



The Episcopal  
Diocese *of* Vermont

***2022 Convention Journal***

**Reports from July 1, 2021 through June 30, 2022**

**189<sup>th</sup> Annual Convention  
October 8<sup>th</sup> & 13<sup>th</sup>, 2022**

*The Journal of the 232<sup>nd</sup> Annual  
Convention of the Episcopal Church in  
Vermont  
being the 189<sup>th</sup> Annual Convention  
Since the Full Organization of the  
Diocese of Vermont being held virtually  
on October 13<sup>th</sup> and in person on October  
8<sup>th</sup>, 2022*

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

This report covers the time period from July 1, 2021, to June 30, 2022. 18 visits were made to congregations in Vermont.

7/18/2021	Holy Trinity, Swanton
7/25/2021	St. Andrew's, Colchester
9/12/2021	St. Thomas and Grace, Brandon
10/3/2021	St. John's, Randolph
10/10/2021	St. Luke's, Fairhaven
10/24/2021	Church of the Good Shepherd, Barre
11/14/2021	Christ Episcopal Church, Island Pond
12/19/2021	St. Mark's, Springfield
1/16/2022	St. Stephen's, Middlebury
1/23/2022	St. John in the Mountains, Stowe
2/6/2022	Christ Church, Montpelier
2/13/2022	St. Peter's, Bennington
4/10/2022	Zion Church, Manchester
5/1/2022	St. Mark's, Newport
5/22/2022	St. Andrew's, Colchester
6/5/2022	St. Barnabas, Norwich
6/19/2022	Grace Episcopal Church, Sheldon
6/26/2022	Trinity Church, Rutland

During these visitations 13 people were confirmed, 3 people were received, and 5 people were baptized.

During this 12-month period, Bishop MacVean-Brown consented to several Episcopal elections, one she did not consent to, requests for permission to officiate and requests for permission for marriage after divorce.

On July 8, 2021, the Rev. Deacon Jack Mann Karn was released to the Diocese of Texas

On August 12, 2021, the Rev. Canon Walter B. Brownridge was received from the Diocese of Maryland

On October 23, 2021, The installation of Greta Getlein as Rector and Dean of the Cathedral Church of St. Paul, Burlington

On November 3, 2021, the Rev. Kevin Sparrow was received from the Diocese of Massachusetts.

On November 13, 2021, the Rev. Melanie Combs was ordained to transitional diaconate at the Cathedral Church of St. Paul, Burlington.

On November 13, 2021, the Rev. Linda Moore was ordained to transitional diaconate at the Cathedral Church of St. Paul, Burlington.

On September 7, 2022 Resided over The Rev. Gordon Bardos funeral

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

On March 11, 2022 Rev. Christine Ann Jones was released to the Diocese of New York

On May 17, 2022 Rev. Oliver Larry Yarborough was released to the Diocese of Alabama.

On May 23, 2022 Resided over The Rev. Jeannette McKnight's Funeral

On June 4, 2022 Bram Kranichfeld was ordained to transitional diaconate at the Cathedral Church of St. Paul, Burlington.

On June 4, 2022 Darcey Mercier was ordained to transitional diaconate at the Cathedral Church of St. Paul, Burlington.

On June 4, 2022 Lars Hunter was ordained to vocational diaconate at the Cathedral Church of St. Paul, Burlington.

On June 4, 2022 Melanie Combs was ordained to Priest at the Cathedral Church of St. Paul, Burlington.

On June 4, 2022 Linda Moore was ordained to Priest at the Cathedral Church of St. Paul, Burlington.

On July 11, 2022 Rev. MP Schneider was released to the Diocese of Rhode Island.

The following canonically resident clergy died during this time.

The Rev. John S. Mitchell died on August 14, 2021

The Rev. Jeannette (Leta) McKnight died on December 20, 2021

The Rev. Ezra Pickup died on Jan 1, 2022

The Rev. Gordon Bardos died on Feb 3, 2022

Respectfully submitted,

A handwritten signature in cursive script that reads "Shannon MacVean-Brown".

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

## **Brookhaven Treatment and Learning Center Annual Diocese Convention Report (July 1, 2021 - June 30, 2022)**

### 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 with 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 School and provides both general and special education services to attending students. In addition to the youth residing at Brookhaven, students from surrounding school districts also attend 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 supports, and achieve long term school success.

### The Year in Review

Brookhaven continued to experience challenges over the reporting period that have unfortunately become widely familiar. These have included such things as surges in COVID cases and shortages in staffing. Again, a strong core and committed team has enabled Brookhaven to maintain its stability through changeable times.

In terms of the pandemic, Brookhaven suffered a more widespread outbreak in Spring of this year as Vermont experienced its spike in COVID variants. This resulted in a majority of staff and residents contracting the virus as well as a prolonged period of quarantining and retesting. Fortunately, only minor symptoms were experienced throughout the course of the outbreak with a solid recovery thanks to close coordination with Vermont Dept. of Health professionals.

Workforce shortages have continued by far to have the most impact on Brookhaven's operations over the period. Vacancies have persisted in our teaching and direct care positions due to a sparseness of applicants. Likewise, new enrollment has been reduced in our learning center as a shortage of support professionals in all Vermont schools has hampered efforts to identify students with special needs and get them referred into programs like Brookhaven.

On a more personal staffing note, Brookhaven suffered a devastating loss in June of this year with the death of Direct Care worker Bob Rugar, who suffered a fatal heart attack while on a break during his shift. Bob was a reliable employee of several years and stood out with his upbeat attitude toward his job. He frequently remarked about the fulfillment he got working with our kids and especially seeing more of them successfully complete the program. He will be greatly missed by his coworkers and the boys he helped. Unfortunately, this tragedy also resulted in the departure of our cook, Darla, who is Bob's mother. She understandably submitted her resignation due to the loss she experienced and the unfortunate circumstances surrounding it. We certainly will also be missing her contribution and wishing her all the best.

Fortunately, there are some signs of progress in staffing patterns lately with a recent uptick in hiring for certain Brookhaven positions. Hopefully this trend will continue and lead to a more sustained workforce

recovery. Also, Vermont recently established a grant to enable eligible employers to offer a “Retention Bonus” for employees who commit to staying in their positions for an agreed upon period. This will hopefully help grant recipients like Brookhaven achieve more stability in their staffing, especially in those hard to fill and higher turnover positions.

On another hopeful note, one exciting programmatic change that occurred over the period involved an expansion of Brookhaven’s educational services at our Learning Center. As of the 2022-23 academic year, Brookhaven is now approved by the Vermont Agency of Education (AOE) to provide co-ed instruction. What this means is that, for the first time, female day students can now enroll and receive the specialized support available in Brookhaven’s therapeutic school. This will not only allow Brookhaven to better serve the needs of local sending schools, but also enable our students to benefit from involvement with a more diverse community of learners. We welcome this positive addition to our educational services and look forward to meeting more student needs as we move through the next school year.

Through challenges and changes over the past year, Brookhaven is of course immensely grateful to the large number of staff who have maintained their commitment and compassion to the youth in our program.

In our learning center, Brittany Tremblay has begun her second year as Brookhaven’s contracted Special Education Coordinator. Brittany’s enthusiasm is abundant and appreciated as she oversees both the teachers and students in our school program and inspires them to be their best. Samantha Greer is in her third school year now as the learning center’s very capable Administrative Assistant. Sam will be completing her Master’s degree this year and her credentials to be a licensed special educator in Vermont. We are excited to see her grow as an educational professional and utilize these skills in expanded roles at Brookhaven. Forrest Teullane is entering his third school year also as Brookhaven’s lead classroom teacher. Forrest has excelled at becoming the instructional anchor at the school and has been exceptional at forming meaningful relationships with students and making learning fun. Rounding out the school team is eight-year veteran Scott Hoyt. As Student Support Specialist, Scott is invaluable at responding to student needs through the school day. From stepping in to substitute teach 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.

In our clinical program, Abby Jarvis is now in her eighth year 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. Clinician Jeff Nykiel is completing his second year now in his own role of providing child and family therapy to Brookhaven clients. Jeff has developed steadily in his skills showing considerable care in meeting his client’s needs and helping them achieve their goals. This year, Jeff’s hard work will culminate in completing his requirements to become a Vermont Licensed Independent Clinical Social Worker (LICSW). Finally, Kent Kilpatrick is serving as Clinical Case Manager for his second year also. Kent covers much ground as he helps the program maintain strong continuity between all services. In this capacity, Kent’s typical day can 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 twenty-one years of reliable service as Administrative Assistant at Brookhaven. In terms of job description, it would only be a slight exaggeration to say that Brenda does everything. Otherwise, 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 eight years, Residential Coordinator Jessica Allen has 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. Over this past year of acute worker vacancies, Jessica has been especially tireless in stepping in to ensure shift coverage where gaps have appeared often at the last minute. Angela Bisson marks an impressive sixteen 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 considerable 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 his skillful work keeping everything on Brookhaven's campus looking good and working well. In addition to maintaining vehicles and equipment and handling grounds-keeping across the seasons, projects this year have included replacement of the kitchen stove/oven/grill unit and installation of fencing that has enhanced both safety and scenery along Brookhaven's riverside. Mike is also always willing to mentor residents and teach vocational skills through special projects that could include such things as landscaping and woodworking. 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 (20 years), Maria Genega (13 years), and Sandi Welch (12 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 third fulfilling year as Executive Director at Brookhaven. Despite conditions that have often been tumultuous, Brookhaven's mission has remained on track. With crisis episodes involving Brookhaven youth reducing from over 1,000 incidents annually in the recent past to under 100 in the last year, the influence of Brookhaven's work is being well measured. Likewise, the satisfaction all of us feel from seeing more youth than ever graduate from the program and return successfully to their communities is beyond measure. We are extremely proud of our talented team who continue to embrace new ideas as they embody Brookhaven's essential outreach to children and

families. Ultimately, Brookhaven is very blessed to have a such a devoted group who create positive change as they 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: Nancy Wuttke, Paul Habersang, Julie Jones-Susmann, Lucas Krueger, Brett Murphy, Elizabeth Kooperkamp, Stephen Dale, Cynthia Ruth Dale, and Rev. Bob Wilson. Many thanks go out to these folks for their strong and steady backing of Brookhaven.

In closing, it is our pleasure to present a summary of this year's activities at Brookhaven and to profile some of our 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 St. Paul's Annual Report to Convention, July 2021 – June 2022**

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 October 8<sup>th</sup>! This will be my first in-person Convention gathering since becoming Dean of the Cathedral and I can't wait to see you all here. For those who cannot attend on that day in person, we will be streaming from the Nave to the diocesan YouTube channel for the duration of our gathering.

We have been hard at work here increasing both physical and virtual accessibility to the Cathedral. By the time you read this we will have completed a final (well, for at least ten years!) upgrade of our audio system to include new body receivers, new microphones, and the relocation of the main component receivers out of the rebar and concrete closet and into the Nave proper, enhancing our connections to the system and vastly decreasing tendencies to disconnect during services. We are grateful to the Diocesan Grants & Loans team for helping to make this happen.

We've also been working on some of the more affordable changes to our physical plant to begin the slow work of bringing it into compliance with ADA guidelines. You may notice, when you come in this fall, that we now have automatic door openers on the main door and the lower level door. This work was completed over the summer and has made a huge difference to many already. We have also completed automating some of the lighting, added rails to the sanctuary steps, and will be upgrading the stairwell rails to meet current guidelines, which work may be completed before Convention.

We have 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.

We continued our anti-racism work with a racial healing group led by The Revd Rachel Field using the book, *Stand Your Ground* by Kelly Brown Douglas and talking about how racism lives in our bodies and learning to recognize and heal that. We sent three people to participate in the Alabama-Vermont Sacred Ground circle last winter and will have our first one at the Cathedral this fall. Our hope is to offer one or two each year, alternating between in-person and virtual, and inviting any in the diocese who wish to participate. We have continued our weekly silent vigil against racism (every Sunday at 1:00 p.m.) which we began on June 7, 2020. We are committed to continuing our witness to the larger community until such time as it is no longer needed. We are exploring new possibilities for collaboration with the Vermont Health Equity Initiative and hope to have something more to report on that next year.

