consecrated and hold office under such conditions and limitations other than those provided in this Article as may be provided by Canons of the General Convention. The ~~Suffragan~~ Bishop *Suffragan* shall be eligible for election as Bishop *Diocesan*, ~~or~~ Bishop Coadjutor or ~~Suffragan~~ Bishop *Suffragan* of a Diocese.

Sec. 8. A Bishop *Diocesan or Coadjutor* who has ~~for at least five years next preceding exercised jurisdiction as the Ordinary~~, served as the Bishop *Diocesan* or as the Bishop Coadjutor, of a Diocese *for any period of time*, may be elected as Bishop *Diocesan*, Bishop Coadjutor, or ~~Suffragan~~ Bishop *Suffragan* of another Diocese *only if five or more years have passed since the Bishop first served as Bishop Diocesan or Bishop Coadjutor of the Diocese in which the Bishop is currently or last served as Bishop Diocesan or Bishop Coadjutor*. Before acceptance of such election a resignation of jurisdiction in the Diocese in which the Bishop is then serving, conditioned on the required consents of the Bishops and Standing Committees of the Church to such election, shall be submitted to the House of Bishops, and also, if the Bishop be a Bishop Coadjutor, a renunciation of the right of succession. Such resignation, and renunciation of the right of succession in the case of a Bishop Coadjutor, shall require the consent of the House of Bishops.

A150: Amend Constitution Article III [Bishops Consecrated for Foreign Lands-- Second Reading]

ARTICLE III

Bishops may be consecrated for foreign lands upon due application therefrom, with the approbation of a majority of the Bishops of this Church entitled to vote in the House of Bishops, certified to the Presiding Bishop; under such conditions as may be prescribed by Canons of the General Convention. Bishops so consecrated shall not be eligible to the office of Diocesan or of Bishop Coadjutor of any Diocese in the United States or be entitled to vote in the House of Bishops, nor shall they perform any act of the episcopal office in any Diocese or Missionary Diocese of this Church, unless requested so to do by the Ecclesiastical Authority thereof. If a Bishop so consecrated shall be subsequently duly elected as a Bishop of a Missionary Diocese of this Church, such election shall then confer all the rights and privileges given in the ~~Canon~~ *Canons* to such Bishops.

A151: Amend Constitution Article IV [Standing Committees--Second Reading]

ARTICLE IV

In every Diocese a Standing Committee shall be elected by the Convention thereof, except that provision for filling vacancies between meetings of the Convention may be prescribed by the Canons of the respective Dioceses. When there is a Bishop in charge of the Diocese, the Standing Committee shall be the Bishop's Council of Advice. If there be no Bishop or Bishop Coadjutor or *Bishop Suffragan* ~~Bishop~~ canonically authorized to act, the Standing Committee shall be the Ecclesiastical Authority of the Diocese for all purposes declared by the General Convention. The rights and duties of the Standing Committee, except as provided in the Constitution and Canons of the General Convention, may be prescribed by the Canons of the respective Dioceses.

A152: Amend Constitution Article 5.1 [Admission of New Dioceses--Second Reading]

Sec. 1 A new Diocese may be formed, with the consent of the General Convention and under such conditions as the General Convention shall prescribe by General Canon or Canons, (1) by the division of an existing Diocese; (2) by the junction of two or more Dioceses or of parts of two or more Dioceses; or (3) by the erection into a Diocese of an unorganized area evangelized as provided in Article VI. The proceedings shall originate in a Convocation of the Clergy and Laity of the unorganized area called by the ~~Ecclesiastical Authority~~ *Bishop* for that purpose; or, with the approval of the Ecclesiastical Authority, in the Convention of the Diocese to be divided; or (when it is proposed to form a new Diocese by the junction of two or more existing Dioceses or of parts of two or more Dioceses) by mutual agreement of the Conventions of the Dioceses concerned, with the approval of the Ecclesiastical Authority of each Diocese. After consent of the General Convention, when a certified copy of the duly adopted Constitution of the new Diocese, including an unqualified accession to the Constitution and Canons of this Church, shall have been filed with the Secretary of the General Convention and approved by the Executive Council of this Church, such new Diocese shall thereupon be in union with the General Convention.

A153: Amend Constitution Article IX [For the Trial of Presbyters and Deacons-- Second Reading]

Article IX

The General Convention may, by Canon, establish one or more Courts for the Trial of Bishops.

Presbyters and Deacons ~~canonically resident in a Diocese~~ shall be tried by a Court instituted by the *General Convention by Canon. thereof*; ~~Presbyters and Deacons canonically resident in a Missionary Diocese shall be tried according to Canons adopted by the Bishop and Convocation thereof, with the approval of the House of Bishops; provided that the General Convention in each case may prescribe by Canon for a change of venue.~~

The General Convention, in like manner, may establish or may provide for the establishment of Courts of Review of the determination of diocesan or other trial Courts.

The Court for the review of the determination of the trial Court, on the trial of a Bishop, shall be composed of Bishops only.

The General Convention, in like manner, may establish an ultimate Court of Appeal, solely for the review of the determination of any Court of Review on questions of Doctrine, Faith, or Worship.

None but a Bishop shall pronounce sentence of suspension, or removal, or deposition from the Ministry, on any Bishop, Presbyter, or Deacon; and none but a Bishop shall admonish any Bishop, Presbyter, or Deacon.

A sentence of suspension shall specify on what terms or conditions and at what time the suspension shall cease. A sentence of suspension may be remitted in such manner as may be provided by Canon.

A157: Amend Article I Sec. 7

Sec. 7. The General Convention shall ~~meet~~ *hold its regular meeting* not less than once in each three years, at a time and place determined in accordance with the Canons. *In the event of a change of circumstances indicating the necessity or advisability of changing the date of such regular meeting of The General Convention beyond three years, said meeting may be rescheduled as provided by Canon.* Special Meetings may be held as provided for by Canon.

The Rev. Paul V. Olsson

Secretary of Convention

Episcopal Diocese of Vermont