Financially, we are relatively stable, though we realize some uncertainty in this current market, as do many of you. We pray for stabilization, but we also have contingency plans for worst-case scenarios.

In October of last year I was finally installed as Dean of this Cathedral. What a glorious day it was. I am deeply thankful for those of you who were able to be physically present, those who joined us virtually, and all of you who held us in prayer. I was deeply humbled.

As Dean I continue to try to reach out and drive out to see each church and active clergy person; a delightful task that I wish I had more time for (Brattleboro- I'm coming soon!). During the past year I served on the Grants & Loans Committee, chaired the Financial Oversight & Audit Committee, served on the inter-diocesan Disciplinary Board, and served on the Diocesan THRIVE task force, chairing the Financial Sustainability sub-group.

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

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Greta Getlein". The signature is fluid and cursive, with a long horizontal flourish at the end.

The Very Revd Greta Getlein (she/her)

*Dean & Rector*

## Cooperative Christian Ministry at UVM Report for 2021-22 School Year

Cooperative Christian Ministry at UVM (CCM) is an ecumenical and progressive campus ministry supported by six Protestant denominations: The Episcopal Church, Evangelical Lutheran Church in America, United Church of Christ, Presbyterian Church, American Baptist Church, and United Methodist Church. The Campus Minister, Rev. Joe Cotner, embodies CCM's ecumenical spirit: he is an ordained ELCA minister and a member of the Cathedral Church of St. Paul.

CCM has been an important voice for a Christianity that stands for inclusivity and justice. We offered a weekly discussion series entitled *Living the Questions*, an exploration of Christianity that encourages questioning and models an expansive, compassionate faith. The students who participated really appreciated the new-to-them perspectives on core aspects of Christianity. In addition, we took the lead in hosting two special events on campus:

**“Queering the Narrative: The Intersections of Race, Sexuality, and Spirituality.”** Through a grant from the Episcopal Church's office of Young Adult and Campus Ministries, we co-hosted The Rev. Darrell L. Goodwin on March 28 in Brennan's Pub for a conversation about how a queer black boy from the south side of Chicago embraced all of who he was created to be. The Rev. Goodwin is the first openly LGBTQ black person to serve as an Executive Conference Minister in the United Church of Christ, and also has served in several positions in Jesuit higher education. We collaborated with UVM's Prism Center (LGBTQ programs and support), Mosaic Center for Students of Color, and Alumni Association, and the event was part of UVM's Division of Diversity, Equity and Inclusion's Inclusive Excellence Symposium.

**Proposition 2 on Vermont's November ballot.** We arranged to have Debbie Ingram from Vermont Interfaith Action come to the Davis Center on April 5 for VIA's presentation on the background to Proposition 2, a proposal to amend Vermont's constitution to prohibit slavery that will appear on November's ballot. UVM's Office of Civic Engagement assisted in organizing and publicizing the event, as it coheres with their efforts to get students involved in social justice work in the community.

As these events indicate, our partnerships with groups on campus are vital to our activities. We literally could not have offered these events without the collaboration of various campus groups in envisioning and organizing them. Working in partnership with the identity centers and other groups is central to CCM's ministry.

In the spring, we became part of a new national network of progressive Christian campus ministries that is in the process of forming (an initiative out of the Center for Progressive Christianity). We will look to use resources in various ways as they become available and connect with other campus ministries who share a commitment to a Christianity that is open-minded, inclusive, and compassionate. CCM continued to be part of UVM's Food Insecurity Working Group. Katie Huggett, a member of our Board, participates on the Group. We are the only religious group that is part of this work.

We are grateful for the tremendous support CCM receives from the Episcopal Church in Vermont. Members of our Board include The Rev. Fred Moser (Board President) from Trinity, Shelburne; Lindsey Huddle (Treasurer) from St. James, Essex Junction; and Donna Toufexis from Cathedral Church of St.

Paul. The diocese has been generous in its financial support as well. We thank God for your partnership in ministering with the UVM community.

Rev. Joe Cotner  
Campus Minister

## **Commission on Ministry Annual Report to Convention 2021-2022**

Major emphases of the Commission on Ministry over the past year have included painstaking discernment with a number of people in the ordination process, examination and revision of discernment procedures, clarification of communications with diocesan staff, connecting with the diocesan THRIVE process, and internal organization.

Discernment conversations with individuals who feel called to ordained ministry are the heart of the commission's work, and we have had many of these over the past year. We are assisted by recommendations from clergy, congregations, seminaries, field education supervisors, internship mentors and Clinical Pastoral Education supervisors. Yet much depends on the content and tone of the commission's interaction with the interviewees. We are in the process of devising more structure and devoting more time to those conversations.

The commission's discernment is catalyzed only by the bishop requesting the commission to interview applicants, so our work proceeds in partnership with the bishop's discernment. We have affirmed Susan McMillan of St. Paul's Cathedral for postulancy for the diaconate and Jeff Hiam of St. Michael's, Brattleboro, for postulancy for priesthood. Katie Runde of Christ Church, Bethel, continues as a candidate for priesthood. It has been fulfilling to participate in the discernment for those ordained in June 2022: Bram Kranichfeld of the Cathedral and Darcey Mercier of St. Michael's, Brattleboro, to the transitional diaconate; Lars Hunter of St. Mary's, Wilmington, to the vocational diaconate; and Melanie Combs of St. Luke's, Fairhaven; and Linda Moore of St. Peter's, Lyndonville, to the priesthood. We continue to be impressed by high quality of people coming forward for ordination in the Diocese of Vermont. We stress that, as important as our work is, we are advisory to the bishop, who alone has authority to move people forward toward ordination.

Among the states, Vermont has the lowest percentage of religiously affiliated people, and we are aware of the challenges experienced by small congregations with limited resources of personnel and finance. The Episcopal Church in Vermont needs activist leaders committed not only to pastoral care but also to joyful and forthright gospel witness and to connecting with others in local communities to engage such issues as poverty, opioid abuse and family disintegration. We need leaders who will reverse, rather than simply manage, the decline in spiritual community. The ordination process is frequently passive in the sense that congregations and diocesan entities respond to the initiative of those feeling called to ordination. We encourage clergy and lay leaders throughout the diocese to seek out and encourage persons you feel may have a call but who themselves have not yet considered that possibility.

A significant shift over the past year has been Bishop Shannon ending the Local Ministry Support Team (LMST) route to ordination. In past years the commission devoted time and effort to regularizing that

program, which was designed to strengthen congregations through a team approach and which included a flexible path to ordination without seminary attendance. A number of clergy were ordained through LMST, and they serve congregations ably. Yet the commission agrees with the bishop that consistency in content and mentorship proved difficult to establish, and we affirm its termination.

The commission is close to finalizing a revision of the Diaconate Ordination Handbook, which has been led by Archdeacon Stannard Baker. The Priesthood Ordination Handbook has been in skeletal form for some time, and we are mobilizing to craft a full guide to that process. The commission shares with Bishop Shannon the view that those ordained in Vermont must be committed to ministering in Vermont for a substantial period of time after ordination.

It has been important to clarify communication channels around the ordination process. Substantive communication with aspirants, postulants and candidates should occur only with the bishop's office, and the commission's work with them is catalyzed only by the bishop's request. Similarly, while the Standing Committee considers the commission's recommendations, that is only at the bishop's initiative. We have been grateful for a meeting with Bishop Shannon and for Canon Walter Brownridge's ongoing liaison work with us.

The commission is aware that THRIVE has proposed to fold it into a new Commission on Missional Vitality and to rename our group the *Committee* on Ministry. The commission has not yet had a chance to review and discuss the proposal. It may have the benefit of highlighting ordained leaders' accountability for participating in God's mission, and it may ensure frequent consultation with others concerned with missional vitality.

Strong commission membership has facilitated the work tremendously. We are grateful for the longstanding chairpersonship of Canon Dr. Alison Lee Crawford, and for the counsel of Dr. Eric Davis of St. Stephen's, Middlebury, and the Rev. Shelie Richardson of Christ Church, Bethel, all of whom have rotated off the commission. Continuing members are Archdeacon Stannard Baker of St. Paul's Cathedral; Ms. Beverly Barton of St. Paul's, White River Junction; the Rev. Janet Brown of Grace, Sheldon; Canon David Hamilton of St. Andrew's, Colchester; the Rev. Scott Neal of St. Paul's, White River Junction; Dr. Lisa Schnell of St. Paul's Cathedral; and Ms. Candace Vandouris of St. James, Woodstock. Newly appointed members are Dr. Jay Parini of St. Stephen's, Middlebury; the Rev. Amy Spagna of St. James, Woodstock; and Dr. Carolyn Taylor-Olson of St. Michael's, Brattleboro. Ms. Rebecca Flewelling of the Cathedral joined us very helpfully until health concerns prompted her resignation, and Dr. Noma Anderson of the Cathedral has now been appointed. Thus the commission now has its full complement of six laypersons and six clergy. However, the second three-year terms of Stannard, Janet and Candace expire this year, and we will miss them and their deep commitment to this work.

The commission's internal organization has been strengthened by the appointment of Dr. Lisa Schnell as vice chair and Ms. Candace Vandouris as clerk. I am very grateful to them for their consultation and assistance in leading the commission's work.

The Rev. Canon Dr. Titus Presler, Chair

## **Diocesan Council Annual Report**

### **Diocesan Council Report from July 1, 2021, through October, 2022**

Council Members: The Rt. Rev. Dr. Shannon MacVean-Brown the Rev. Paul Gratz, the Rev. Kathy Hartman, the Rev. Fred Moser, the Rev., the Rev. Zarina Castro, Ms. Barbara Johnson, Mr. Robert Wertz, Mr. Sean Ryan, Ms. Carol Hessebach, Ms. Beth Crane, Ms. Wendy Besett.

Ex officio Members: The Rev'd Canon Walter Brownridge (Canon to the Ordinary for Cultural Transformation), Dr. Gerry Davis (Treasurer, until October 2021), and Mr. Paul Horn (Treasurer after October 2021).

During the reporting period, Council met on September 15<sup>th</sup>, October 20<sup>th</sup>, November 17<sup>th</sup>, 2021, and February 15<sup>th</sup>, May 25<sup>th</sup>, August 17<sup>th</sup>, December 8<sup>th</sup>, 2022.

Previous meeting minutes and the Treasurer's reports were accepted at each meeting.

This is a summary report. Full meeting minutes and Treasurer's reports are available on the website or by request through the Diocesan Office.

- Reports on 2021 Council Priorities were received at each meeting.
- Included were reports from: Commission on Ministry
- Evangelism and Green Mountain Witness Grants and Loans Committee
- Racial Reconciliation
- The Rock Point Commons
- Ecumenical Council/VT Interfaith

The Annual Resolution of Council recommending the 2022 Convention's approval of the 2023 budget (\$1,387,500) was approved. The Resolution required by Canon 6.7 of Diocesan Canons to establish the minimum 2023 full time Total Clergy Compensation was also approved for Convention's consideration.

### **Actions and Impact due to COVID-19:**

Impacts of COVID-19:

- The Diocesan Covid Response Leadership Team (DCRLT) met regularly during this time to deal with current issues. The DCRLT key priorities was the establishment of various protocols, such as: Holy Communion under special circumstances, and the resumption of in-person worship, first outdoor worship and then with the development of Covid-19 vaccines and air purification systems the opportunity to return with to indoor worship.
- We received a \$40,000 grant from The Episcopal Church that was available to every diocese in 2021 - 2022 as a Covid-19 Emergency Relief Grant.

## **The Need for a Strategy for The Episcopal Diocese of Vermont to Restructure for Mission and Sustainability - *Investing in Our Best Possible Future***

### **Background**

In July of 2020, Bishop Shannon shared a document, “thoughts and observations concerning our future” and began meeting with a group of diocesan leaders to share her concerns and hopes for engaging in practices which would support the vitality of the diocese. The document laid-out the need for support for congregational development across the diocese, and a concern about the inequitable agreements between congregations and priest, which also impact a need for lay support, formation, and training. She expressed a concern that the diocese would not be solvent past two or three years.

On June 9<sup>th</sup>, 2021, Mr. Steve Burnett, CPA, former Treasurer of the Diocese of Atlanta, informed Bishop Shannon that in 21 months, the diocese would face a financial cliff; no longer able to meet all financial obligations. He made several recommendations.

- Develop Financial Accountability & Sound Practices.
- Meeting immediate needs to buy time for discernment.
- Cost reductions.
- The Use of Number 5 Rock Point Road.
- Rightsizing Diocesan Staff
- Do not hire replacement for Office Assistant or Archivist.
- Hybrid Diocesan Convention - to reduce cost & dedicate time to formation that centers around congregational development.
- Apply to lower apportionment to The Episcopal Church.
- Apply to The Episcopal Church for Covid-19 Relief .
- Discernment with sister Northern New England Dioceses
- Restructure finance operations according to consultant recommendations
- Restructure diocesan governing bodies - quarterly meetings of all groups together, each carries out “committee work” between, \*consultant recommendation for finance committee.
- Consulting with bishops who have been through this, e.g. Bishop Sean Rowe

### **The Work of THRIVE**

#### **The Taskforce for Hope, Revitalization, Innovation, Vitality, Efficiency/Evangelism.**

- Over the summer of 2021, a task force was formed to do the work of discernment. They began their work in earnest in the fall (2021). This is a timeline of their work
- July 2021: Task Force is created.
- September-October 2021: Task Force conducts initial assessment of short- and long-term options.
- The Task is divided into three working groups.
  - Governance
  - Finance
  - Missional Vitality

- October 2021: The Governance Working Group meets with Diocesan Council, Trustees, Standing Committee.
- January 2022: Conversations with Dioceses of New Hampshire and Maine about possible collaborative structures begin; canonical review to identify any possible barriers to collaboration.
- February – September 2022: Each Working Group continues research, discernment, and drafting of their reports.
- September 2022: The final report was submitted to the Diocesan Council for approval.
- The final report of THRIVE is included in the Journal in the Addendum.

## **Ecumenical and Interreligious Officer Report Diocesan Convention July 1, 2021-June 30, 2022**

As Ecumenical and Interreligious Officer I represent The Episcopal Diocese of Vermont in the National Workshop on Christian Unity (NWCU) and Annual Meeting of Episcopal Diocesan Ecumenical and Interreligious Officers (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, and as Board Chair of Cooperative Christian Ministry (CCM) – the ecumenical ministry of six Protestant denominations (Episcopal, United Methodist, American Baptist, ELCA Lutheran, Presbyterian, and United Church of Christ) at the University of Vermont.

In February 2022 I met as a member of the Executive Board of Episcopal Diocesan Ecumenical and Interreligious Officers (EDEIO), representing Province 1 Officers, prior to the National Workshop on Christian Unity. The EDEIO Board helps sustain the ecumenical work of The Episcopal Church and contributes to annual planning for the National Workshop. The NWCU gathers ecumenical representatives from Roman Catholic, Protestant, Orthodox, and Evangelical Christian bodies each year around issues of theological and social concern, and seeks to foster deeper working relationships and articulate grounds for common understandings. The 2022 NWCU was a hybrid event in 2022, meeting in person in Anaheim, California and simultaneously on the Whova online platform. Owing to the high cost of travel this past spring, I participated online. 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.

During the Week of Prayer for Christian Unity (Jan. 18-25, between the Feasts of the Confession of St. Peter and the Conversion of St. Paul) the Vermont Ecumenical Council held an online service on Sunday January 23, following the theme, “We Saw the Star in the East and Came to Worship Him,” the theme designated for 2022 by the Graymoor Ecumenical and Interreligious Institute, the official sponsor of the Week of Prayer for Christian Unity. The VEC’s General Coordinating Committee meets quarterly, either online or in hybrid meetings; all members of the Episcopal Diocese of Vermont are welcome and invited to attend. The Executive Committee meets every six to eight weeks to carry on the VEC’s work between quarterly Coordinating Committee meetings. The VEC’s website ([www.vecncc.org](http://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. While this work can have rich rewards, it can also be difficult at times and challenge assumptions. This past year (2021-2022) has been one in which deep differences around social – and even political – commitments have surfaced among members of the VEC, prompting confrontations with such issues as racism, social justice, and the very meaning of ecumenical “membership.” 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 by which Christians in Vermont can 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, Cooperative Christian Ministry at UVM, 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 wonderful resource when considering their needs for Bibles for worship spaces, study groups, or other ministries. Information 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 CCM, and the opportunity to represent the Diocese at the NWCUC and Annual Meeting of EDEIO – representation that is essential to this ministry. But, most of all, I am grateful for the many untold ecumenical and interreligious ministries that go on each week throughout our Diocese in 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,

The Rev. Dr. Frederick P. Moser  
Rector, Trinity Episcopal Church, Shelburne  
Ecumenical and Interreligious Officer  
Episcopal Diocese of Vermont

# **Episcopal Hospital Chaplaincy Annual Report**

## **Our Mission**

Grounded in the love of God, the Episcopal Hospital Chaplaincy (EHC) is a joint ministry of the Episcopal Church in New Hampshire and Vermont. Our chaplains offer pastoral presence and spiritual connection for Episcopalians at Dartmouth Hitchcock Medical Center (DH) during times of illness and vulnerability.

## **Statistics**

The 2021 statistics show the way:

Chaplains visited on 140 days giving 387 hours to the ministry.

303 patients were visited, making 587 visits overall.

Episcopal patients came from 54 towns in Vermont and 57 towns in New Hampshire.

## **Our Story**

The year 2021 was another year overshadowed by the coronavirus pandemic as it continued to disrupt congregational life and to affect all aspects of healthcare, including the ministry of EHC and its chaplains, The Rev. James C. Ransom and the Rev. Lisa M. Ransom. The saving grace in 2021 was widespread vaccination with timely boosters which allowed increasing access to patients, more meaningful pastoral interaction, increased sacramental sharing, and by the end of the year a return to near normal ministry. So please get vaccinated and boosted whenever booster shots become available.

The Chaplains extend to hospital patients and their families the presence and pastoral ministry of the Church through prayer and the administration of the sacraments of Holy Communion and Anointing of the Sick. Chaplains also visit in the Birthing Pavilion and in the Jack Byrnes Center for Palliative and Hospice Care, attending to Episcopalians and their families at the time of birth and at the end of life. They also help parish clergy make meaningful contact and follow up visits with parishioners who come to DH. This year EHC was a more fully integrated ministry than ever with congregations in both Vermont and New Hampshire.

## **Organization**

The Episcopal Hospital Chaplaincy, a 501(c)(3), is governed by its instruments of incorporation, its bylaws and by a Letter of Understanding with the Bishops of the Dioceses of New Hampshire and Vermont which outlines the relationship of EHC to the Episcopal Church. The eight member Board of Directors, from both New Hampshire and Vermont, is currently composed of Laura Kent, Chair, St. James, Woodstock, VT; Elizabeth Ruml, Secretary, St. Thomas, Hanover, NH; The Rev. Mark Preece, the Diocese of Vermont; Elizabeth Lowell, St. Andrews, New London, NH; The Rev. Curtis Metzger, Rector, All Saints Church, Littleton, NH; Gerald S. Davis, MD, Cathedral Church of St. Paul,

Burlington, VT; Arthur Young, Treasurer, St. Thomas, Hanover, NH; Paul Glover, St. Thomas, Hanover, NH.

### **Finances**

EHC is dependent on the generous gifts of the bishops, clergy and congregations of the two dioceses as well as individuals who value this ministry. In 2021 gifts fully funded EHC's \$25,000 budget. Your contributions are welcome and may be directed to the Treasurer at: Episcopal Hospital Chaplaincy, 9 West Wheelock Street, Hanover, NH 03755. Checks should be made out to "Episcopal Hospital Chaplaincy".

## **Financial Oversight and Audit Committee Annual Report to Convention June 2021 – July 2022**

To the People of the Episcopal Diocese of Vermont:

The Financial Oversight and Audit Committee reviewed and provided feedback on the 2020 parish audits submitted by 37 parishes. Additionally, the FOAC reviewed and provided education and feedback for the 2021 parochial reports submitted by 40 parishes.

The FOAC is responsible for the oversight of all financial and audit processes for the Diocese, Rock Point Commons, Trustees, and Parishes. It's work, under the proposed organizational restructuring will be moved to the newly formed Commission on Finance. If the resolution for the restructuring passes, this will end the work of the Financial Oversight and Audit Committee. It has been our pleasure to serve all of you.

Respectfully submitted,



The Very Revd Greta Getlein, *chair*

Members: Laura Buel, The Revd Susan McGarry, Chad Wohlers

## **Global Episcopal Mission Network (GEMN) Annual Report to Convention 2021-2022**

As the diocesan liaison for the Global Episcopal Mission Network, I invite Vermont Episcopalians to be in touch about your visions and relationships for mission in the global community. GEMN is a network of dioceses, congregations, mission organizations, seminaries and individuals committed to catalyze global engagement throughout the Episcopal Church. The Diocese of Vermont has been a supporting member for many years, and it is a privilege to represent GEMN in our diocese.

The 2020-22 period has been a time of especially acute crises – the coronavirus pandemic, racial turmoil, ecological destruction and political unrest, all of them with global ramifications. GEMN has

prayerfully sought to discern the justice-working and reconciling movement of God amid the crises and provide innovative resources for global engagement amid the challenges:

“**Women in Mission**” was the theme of the 2022 Global Mission [Conference](#), held entirely online with 160 people attending. GEMN highlighted the central role women have played in God’s mission over the centuries and today, such that global Christianity is sometimes termed a women’s movement, with women constituting 60% of the world’s Christians and leading its mission outreach. Plenary speakers included Dana Robert of Boston University, Carolyne Adhola of Kenya, Lynnaia Main of the Episcopal Church’s ministry at the United Nations, and Elizabeth Boe of the Mission Personnel Office.

**Mission Formation Program** moved online to Zoom in 2020 and 2021 because of the pandemic and each time drew several dozen attendees, including some from abroad. It went so well that an online [interactive version](#) will be standard even when in-person formation becomes possible again. Vermont Episcopalians can easily attend this in future – stay tuned for notices in “The Mountain.”

**Questing: The Way of Love in Global Mission** was published by GEMN through Amazon on the Kindle platform. The seven-session study series for congregations and individuals applies the now well-known Way of Love to global mission. [Questing](#) is a good resource for Vermont congregations wanting to explore what global engagement might mean.

**Mission Thursdays with GEMN** will resume this fall, a series of conversations about specific initiatives in Global Mission. The fall series will include discussion of the missional dimensions of this year’s General Convention, Lambeth Conference, and the General Assembly of the World Council of Churches. Notice will appear in “The Mountain.”

**Global Mission Toolkit** of webinars, videos and print resources for catalyzing global mission was recently compiled by a unique partnership among GEMN, the Standing Commission on World Mission, and the Office of Global Partnerships, thanks to a grant from the Constable Fund. You can explore the suite of resources [here](#) on the Episcopal Church website.

**Global Mission Prayer Cycle** lifts up in [prayer](#) the mission work of dioceses, organizations and seminaries throughout the church on a monthly basis. The Diocese of Vermont is prayed for on the 27<sup>th</sup> of each month.

The GEMN Board of 12 activists includes laypeople and clergy from all over the Episcopal Church and people who hail from Haiti, Dominican Republic and Costa Rica. It was a privilege to serve as Board president for several years, and this past spring the Board asked me to guide the network as its executive director. I look forward to engaging more Vermonters in this work. You can reach me at: 802-326-3157, or [tituspresler@post.harvard.edu](mailto:tituspresler@post.harvard.edu)

The Rev. Dr. Titus Presler

GEMN Diocesan Liaison

## Grants & Loans Committee

### July 1, 2021 – June 30, 2022

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

Committee Members during this year were: Becca Boucher (St. Mark's, Newport), The Very Rev Greta Getlein (St Paul's Cathedral, Burlington), Paul Horn (St Stephen's, Middlebury), The Rev Christine Jones (St John's, Randolph) The Rev. Todd McKee (St. Paul's, White River Junction), Steve Smith (St. James, Arlington), The Rev. Bob Wilson (St. Mark's, Newport), and Canon Walter Brownridge (ex officio).

#### Guiding Principles

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

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

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

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

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

1. Consider grant and loan requests only from an Episcopal entity sponsored within Vermont. The Committee will not consider requests from non-Episcopal entities or requests from outside Vermont.
2. Give priority to requests that show promise for enhancing local mission approaches.
3. Give priority to requests that support discernment, planning, promoting, training for, implementing, and evaluating mission (rather than funding the actual mission).
4. Give priority to requests that show sustainability.

5. Give priority to requests that support discerning, planning, promoting, and training of lay people.
6. Give at least 50% to support local mission and give no more than 50% to [non-mission] requests related to buildings.
7. Attempt to distribute funds as widely as possible.
8. Discourage “pass through” grants to other organizations unless there is a clear connection to an actively engaged ministry that enhances congregational vitality and the requesting parish is also providing funds to the ultimate recipient organization.
9. Discourage the use of funds to solve emergencies or to postpone dealing with a long-term problem.
10. Discourage the use of funds strictly for the purpose of historical preservation of buildings.

During this past year there have been 15 grants for a total distribution of \$140,934.42 and one loan for \$20,000 approved and distributed. If you would like more details on the funds granted please contact The Rev. Bob Wilson, Chairperson.

Respectfully submitted,

The Rev. Bob Wilson, Chairperson.

## **Green Mountain Witness Annual Report to Convention 2021-2022**

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.”

In this understanding Christian witness begins with listening, not telling; honoring, not dismissing; exploring, not presuming. What might be 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.

Yet St. Mary's in the Mountains in Wilmington undertook the remarkable step of organizing an evangelism conference, assisted by a grant from the churchwide Evangelism Initiative. Originally planned for September 2020, "Unlocking God's Grace and Hope" took place very successfully in September 2021, both in person and Zoom. Jerusalem Greer, the churchwide evangelism staff officer, keynoted the gathering. Leaders known churchwide were engaged to highlight young voices and the role of music in sharing the gospel. Green Mountain Witness team assisted by facilitating workshops, including one entitled "Ten Theses about Episcopalians' Evangelo-Phobia." Registrants included Vermonters, people from elsewhere in the Province of New England and some from across 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.

Now that the pandemic is lifting, we plan to be in touch with congregations during the coming year. Meanwhile we encourage you to reflect on how you can encourage evangelism in your congregation. I invite you to be in touch: 802-326-3157, [tituspresler@post.harvard.edu](mailto:tituspresler@post.harvard.edu)

The Rev. Dr. Titus Presler

Convener

## **Liturgical Commission Report Annual Report to Convention 2021-2022**

There are many interesting liturgical and musical offerings around our diocese. Here is a brief report on a few highlights since the 2021 Diocesan Convention.

### **The Cathedral Church of St. Paul**

Our Cathedral hosts several diocesan events during the year. The Very Rev. Greta Getlein, Dean and Rector, noted that on November 13, 2021 a service of ordination was held for two transitional deacons and on June 4, 2022 the Cathedral hosted a service for the ordination of a vocational deacon, two transitional deacons, and two priests. The services were also lived-streamed on the Cathedral's YouTube channel. The Cathedral will host our Convention liturgy.

### **Eucharists at Rock Point**

After a hiatus because of Covid 19, the *Intentional Rock Point Community* resumed its monthly Eucharist on Pentecost 2021. They have gathered each month on the third Friday at noon in the chapel or in the Van Dyck building. Services are announced in The Mountain and via a mailing list. All are welcome. The group uses Celtic-style prayers drawing from Iona, the Northumbria Community,

Lindisfarne, Anglican and other resources. The services are interactive and reflective. At this time the Rev. Lisette Baxter and the Rev. Craig Smith are the celebrants. The hope is to expand the ministry. The planning team also includes the Rev. Deacon Jackie Arbuckle, Wallace Good and Roni Lesage.

### **Green Mountain Online Abbey (GMOA)**

Since the earliest days of the pandemic, Bishop Shannon invited and virtually gathered people to join in Morning Prayer at 8 a.m. and Compline at 8 p.m. via Zoom technology. This ministry became The Green Mountain Online Abbey. Morning Prayer and Compline are offered Monday through Saturday and Evening Prayer on Sundays. On the First Sunday in Advent, 2021, the group began to dedicate Sunday Evening Prayer to Racial Healing and this continues. GMOA is a community of mutual support and caring, welcoming anyone from anywhere to join. Zoom links may be found on our diocesan website. The Rev. Mary Taggart, Deacon, coordinates this ministry alongside the Bishop.

### **Other Special Services**

An online service was hosted by GMOA on Sunday, May 29, 2022 at 8:00 p.m., a “Diocesan Service of Lament in the Wake of Gun Violence.” It was an opportunity to share grief surrounding gun violence happening at that time in Buffalo, Uvalde, and other locations in our country.

An outdoor funeral was organized to celebrate the life of the Rev. Jeanette McKnight. It was held on May 23, 2022 and the Bishop presided at the service. Kim Hardy, Susan Ohlidal and Kathy Torrissi assisted in its preparation. May our sister and all the faithful departed rest in peace and rise in glory.

*Anam Cara Sojourners*, a group dedicated to exploring Celtic spirituality offered 40-Day Advent and Lenten online morning prayer opportunities for our diocesan community and those beyond during these reflective seasons. The gatherings were ecumenical in nature. *Holy Hikes Vermont*, which is one aspect of *Anam Cara Sojourners*, has been on hiatus most of 2022 but plans to regather soon. In-person worship and learning opportunities, normally held at St. James Church, Essex Junction or Trinity Church, Shelburne, may also return in 2023. For more information contact the Rev. Kim Hardy at [revkimhardy@gmail.com](mailto:revkimhardy@gmail.com).

### **Survey**

In March I put out a survey to gather information about liturgical practices in our diocese. I received some feedback and am grateful to those who responded. Please let me know if we can be helpful to your parish or worshipping community, or if you are interested in conversations regarding liturgy and/or music to revitalize our church. As we regather, following what we hope has been the worst of the pandemic, I would be happy to be part of arranging such conversations.

I offer my gratitude to all in our diocese who are working to offer engaging and enlivening liturgies in their respective communities and to those who contributed to the writing of this report. May we honor God with our praises. May we find God in our prayers. From our *Book of Common Prayer*, I conclude with the prayer *For Church Musicians and Artists (modified)*:

*O God, whom saints and angels delight to worship in heaven:*

*Be ever present with your servants who seek through art, music, and liturgy  
to perfect the praises offered by your people on earth;  
and grant to them even now glimpses of your beauty,  
and make them worthy at length to behold it unveiled for evermore;  
through Jesus Christ our Lord. Amen.*

Respectfully submitted,

The Rev. Kim Hardy

Chair, Liturgical Commission, Episcopal Diocese of Vermont

## **Mission Farm Convention Report Annual Report to Convention 2021-2022**

As the Church stands at a crossroad, Mission Farm is poised to serve the Diocese of Vermont as a center for connection, conservation and justice - a new expression of 'church' in a world confronted with isolation, injustice and ecological crisis.

Set on 180 acres in the heart of the Green Mountains, Mission Farm is responding to the call for missional vitality through the work of THRIVE - finding new ways to be 'church' and serving in the Diocese of Vermont as a catalyst and a hub for expressions of faith that are bigger, wiser and centered on the love of Christ. Mission Farm has emerged as a model, a sanctuary and a connection between the past and the hopeful future of the church.

This season brought an abundance of produce from our garden, over 40 pints of honey from our beehives and a Harvest Home Festival - a celebration of our 125th anniversary as a ministry of the Diocese of Vermont. We are working on completing a community centered landscape project, a new orchard, a renovation of the Mission Farm Bakery and the restoration of the windows in Church of Our Saviour.

In addition, the community of Mission Farm has been engaged in a season of listening. This fall, the community of Church of Our Saviour, those involved in the ministry and mission of Mission Farm, the town of Killington and surrounding community partners gathered to embark on a Visioning Process that helped to clarify our mission as a diocesan entity and a community resource.

*Mission Farm is a center for connection, conservation and justice, engaged in spiritually  
embodied practices, rooted in land.*

**Connection and Hospitality** - We believe that at the heart of our faith is love - expressed in connection with God, self, one another and the natural world

**Environmental Conservation** - We engage in faithful spiritual response to the environmental crisis facing our planet

**Justice** - We work for justice in all aspects of our common life as we recognize the reciprocity in the natural world. We respect the dignity of all creation and the sacred gift that moves through soil, water, blueberries, squash, chickens, gardeners and people.

Respectfully Submitted,

The Rev. Lisa M. Ransom

Executive Director, Mission Farm

## **Rock Point Commons Board Annual Report to the 2022 Convention**

**Rock Point Commons Vision:** *Be an inclusive community hub for education, spirituality, environmental stewardship and sustainable micro-agriculture.*

The “Rock Point Commons” consists of all the woodlands, meadowlands, gardens, roadways, parking lots, trails, solar orchard and all other lands, structures and improvements on Rock Point excepting Rock Point School and its two residences, the Bishop’s House, the Diocesan Office and the two Rock Point Center building complexes. Its primary duties are:

- (a) Planning and providing for the use, management, security, maintenance and operation of the Rock Point Commons lands, structures and improvements; and
- (b) Planning and providing for the mission, programs, security, improvements, and maintenance of the Rock Point Center.

These entities are supported by a full and part time staff consisting of the Executive Director, Paul Habersang (full-time), our security and property manager, Chuck Courcy (full-time), bookkeeper, Karen Robinson (half-time), and trail stewards and volunteer coordinator, Tyler Pastorok (quarter-time).

The activities of the staff are monitored and directed by the Rock Point Commons Board, which has been given responsibility for oversight of the Rock Point Commons and its operations by Canon 29C and the Trustees of The Diocese of Vermont, who hold the deed. The current expanded Rock Point Commons Board members are Bishop Shannon, Laurie Broughton, Betsy Ferries, Wallace Good, Frank Guillot, Samuel Jackson, Rev. Peggy Mathauer, Walter Poleman, Matt Sommerville, Rev. Rob Spainhour, and Alexa Visco. Begun in the autumn of 2021, implementation of our new vision has required becoming an expanded [by Bishop Shannon’s appointment prerogative] active, engaged, “working” Board. This includes its restructuring through the formation of 7 subcommittees, additionally filled by the recruitment of volunteer members from the surrounding communities for additional support.

On August 31, 2022, Shawn Bryon, nine-year member and President, resigned; on September 2, 2022 Andera Todd resigned; and Paul Habersang, Executive Director, also announced his retirement date December 31, 2022. Therefore, Bishop Shannon has stepped in as President and the Board is actively in the search process to call a new Executive Director starting later this year. A new permanent part-time Land Stewardship & Hospitality position was established and filled, expanding the trail stewards and volunteer coordinator position. A focused Diversity, Equity and Inclusion program is being integrated into all Board activity.

These significant organizational adjustments required a new Substitute Canon 29C being constructed that will be presented to this 2022 Convention. Also, please read the Rock Point Commons Conference Center and Camp report submitted by Paul Habersang, Executive Director, for a concise update of the activities and programs occurring and supporting the Rock Point Commons.

### **2022 Budget/Finances:**

Our 2022 budget of roughly \$350,000 is funded by contributions and payments (in rounded figures) from a variety of sources: \$150,000, Rock Point Center/cabins use; \$110,000 contributions from resident partners on Rock Point; \$47,500 endowment funds; \$30,000, fund-raising; \$24,000, other program partners; \$3,000, group and individual trail use donations. In addition, we continue to receive gifts to the Partnership Campaign and the Coalition Campaign. In 2022 we lost \$10,000 in income from the discontinuation of the Alleluia Fund.

Any budget surplus is dedicated to a capital reserve maintenance fund for the wide variety of capital and equipment replacement needs and to keep a prudent reserve of twelve weeks of operating expenses.

Also we have a Solar Energy Coop which saves resident partners money and generates extra funds both to replace the solar trackers and to fund both conservation and green energy projects. A current example is the conversion of the Bishop's House from oil to heat pumps and the Diocesan Office from gas to heat pumps, as part of the utilities electrification on Rock Point.

Our plan is to continue to make progress in sharing the commons costs equitably with our resident partners and our program partners who share our vision in making Rock Point a hub. In addition, we hope to start an endowment campaign for \$10.5 million to fund capital maintenance of all Rock Point properties and scholarships for programs.

We have moved from The Diocese of Vermont being the only income source to presently having all four residential partners and seven program partners supporting our commons' overhead. We plan to make incremental increases in staff to help coordinate our many volunteers in the coming year. We also recognize that we are understaffed at this time to just stay solvent.

We give thanks for the more than 8 years of dedicated service from David McKay, who resigned as our Treasurer in May of this year. We presently are looking for a new treasurer and have formed a working finance committee composed of the committee chairs to serve in the meantime.

Respectfully submitted,

Craig Smith, Rock Point Commons Finance Committee Chair

Wallace Good, Rock Point Commons Land Use Subcommittee Chair

## **Standing Committee**

### **Annual Report July 1, 2021 to June 30, 2022**

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, 2021 and June 30, 2022: July 7, 2021; August 26, 2021; October 7, 2021; October 31, 2021; November 11, 2021; January 5, 2022; March 8, 2022 and May 17, 2022.

The Standing Committee acted on the following items between July 1, 2021 to June 30, 2022:

#### **Property Matters**

<b>Date</b>	<b>Transfer Entity</b>	<b>Property Location</b>
10/15/2021	Elder	Hinesburg
11/12/2021	Smith	Arlington
11/15/2021	Thurston	Topsham
12/3/2021	Mobbs	Jericho
1/5/2022	Welcome	Morristown
2/14/2022	Kendall	Barnet
2/18/2022	Gould	Pawlet
5/22/2022	Hughes	Arlington
6/27/2022	Marriott	Essex
6/28/2022	Ireland	Shelburne
7/14/2022	Counos	Sheldon
8/29/2022	Rittenburg	Shelburne

## **Ordination Consents:**

Approved Linda Moore to be ordained to the Diaconate

Approved Bram Kranichfeld to be ordained to the Diaconate

Approved Lars Hunter to be ordained to the Diaconate

Approved Darcey Mercier to be ordained to the Priesthood

## **Consents to Episcopal Elections**

Gave consent for the election of The Reverend Elizabeth Bonforte Gardener as the XI Bishop Diocesan of Nevada

Gave consent for the election of The Very Reverend Daniel P. Richards as the IX Bishop Diocesan of Upper South Carolina

Gave consent for the election of Bishop Fraser Lawton as Assistant Bishop in the Diocese of Dallas, and his reception as a bishop of The Episcopal Church.

Gave consent for the election of The Reverend Brian R. Burgess as the Bishop Diocesan of the Diocese of Springfield.

Gave consent for the election of The Reverend Jeffrey Mello as the Bishop Diocesan of Connecticut

Gave consent for the election of The Reverend Joseph Tharakan as the Bishop Diocesan of Idaho

## **Other Actions**

Elected Lisa Ransom as president

Elected Tom Rees as Secretary

Sent letter of support to The Rt. Rev. Dr. Shannon MacVean on the event of the break in at the Bishop's residence.

Gave consent for the release and removal of David Veal from the priesthood

Standing Committee members for 2020-2021 were: (Clergy) The Rev. Lisa Ransom (President, 2023); The Rev. Jennie Anderson (2022); The Rev. Sarah Ginolfi (2025) and The Rev. Stannard Baker (2024); (Lay members) Trisha Needham (2025), Scottie Emery-Ginn (2022), Thomas Rees (Secretary, 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, 2021 – 2022

## **Treasurer's Report**

### **Annual Report to Convention 2021-2022**

#### **2022 Overview**

In mid-2021 a consultant report disclosed governance, decision making and financial sustainability challenges. The THRIVE Task force was formed and has created a plan for a new way forward addressing missional vitality, governance, and collaboration, and financial sustainability.

Since that time, the projected early 2023 “financial cliff” for the Diocesan Office budget has been addressed. An in-depth review of financial management has been performed and funding alternatives identified which have resulted in the operation budget being in much better shape , although some longer term financial sustainability concerns continue. One of the THRIVE Task Force recommendations was to repurpose selected unrestricted funds to support diocesan operations. The Board of Trustees and Diocesan Council formally approved this action in their September meetings. The new fund is entitled the McClure Butterfield Diocesan Operating Fund.

A minor operational surplus is forecasted for 2022! The primary positive drivers of this improved performance have been congregational support (assessment levels) returning to pre-pandemic levels, increased level of DUT dividends, and reduction in The Episcopal Church (TEC) assessment.

The diocese also engaged a financial consultant, recommended by TEC and with approval of the Diocesan Council, Standing Committee, and Board of Trustees. The consultant is assisting the diocese with assessing and prioritizing the financial accounting and reporting needs, and the governance model. A new accounting and administrative support system will be implemented during the fourth quarter of 2022. The goal is to improve efficiency and have transparency with all diocesan entities.

## **2023 Budget**

The 2023 balanced operational budget was developed to support ongoing diocesan programs as well as expand some THRIVE initiatives. Key assumptions include:

Overall revenue is projected to be flat compared to 2022. The new McClure Butterfield Diocesan Operating Fund dividend income will offset a decrease in a one-time diocesan grant. Projecting revenue to be flat we feel is prudent given the recent stock market performance.

We have included a 4% increase in staff salaries. Compensation and benefits comprise 54% of the annual operating expense. This reflects an uptick in inflation as well as a higher increase compared to 2022.

TEC assessment (which comprises about 9% of our annual operating expense) will increase albeit the assessment percentage is lower than past years.

The budget includes \$27k in formation related items such as clergy support, mentoring, training and education, and parish programs.

The net increase in other administrative expenses reflect returning to pre-pandemic levels for travel, conferences, etc. as well as an increase in the new business system software cost.

Likewise, the 2023 balanced non-operational budget was developed projecting non-core operational areas. The most significant item in this category project grants and loans to be awarded at a level similar to recent experience.

The upcoming year will be demanding as we continue to build the financial health of diocesan finances. Initiatives including the establishment of the Commission on Finance, new accounting software, and improved financial governance. These actions will also result in improved transparency with the other diocesan entities.

I would like to express my thanks to the Bishop and the diocesan office staff for their collaboration and support in creating this budget.

Respectfully submitted,

Paul R. Horn

Treasurer, The Episcopal Church in Vermont and the Trustees of the Diocese

## Narrative 2023 Budget

	2021	2022	2023	
	<u>Actual</u>	<u>Forecast</u>	<u>Budget</u>	
<b>Operating Income Summary</b>				
<u>Operating Income</u>				
Mission Congregational Support	777,303	830,800	824,600	Congregational fair share assessments; similar level as pre-pandemic
Restricted & Unrestricted Income	179,433	183,460	232,400	Endowment income strictly for benefit of diocesan operations
Miscellaneous Income	19,612	23,000	20,000	Mainly EDOV giving and Green Mountain Abbey income
DFMS Covid Relief Grant	-	40,000	-	One time grant from TEC
Hunt Fund	27,799	45,000	45,000	Portion of Hunt Fund grant designated to operations
<b>Subtotal Operating Income</b>	<b>1,004,147</b>	<b>1,122,260</b>	<b>1,122,000</b>	
<u>Operating Expense</u>				
Employee & Non-Employee Comp & Ben	592,507	550,752	609,427	4% increase in employee compensation & benefits costs; contracted labor for transition minister & outsourced benefit administration
Professional Development - Bishop & Staff	8,936	12,500	12,500	Professional development, workshops
Wider Church Support	146,284	83,262	107,448	Principally TEC assessment; Province 1 cost share
Administrative Expenses	40,141	47,668	49,225	Principally audit and liability insurance expense
Bishop Travel	4,218	11,500	14,000	Bishop travel within Vermont, attendance at conferences
Bishop's House	23,331	38,434	37,600	Bishop's house maintenance, utilities, security
Office & Admin Travel	3,720	19,200	21,900	Canons and diocesan staff travel
Office Expense	75,876	68,000	80,850	Mainly RPC rental (\$40), ACS and other software, office supplies
Communications	61,680	65,000	67,400	Canticle Communications; IT support & security
Formation, Mission Support, Council	5,029	8,000	35,000	Clergy retreats; ordinations, training
Reserve Expense	49,300	43,150	56,650	Accruals for actual future events including Lambeth, General Convention, accrual for Bishop search, EYE event, etc.
Other Operating Expense	2,415	150,000	30,000	Financial restructuring
<b>Subtotal Operating Expense</b>	<b>1,013,437</b>	<b>1,097,466</b>	<b>1,122,000</b>	
<b>Net Operating Income (Expense)</b>	<b>(9,290)</b>	<b>24,794</b>	<b>0</b>	

	2021	2022	2023	
	<u>Actual</u>	<u>Forecast</u>	<u>Budget</u>	
<b>Non-Operating Income Summary</b>				
<u>Non-Operating Income</u>				
Bishop's Appeal	70,210	2,725	30,000	No appeal in 2022; planned for 2023
Grants & Loans	102,564	131,200	102,500	Endowment income designated for diocesan grants
Bishop's Discretionary Income	26,963	20,080	20,100	Mainly endowment income designated for Bishop's Discretionary Fund
Unit Fund Investment Income	33,758	33,100	33,100	
Hunt Fund Grant Used For Non-Operating	87,201	80,000	80,000	Portion of Hunt Fund grant designated to operations
<b>Subtotal Non-Operating Income</b>	<b>320,696</b>	<b>267,105</b>	<b>265,700</b>	
<u>Non-Operating Expense</u>				
Bishop's Appeal	750	5,000	5,000	Expenses associated with Bishop's Appeal canvass
Grants & Loans	84,583	100,000	100,000	Grant disbursements
Paid With Reserve Funds	12,161	63,819	30,000	Actual expense for previous accruals; 2022 included Lambeth and General Convention costs
Bishop's Discretionary Expense	627	7,000	7,000	
Paid with Unit Fund Investment Funds	24,339	24,600	24,600	Costs unrelated to core operations
THRIVE Related Expense	2,100	5,000	1,000	THRIVE meetings and consultants
Other Non-Operating Expense	-	6,000	8,100	Other non-core expense
Hunt Fund Grant Used For Non-Operating	81,394	-	-	
Mission Farm Support	-	48,000	50,000	
Rock Point Commons Support	40,000	40,000	40,000	
<b>Subtotal Non-Operating Expense</b>	<b>245,954</b>	<b>299,419</b>	<b>265,700</b>	
<b>Net Non-Operating Income (Expense)</b>	<b>74,742</b>	<b>(32,314)</b>	<b>-</b>	

	2021	2022	2023	
	Actual	Forecast	Budget	
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## The Trustees of the Diocese of Vermont Annual Report

The Board of Trustees of the Diocese of Vermont operates according to Canon 11 of the Constitutions and Canons of the Diocese of Vermont. The Trustees meet quarterly. In the 2021- 22 period covered by this report, those meetings were held on December 2 2021 (Annual and Regular Meeting) and on March 3 and June 2, 2022. The September 8, 2022 meeting was not held due to lack of quorum, however several 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 7 properties in 2021, with \$6,459.50 fees collected and to date in 2022, 6 transactions collecting \$3,850 in fees.
  - Various matters relating to the following properties were also addressed by the Committee during the year:
    - Activities regarding the oversight and disposition of several inactive church properties throughout the Diocese, including St. Luke's Alburgh, St. Paul's Canaan, St. John's Est Poultney.
    - Various real estate matters involving St. John's Randolph rectory, St. Andrew's St. Johnsbury shared use of driveway, St. Paul's White River Junction efforts to support affordable housing.
- 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 \$30,868,769 as

of June 30, 2022, a 14.48% loss in value over prior the year. 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 2021-2022, the Trustees approved quarterly distributions from the DUT to investors at the most recent rate of 1.6111% based on the annual rate of 5% of these average unit values over the past 12 quarters. Each distribution has increased in value since March 2020 and although the fund value has 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 approval of the Trustee Responsibilities document and revised Trustee Bylaws. The revised bylaws now allow for up to 9 Trustees (from 7) and amends Trustee terms from 7 years with unlimited terms to 3 year-terms, up to 3 terms served before a minimum one-year hiatus.
- Ann Guillot, St. Paul's Cathedral, was elected Trustee in November 2021 to serve out the remaining term of a resigned Trustee, expiring in 2022.
- David Bullock, St. Mark's Newport, was elected Trustee in November 2021 to serve out the remaining term of a resigned Trustee, expiring 2023.
- Dana Peterson, Trinity Church, Rutland, was voted Trustee in September 2022 to serve in place of a resigning Trustee until Convention, 2022.

Sarah Cowan, President of the Trustees of the Diocese of Vermont

Trustees of the Diocese of Vermont 2021-2022 Roster:

Benjamin Anderson-Ray (resigned September 2022); Laurel Broughton (Clerk); Christopher Chapman; Sarah Cowan (President and Chair, Real Estate Committee); Ellen McCulloch-Lovell (Chair, Investment Committee); Ann Guillot; David Bullock; Ex officio: Bishop Shannon MacVean-Brown; Paul Horn, Treasurer

# Budget

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## **Minutes of the 232nd Convention of the Episcopal Church in Vermont being the 189<sup>th</sup> Annual Convention of the Diocese of Vermont**

**Thursday, October 13, 2022  
6:00 p.m.**

Bishop Shannon MacVean-Brown called to order the 232<sup>nd</sup> Convention of the Episcopal Church in Vermont, being the 189<sup>th</sup> Annual Convention of the Diocese of Vermont at 6:08 p.m.

### **Establishment of a Quorum**

The Bishop called to order the 232<sup>nd</sup> Convention of the Episcopal Diocese of Vermont, being the 189<sup>th</sup> Annual Convention of Diocese of Vermont. The Bishop reported that she had been advised that 58 lay delegates representing 32 of 43 congregations, and 41 canonically resident clergy of 77 eligible canonically resident clergy are duly registered for this Convention and are gathered together on the Convention's Zoom meeting platform. Accordingly, we have a quorum.

### **Land Acknowledgement, Opening Devotions and Bishop's Address**

We acknowledge the traditional, ancestral, and unceded land of the Abenaki people on which we are worshipping, praying, and celebrating today. We honor the Abenaki people who have been living and working on this land from time immemorial. We recognize that colonialism and the oppression of Native people is a current and ongoing process, and we commit to building our awareness of our present participation. And so, we give thanks for those who have come before us, honoring the legacy of Vermont's Indigenous people, the Abenaki People of the Dawn. We are grateful for the care and sharing of this land.

### **Remembrance of Bishop Mary Adelia McLeod**

Bishop Shannon offered prayer for Bishop Mary Adelia McLeod and asked for a moment of silence in her remembrance.

### **Opening Devotions**

Bishop Shannon offered opening devotions with a poem, entitled *For the Time of Necessary Decision*, by John O'Donoghue as a frame for our proceedings this evening.

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

The Bishop appointed the Rev. Paul Olsson (St. Stephen's Episcopal Church, Middlebury) as Secretary of Convention and Kathy Torrisi (Diocesan Staff) as Assistant Secretary. **All voted in concurrence to affirm the appointments by Zoom poll vote.**

### **Convention Orientation: The Rev. Paul Olsson**

The Secretary reminded those present on Zoom that the proposed Rules of Order for conducting business, Zoom instructions, and other housekeeping announcements were made available on the diocesan website by the Secretary of Convention prior to the Convention. The Secretary:

- Reviewed the Proposed Order of Business

- Reminded those present of the ways of addressing the bishop: as Bishop Shannon, or Rt. Rev. Madam.
- Explained Zoom protocol for the meeting asking that people must use the raise hand feature, be recognized by the Zoom host and first clearly state their name and congregation when addressing the convention.
- Requested that any amendments to resolutions be submitted to [communications@diovermont.org](mailto:communications@diovermont.org) by 6:30 p.m. for discussion by convention later in the evening.
- Instructed delegates that if anyone wished to place a nomination from the floor for open leadership positions, they should e-mail [comunications@diovermont.org](mailto:comunications@diovermont.org) to receive a link to the nominations form. Nominee information would then be e-mailed to convention delegates for consideration.

### **Rules of Order**

Diocesan Chancellor Tom Little reviewed the Rules of Order. He highlighted Rule 6, Special Rule of Order for the 2021 “Remote” Annual Convention of the Diocese. He reminded those present by Zoom how important it would be to identify yourself and the congregation you attend. The Rules of Order for the Diocesan Convention were made available by the Secretary of Convention on the diocesan website. **A motion was made, seconded, and passed to approve the Rules of Order as presented for this Convention, with all delegates concurring.**

### **Written Reports**

Bishop Shannon called for a motion to approve the written reports found in the Pre-Convention Journal. **A motion was made, seconded, and approved to accept the written reports as filed, with all delegates concurring.**

### **Legislative Process and Review of Guidelines**

Chancellor Little asked delegates for civility and clarity when addressing the Convention. All questions should be addressed to the Bishop. He explained the types of questions to be asked, asked that delegates be mindful and focused on the resolution before the Convention, and explained that all amendments to resolutions needed to be sent to [communications@diovermont.com](mailto:communications@diovermont.com). He suggested that Convention agree by unanimous consent to limit debate on each resolution to no more than 20 minutes, and to limit each speaker to not more than two minutes, with no delegate speaking a second time until all others had spoken a first time. The limits could be extended by a majority vote of Convention. There were no objections to the Convention proceeding in this manner.

### **Clergy Transitions since last year’s Convention**

#### **Ordained**

On November 13, 2021, the Rev. Melanie Combs was ordained to the transitional diaconate at the Cathedral Church of St. Paul, Burlington.

On November 13, 2021, the Rev. Linda Moore was ordained to the transitional diaconate at the Cathedral Church of St. Paul, Burlington.

On June 4, 2022, The Rev. Bram Kranichfeld was ordained to the transitional diaconate at the Cathedral Church of St. Paul, Burlington.

On June 4, 2022, The Rev. Darcey Mercier was ordained to the transitional diaconate at the Cathedral Church of St. Paul, Burlington.

On June 4, 2022, The Rev. Lars Hunter was ordained to the vocational diaconate at the Cathedral Church of St. Paul, Burlington.

On June 4, 2022, The Rev. Melanie Combs was ordained a Priest at the Cathedral Church of St. Paul, Burlington.

On June 4, 2022, The Rev. Linda Moore was ordained a Priest at the Cathedral Church of St. Paul, Burlington.

### **Transferred In**

On September 15, 2022, Rev. David Fredrickson was received from the Diocese of Massachusetts, having been called as Priest-in-Charge of Zion Episcopal Church, Manchester.

### **Transferred Out**

On July 8, 2022, The Rev. Jack Karn was released to the Diocese of Texas.

The Bishop remembered diocesan clergy who had died this past year: the Rev. Jeannette (Leta) McKnight, the Rev. Ezra Pickup, the Rev. Gordon Bardos, the Rt. Rev. Mary Adelia Rosamond McLeod and offered the following prayer:

Almighty God, with whom still live the spirits of those who die in the Lord, and with whom the souls of the faithful are in joy and felicity: We give you heartfelt thanks for the good examples of all your servants, who, having finished their course in faith, now find rest and refreshment. May we, with all who have died in the true faith of your holy Name, have perfect fulfillment and bliss in your eternal and everlasting glory: through Jesus Christ our Lord. Amen.

### **Brookhaven Annual Meeting**

The Bishop explained the history of recessing Diocesan Convention and convening as the Incorporators of Brookhaven Home:

*The principal benefactor of Brookhaven, Sceva Spear, was a Congregationalist. The idea of turning Episcopal delegates into incorporators, who elect Trustees through recessing the Convention for that purpose appealed to him (and the Articles of Incorporation were written that way).*

The Bishop called for a motion to recess Diocesan Convention and convene as the Incorporators of Brookhaven Home.

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

The Annual Meeting of the Brookhaven Home was called to order at 7:00 p.m. Bishop Shannon reminded delegates that the Brookhaven report is available on the Convention website. The Bishop now declared this convention the Incorporators of Brookhaven Home and called to order the Annual Meeting of Brookhaven Home.

The annual report of the Brookhaven Board of Trustees was duly filed and is included in the materials posted on the Convention website. The Bishop called on Jenny Ogelby, Chair of the Nominating Committee, for a report and introduction of nominees to the Brookhaven Board of Trustees.

The Chair of the Nominating Committee, Jenny Ogelby, presented the two nominees for Brookhaven trustees: Brett Murphy and Martha Roberts. The full nominations report is available on the diocesan website and a link is available in the chat.

Bishop Shannon called for a motion to elect the two uncontested nominees: Brett Murphy and Martha Roberts.

**The motion was made, seconded, and approved to elect Brett Murphy and Martha Roberts as Trustees to the Brookhaven Board.**

**Bishop Shannon stated that there was no further business to come before the annual meeting. A motion was made, seconded, and approved to adjourn the Annual Meeting of the Incorporators of the Brookhaven Home.**

The Bishop called back to order the 232<sup>nd</sup> Convention of the Episcopal Church in Vermont, being the 189<sup>th</sup> Annual Convention of the Diocese of Vermont at 7:20 p.m.

The Bishop recognized Anne Brown, Chair of the Resolutions Committee, to present and move resolutions. Ms. Brown thanked the members of the Resolution Committee: Anne Brown, Stan Baker, Nanci Gordon and Nancy Wuttke, as well as Mike Austin and Eric Davis, who served through last year's convention. Ms. Brown reminded delegates of the legislative process agreed to earlier.

#### Voting on Resolutions

#### **Resolution 1: Revise Canons to Implement Certain THRIVE Recommendations**

SPONSOR: Canons Committee, Diocese of Vermont

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

RESOLVED, That the Canons of the Diocese of Vermont be amended to read as follows, the new text highlighted and the deleted text overstruck and highlighted:

**Bishop Shannon invited Chancellor Tom Little to speak to this resolution. The Chancellor gave his overview remarks on the Resolution and explained that there is a need for an amendment recommended by the Canons Committee to correct a small omission.**

Discussion by the Rev. Linda Maloney. There was a brief discussion commencing with the Rev. Linda Maloney. Rev. Maloney noticed a number of typos in the text and requested that we add a provision allowing the correction of the text before we approve. Chancellor Little stated that the Canons committee is doing that now and can present it at the next Annual Convention. “Not sure they need an actual motion for that. Editorial and typos would impede the election,” said the Rev. Canon Dr. Lee Crawford. Bishop Shannon questioned the proposed amendment. Lindsey Huddle raised her hand. Linda Huddle stated, “As a member of the Canons committee I propose to you we pass this change.”

With the discussion ending to vote on the Resolution knowing the typos would be amended, **the Resolution was voted on by Zoom polling and approved. The resolution carried with 97% of delegates in support.**

### **Resolution 2: Replace Canon 29C: Rock Point Commons Board**

SPONSOR: Canons Committee, diocese of Vermont

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

RESOLVED, That Canon 29C of the Canons of the Diocese of Vermont be replaced by the substitute:

There being no discussion, **the Resolution was voted on by Zoom polling and approved. The resolution carried with 100% of delegates in support.**

### **Bishop Shannon called on Paul Horn, Treasurer for his report**

#### **Treasurer’s Report, Paul Horn**

In mid-2021 a consultant report disclosed governance, decision making and financial sustainability challenges in the Diocese. The THRIVE Task Force was formed and has created a plan for a new way forward addressing missional vitality, governance, collaboration, and financial sustainability.

Since that time, the projected early 2023 “financial cliff” for the Diocesan Office budget has been addressed. An in-depth review of financial management has been performed and funding alternatives identified which have resulted in the operating budget being in much better shape, although some longer-term financial sustainability concerns continue. One of the THRIVE Task Force recommendations is to repurpose selected unrestricted funds to support diocesan operations. The Board of Trustees and Diocesan Council formally approved this action in their September meetings. The new fund is entitled the McClure Butterfield Diocesan Operating Fund.

A minor operating surplus is forecasted for 2022! The primary positive drivers of this improved performance have been congregational support (assessment levels) returning to pre-pandemic levels, increased DUT dividends, and a reduction in The Episcopal Church (TEC) assessment.

The Diocese also engaged a financial consultant, recommended by TEC and with approval of the Diocesan Council, Standing Committee, and Board of Trustees. The consultant is assisting the Diocese to assess and prioritize our financial accounting and reporting needs, and the governance model. A new accounting and administrative support system will be implemented during the fourth quarter of 2022. The goal is to improve efficiency and have transparency with all diocesan entities.

### 2023 Budget

The 2023 balanced operating budget was developed to support ongoing diocesan programs as well as expand some THRIVE initiatives. Key assumptions include:

- Overall revenue is projected to be flat compared to 2022. Dividend income from the new McClure Butterfield Diocesan Operating Fund will offset a decrease in a one-time diocesan grant. Projecting revenue to be flat is prudent given recent stock market performance.
- We have included a 4% increase in staff salaries. Compensation and benefits comprise 54% of the annual operating expense. This reflects an uptick in inflation as well as a higher increase compared to 2022.
- TEC assessment (which comprises about 9% of our annual operating expense) will increase, albeit the assessment percentage is lower than past years.
- The budget includes \$27k in formation related items such as clergy support, mentoring, training and education, and parish programs.
- The net increase in other administrative expenses reflects returning to pre-pandemic levels for travel, conferences, etc. as well as an increase in the new business system software cost.

Likewise, the 2023 balanced non-operating budget was developed projecting non-core operational areas. The most significant item in this category is project grants and loans to be awarded at a level similar to recent experience.

The upcoming year will be demanding as we continue to build the financial health of diocesan finances. Initiatives underway include the establishment of the Commission on Finance, new accounting software, and improved financial governance. These actions will also result in improved transparency with the other diocesan entities.

Paul Horn expressed his thanks to the Bishop and the Diocese office staff for their collaboration and support in creating this budget.

### **Bishop Shannon asks if there are any questions for Treasurer Horn?**

The Rev. Earl Kooperkamp commented that he really appreciates this especially after coming on the heels of THRIVE, and praised Bishop Shannon and asked for approval of the budget.

Ned Perkins would like the Convention to consider a resolution which calls for a complete financial statement, including a balance sheet, be provided to the Convention from now on.

The Secretary replied by asking Mr. Perkins if he was asking the convention to take a late resolution to add to our agenda. The Secretary explained to Mr. Perkins that he has 2 minutes to explain what the resolution is and why it was not submitted by the September 9 deadline, and why he believes the Convention should place it on the agenda. There would need to be a two-thirds majority vote of the Convention in favor of adding the resolution to the agenda. Mr. Perkins explained that it was at the pre-convention meeting he realized while looking at the numbers, there was no balance sheet to review. This is when he decided to compose a Resolution on Financial Reporting and try to have it added to the agenda. A vote to add to the agenda Mr. Perkin's resolution was launched with a Zoom vote. The vote to add the Perkins resolution did not garner the required two thirds majority to be added to the agenda. Ned Perkin's request was denied and there was no further discussion.

The vote on Resolution 3: Adoption of the FY2023 Integrated Budget for the Diocese of Vermont now continues.

### **Resolution 3: Adoption of the FY2023 Budget for the Diocese of Vermont**

SPONSOR: Diocesan Council (adopted September 21, 2022)

CONTACT PERSON: Paul Horn, Treasurer; [phorn@diovermont.org](mailto:phorn@diovermont.org)

RESOLVED, That the 189th Convention of the Diocese of Vermont adopt a balanced diocesan operating budget for 2023 in the amount of \$1,122,000, and a balanced non-operating budget of \$265,700.

RESOLVED, That a congregation's contribution be based on 2021 Operating Income reportable on Line A of the Parochial Report applied to a 4 tier percentage. The tier percentage applied to Operating Income will be 11% (\$1 - \$39,999); 13% (\$40,000 - \$99,999); 15% (\$100,000 - \$199,999); and 16% (\$200,000 or more).

RESOLVED, That a congregation may appeal its assessment to the Commission on Finance. The Commission on Finance would recommend any action to be approved by the Standing Committee and the Bishop.

There being no further discussion, **the Resolution was voted on by Zoom polling and approved. The resolution carried with 100% of delegates in support.**

**Bishop Shannon called upon Anne Brown to introduce Resolution 4, who provided an overview of the resolution and moved adoption of Resolution 4.**

### **Resolution 4: Establishing Minimum Clergy Compensation for 2023**

SPONSOR: Diocesan Council (adopted September 21, 2022)

CONTACT PERSON: The Reverend Canon Walter Brownridge; [wbrownridge@diovermont.org](mailto:wbrownridge@diovermont.org); 802.863.3431

RESOLVED, That the 189<sup>th</sup> Convention of the Diocese of Vermont approve the amended Total Clergy Compensation minimums for 2023, as follows:

Clergy Employment Status	Full-Time	¾ Time	2/3 Time	1/2 Time	1/3 Time	1/4 Time
Cash Stipend to include housing allowance/value of housing	\$ 67,029.85	\$ 50,272.39	\$ 44,641.88	\$ 33,514.93	\$ 22,320.94	\$ 16,757.46
SECA Reimbursement (7.65% of Salary plus Housing)	\$ 5,127.78	\$ 3,845.84	\$ 3,415.10	\$ 2,563.89	\$ 1,707.55	\$ 1,281.95
Total Clergy Compensation (TCC) Stipend + Housing + SECA	\$ 72,157.63	\$ 54,118.23	\$ 48,056.98	\$ 36,078.82	\$ 24,028.49	\$ 18,039.41*
Value of Church Provided Housing (as a percentage of Total Clergy Compensation)	Fair market value of the house up to a maximum of \$21,647.29 which is 30% of TCC for a full-time position.					
Equity Allowance for Clergy in Church Provided Housing (as a percentage of Total Clergy Compensation)	Not Less Than 4.74%					

RESOLVED, That the 189<sup>th</sup> Convention of the Diocese of Vermont approve the following Remunerations for Locally Ordained Priests serving actively in a parish and (vocational) Deacons serving actively in a parish: a minimum of \$25 per month plus the required contribution to the Church Pension Fund; and be it further

RESOLVED, That the 189<sup>th</sup> Convention of the Diocese of Vermont recommend a 4% minimum cost of living increase for all compensated clergy and lay employees; and be it further

RESOLVED, That the 189<sup>th</sup> Convention of the Diocese of Vermont recommend a \$500 merit increase for all compensated clergy and lay employees; and be it further

RESOLVED, That the 189<sup>th</sup> Convention of the Diocese of Vermont approve the following Reimbursement Guidelines and Supply Clergy Rates:

- Cell Phone Reimbursement: \$ 25 - \$ 75 per month

- Travel Mileage Reimbursement: IRS rate \$ 0.625 per mile in 2022, 2023 rates not yet released
- Continuing Education: \$ 500 minimum
- Supply Clergy:
  - One Service with sermon: \$150 plus mileage and out-of-pocket expenses
  - Two Services with sermon: \$250 plus mileage and out-of-pocket expenses
  - Celebrant or officiant only (no sermon): 50% of the above rates plus mileage and out-of-pocket expenses
  - Weddings and funerals that include meetings in addition to the service need to provide additional compensation at \$25-35/hr.
  - Other services such as pastoral coverage, are negotiable

EXPLANATION:

- This is the **minimum** required for a new priest; adjustments of \$500 per year of experience should be made for clergy years of experience.
- **Cost of Living increase** is computed using a 4% COLA.
- **Church provided housing** is computed at the lower of either the fair market value or up to 30% of the total compensation which is \$21,647.29. In other words, this is the maximum imputed value of a rectory. The value of the rectory is constant no matter how many hours someone works.
  - The reason for using 30% is that this is the percentage that the average family in the USA pays towards housing costs...and thus is used when computing eligibility for a mortgage, for example. The cap at 30% is used in the church because some of our rectories are large mansions worth so much that even full-time clergy with generous salaries would have to pay to live in them! So the church across the country uses 30% of total compensation for a full-time position as the maximum. If the fair market value of your rectory is less than that amount, you then use that value instead. So if someone is working ¼ time and living in the rectory that is valued at more than \$21,647.29, then the maximum amount of \$21,647.29 is the value used in computing pension and SECA and that would meet the minimum required. If the fair market value of the rectory less than that, let's say \$12,000, then the priest would receive cash compensation of the difference between that and \$18,039.41 (1/4 time stipend, housing & SECA) or \$6,039.41.
- **Equity Allowance:** Clergy who live in church-owned housing do not have the opportunity to benefit from the build-up of equity in their homes that is available to those who own their own homes. This affects their ability to purchase a home for retirement. For that reason, the congregation must pay into a tax-deferred account (such as RSVP) an amount equal to at least 4.74% of the Total Clergy Compensation each year. This is called a Housing Equity Allowance. The amount contributed is included in the pension fund assessment calculation (but not in the pension fund's calculation of the value of housing), and is not subject to SECA tax. It is a deferred compensation payment and, therefore, is not subject to Federal income taxes until withdrawn, usually after retirement. Because these are employer contributions, they are not subject to state taxes until withdrawn. (language from the Diocese of Newark compensation guide).

- **Health Insurance:** The premium is paid by the church according to the number of hours worked. So, if a priest is full-time, the church pays full family insurance; if the priest is half-time, the church pays half the cost of the insurance. If the priest has insurance through their spouse, the parish pays the shared premium required by the spouse's employer and/or the actual deductibles and out-of-pocket expenses and/or pays an amount into a health savings account. You cannot just give that money to the priest as that violates IRS rules – it has to be paid into a health savings or retirement account to be tax-free.
- **Moving costs** for full-time clergy are covered by the parish and include compensation for the additional taxes incurred (the IRS considers moving costs as taxable income). Clergy with unusual moving costs (e.g. you are also moving your live-in parents or are bringing a boat and an RV) are expected to cover a portion of those costs. For part-time clergy this cost is shared proportionately by priest and church.

There being no discussion, **the Resolution was voted on by Zoom polling and approved. The resolution carried with 100% of delegates in support.**

**Bishop Shannon called upon Anne Brown to introduce Resolution 5, who gave an overview of the resolution and moved adoption of Resolution 5.**

**Resolution 5: Distancing of The Episcopal Church from the Anglican Communion**

SPONSORS: The Very Reverend Greta Getlein	The Venerable J. Stannard Baker
The Reverend Rachel Field	The Reverend Sarah Ginolfi
Bill Kirby	Brenda Kirby
The Reverend Lisa Ransom	The Reverend Amy Spagna
The Reverend Christine Jones	Hannah Hansen
Susan McMillan	Kit Roberts
Sylvia Knight	Bob Wright

CONTACT PERSON: The Venerable J. Stannard Baker; stannard.baker@btrpsychotherapy.com; (802) 985-9452

RESOLVED, That the 189th Convention of the Diocese of Vermont submit the following resolution to the 81st General Convention of The Episcopal Church meeting in 2024:

RESOLVED, That the 81<sup>st</sup> General Convention urge bishops of The Episcopal Church to refuse to participate in the Lambeth Conference in any form, including all governance and consulting bodies, until such a time as a) there is absolute equity in the process of invitations to the Lambeth Conference; b) Lambeth Resolution 1.10 is declared to be invalid; c) hatred and violence against LGBTQIA+ persons in every Anglican diocese around the world is publicly decried by every Anglican primate and bishop; and

d) the Anglican Communion Office, governance and consulting bodies, and the Lambeth Conference pledge to work actively against hatred and violence toward LGBTQIA+ persons; and, be it further

RESOLVED, That the 81st General Convention direct that The Episcopal Church immediately cease all monetary contributions to support the Anglican Communion Office and instead direct those funds to The Human Dignity Trust ([www.humandignitytrust.org](http://www.humandignitytrust.org)).

**Bishop Shannon called upon Archdeacon Stannard Baker to speak to the resolution. Archdeacon Stannard Baker offered comment in support of the resolution. Bishop Shannon asks if there is any discussion and invited Archdeacon Stan to remain unmuted so he may answer any questions about this resolution**

The Rev. Lee Crawford raised her hand and was recognized by the Secretary. The Rev. Lee Crawford offered an amendment to Resolution 5 in the form of a substitute resolution.

**Proposed Resolution Distancing of The Episcopal Church from the Anglican Communion**  
**Proposed**

Substitute PROPOSER: The Reverend Canon Lee Alison Crawford

RESOLVED, That the 189th Convention of the Diocese of Vermont submit the following resolution to the 81st General Convention of The Episcopal Church meeting in 2024.

RESOLVED, That the 81st General Convention direct The Episcopal Church's Executive Council to inform the Archbishop of Canterbury, the Secretary General of the Anglican Communion and the Anglican Communion Office that, until such time as Lambeth 1998 Resolution 1.10 is declared no longer normative for the Communion, The Episcopal Church will not support the budget of the Anglican Communion Office but instead direct those funds to The Human Dignity Trust ([www.humandignitytrust.org](http://www.humandignitytrust.org)).

RESOLVED, That the General Convention reaffirm that The Episcopal Church is committed to support those Anglican Communion organizations engaged in humanitarian, educational or ecumenical activities except when those organizations fail to honor the dignity of every human being, with such determination being made by the Executive Council in consultation with the Presiding Bishop.

RESOLVED, That the General Convention, mindful of the failings of this Church to promote the dignity of every human being, stands ready, in a spirit of mutual confession and repentance, to work for reconciliation with other member churches of the Communion so that the injustices and violence of our several institutions against LGBTQIA+ persons be ended, both in our churches and in the larger society.

Janet Brown seconded the motion for the Rev. Lee Crawford to present the resolution amendment. Archdeacon Stannard Baker suggested that the Convention move to table Resolution 5 and bring back a

refined version of Resolution 5 and the proposed Substitute of Resolution 5 to Convention next fall. The Rev. Greta Getlein moved the motion and the Rev. Lee Crawford seconded the motion.

**There being no discussion, the motion to table Resolution 5 was voted on by Zoom polling and approved. The vote carried with 100% of delegates in support.**

**Bishop Shannon gives many thanks to Anne Brown, Chair of the Resolution Committee and all those who worked with her.**

**Bishop Shannon called upon Jennie Ogleby, Chair of the Nominations Committee, for a report and introduction of nominees for uncontested elections.**

Jenny began by listing all nominations uncontested elections.

Committee on Congregational Development

The Rev. Jennie Anderson  
Wendy Besett  
Colleen Gates  
The Rev. Kim Hardy  
The Rev. Earl Kooperkamp  
Elizabeth McEwan  
The Rev. Fred Moser

Commission on Finance

The Very Rev. Greta Getlein  
Beth Davis  
The Rev. Kathy Hartman  
Collins Sennett  
The Rev. Bob Wilson  
Dr. Charles Wohlers

Provincial Synod

Elected to a 3-year term to 2025  
Denise Noble

Rock Point Board

Elected to a 3-year term to 2025  
Wallace Good

Rock Point School Trustee

Elected to 3-year term to 2025  
Lee McLendon

**Bishop Shannon asks if there were any additional nominations for elected office received by 6:30 pm. There being no additional nominations, Bishop Shannon called for a motion to authorize the Secretary of Convention to cast one ballot in favor of the candidates in the uncontested elections.**

Melissa Alarie from Trinity, Rutland moved the motion, the Rev. Rob Spainhour seconded the motion.

**The motion to approve all uncontested nominees was voted on by Zoom polling and approved.**

**Bishop Shannon called on Jenny Ogelby for a report and introduction of clergy nominees for General Convention Deputies. The slate of candidates was moved and a vote taken utilizing Election Buddy.**

**The following candidates were elected as General Convention Deputies using Election Buddy:**

General Convention Deputies (in the clergy order)

Elected to the next convention 2024 and remain deputies until 2027

The Ven. Stannard Baker

The Very Rev. Greta Getlein

The Rev. Lisa Ransom

The Rev. Canon Lee Crawford

**Bishop Shannon called on Jenny Ogelby for a report and introduction of lay nominees for General Convention Deputies. The slate of candidates was moved, second and a vote taken using Election Buddy. The following candidates were elected Lay Convention Deputies:**

General Convention Deputies (in the lay order)

Elected to the next convention 2024 and remain deputies until 2027

Thomas Little

Jennifer Knowles

Anne Brown

Luke Krueger

**Bishop Shannon gives her many thanks to Jenny Ogelby, Chair of the Nominations Committee**

Bishop's Appointments

**The Bishop made the following appointment:**

**The Very. Rev. Greta Getlein as Chair of the Commission on Finance.**

Courtesy Resolutions

**Bishop Shannon called on Anne Brown, Chair of the Resolutions Committee, to present the Courtesy Resolutions.**

Anne Brown reminded everyone that the full text of the courtesy resolutions may be found on the Diocesan website. The courtesy resolutions recognize and thank:

The Rt. Rev. Mary Adelia McLeod  
The Members and Work of THRIVE  
Bishop Shannon MacVean-Brown's Leadership  
Bishop Shannon MacVean-Brown's Witness at Lambeth 2022  
The Rev. Lorenzo Lebrija  
The Rev. Canon Whitney Rice  
The Rev. Shelie Richardson

**Bishop Shannon gave her thanks to the Resolutions Committee for their work. Bishop Shannon invited the convention to show its approval of the courtesy resolutions by raising their hands. The Courtesy Resolutions were unanimously approved**

#### Approval of Minutes

**Bishop Shannon called on the Rev. Paul Olsson, Secretary of Convention, for the approval of the 2021 Annual Convention Minutes.**

The Secretary stated that the Dispatch of Business Committee reviewed and approved the minutes of the 2021 Annual Convention and requested that this Convention authorize the Dispatch of Business Committee to approve the minutes of this Convention.

**Bishop Shannon called for the Convention to authorize the Dispatch of Business Committee to approve the minutes of this Convention.**

**Archdeacon Stan Baker moved the motion. Lindsey Huddle seconded the motion. Motion carried by 98%.**

#### Announcement of Next Convention

**Bishop Shannon announced that the next diocesan convention will be held on Saturday, November 4 2023 at the Cathedral of St. Paul in Burlington and Thursday, November 9, 2023 online.**

#### Adjourn

**Bishop Shannon called for a motion to adjourn. Earl Kooperkamp moved the motion to adjourn. Luke Kreuger seconded the motion. The motion carried by 100%. Bishop Shannon declared the convention adjourned and provided a final blessing and dismissal. Convention adjourned at 10:35 p.m.**

#### **Bishop's Address**

Well beloved,

When we when many of us gathered in Burlington last Saturday I talked with you about how proud and filled with joy I am that over these last few years despite the pandemic, despite economic uncertainty, despite our country's racial Justice Reckoning we have stepped out of the boat together and walked toward Jesus just as the gospel of Matthew tells us that Peter did on the Sea of Galilee. You have allowed your trust in Jesus to move us forward relying on God and one another to shape a new vision for our diocese and now today we have arrived at a historic day. Later this evening you will vote on the Canons created by Thrive, the task force for Hope Revitalization Innovation and Efficiency and then shortly after that you will vote for nominees to fill the new leadership bodies created by THRIVE and once you have done these things it is not an exaggeration to say that you will have created a new diocese here in Vermont, you will have created a new container for mission that can help all of our congregations work more effectively for the spread of the Gospel in our state and so in some in one way today is a joyful celebration of hard work completed faithfully and I am so grateful to the Thrive members who stepped up and out of the boat meeting on Zoom persevering through Covid and not giving up when it got hard and I'm grateful for all of you who have said yes to a nomination to serve and lead our diocese during this great experiment. Now you probably know that the Thrive Canon sunsets in three years unless convention takes action to amend them or extend them and that means that we have committed ourselves to three years of trying and evaluating these changes in our common life between now and October 2025 we will continue stepping out of the boat experimenting and trying new ways of collaborating and serving God finding out what works and what doesn't. As we try these new ways of being the church we will gather data about how it is working. Our new leadership bodies will ask themselves questions like how is our work helping to strengthen the Vitality of our Diocesan household, what efficiencies and capacities have we gained, are we increasing transparency about the resources that support our common life, are we expressing the Mission Vision and values of which to which God has called us more fully. This evaluation will be essential because we have not undertaken the work of Thrive just to address serious questions about our financial sustainability although that has been essential and we did not undertake under undertake Thrive because it helped us see that we needed a complete overhaul of our financial operations including bringing Mission farm and Rock Point Commons into the same Financial system. Those long overdue changes are essential but they are a means to an end they are not the end goal of Thrive the fundamental reason we have spent more than a year getting out of the boat together over and over again getting wet and stepping out further and further in faith is that God is calling us to a new way of being. We are being called out of survival mode, called to put our energy toward missional vitality to focus on discipleship, formation and leadership development that will help our congregations be the church every day not just Sundays. We are being called to find new partners and ways of collaborating in our towns and communities to expand beyond the walls of our buildings and to serve in the name of Jesus that that is the ministry of Thrive and that is the ministry that thrive will make possible for us and after this evening. It will be time to get out of the boat again and walk toward the way Jesus is showing us. Last year's Thrive was underway our Diocesan Council approved a new Mission Vision and value statement for our diocese using input gathered during conversations and reflections at the Same Page Retreat which was a gathering of all the Diocesan leadership and Diocesan entities. And so in February is when we last met for the Same Page Retreat of 2021 well not the last time we met but that was when we gathered and gathered all of this formation and drafted the statements that we shared with lay and clergy leaders and revives them and got more feedback and finally in late 2021 Diocesan Council reviewed and approved this new articulation of Who We Are, our vision statement says we live our lives believing in the Abundant love of God shown in creation the example of Jesus is Love which commits us to speak hard truths and take bold action.

The power of the Holy Spirit to stir up Cree curiosity creativity and fortitude for growth and transformation our mission statement says and the Episcopal Diocese of Vermont we place our trust in God finding new ways to serve worship, care for creation and foster conciliation and reconciliation across our state. We seek to take anti-racist actions, work toward environmental sustainability, develop vital collaborative economically sustainable congregations and leaders in our churches and Diocesan institutions our value statement says we commit to standing with the marginalized so that we may transform systems for racial justice and work toward the radical inclusion of all we care for. God's creation dedicating ourselves to protecting the environment and a region that has much to protect. We strive for economic justice within our own institutions and the wider community. Beloved these words will guide our work for the next three years our new structures which you will create this evening will give us the tools and the structures we need to embody our mission by finding new ways to serve worship care for creation and Foster conciliation and Reconciliation across our state they will also guide our exploration of deeper collaboration with Partners in the Diocese of New Hampshire and Maine knowing that our house is now in order we can invite our companions into Ministry with us as we discern new opportunities for collaboration in Vermont and with our partner diocese we will evaluate whether they are consistent with our values whether they call us further into standing with a marginalized to transform systems for racial Justice to care for God's creation and to strive for economic Justice and at all times we will be guided by our belief in the Abundant love of God the example of Jesus and the power of the Holy Spirit now I don't know exactly what the next three years will bring but I am confident that thrive will give us the tools and structure we need to embody our mission faithfully and authentically taking risks and learning along the way before I close so we can get on with creating this new diocese I want to share with you one way that we are already beginning to realize a promise of this new vision for our ministry we are piloting a new approach to congregational collaboration called constellations and the constellation happens when two or more congregations and Geographic proximity enter into a formal agreement of collaboration they will Begin by sharing clergy leadership and as a relationship deepens we hope that they will share resources leadership Ministry leadership Ministries programs and administrative functions there is no one model for a constellation and as communities collaborate we will learn more about what helps congregations thrive in our context leading new kinds of collaboration will require new kinds of leaders and part of our constellation experiment will be leadership training coaching and colleague groups for Lay leaders and those congregations and further newly ordained clergy who are called who we are calling to serve with them as curates our consolation experiment is being supported by the Reverend Ken and Reverend Linda Grenz our transition Ministry consultant who is identifying new clergy who are called to serve with us in this new way and also by Reverend Ken and Canon Walter Brownridge and Canon Susan Ohlidal by coaches and trainers including the Reverend Lorenzo Liberja who spoke on Saturday during the in-person portion of convention and by many others who are committed to learning how we can best answer God's call and towns across the state and I'm grateful to all of them and to all of the congregations that are choosing this new way to step out of the boat and follow Jesus and now dear ones let us bring about this new creation here in the Episcopal Diocese of Vermont glory to God his power working in us can do infinitely more than we can ask or imagine glory to God from generation to generation in the church and in Christ Jesus forever and ever, Amen.

The Right Reverend Dr. Shannon MacVean-Brown

**Canonically Resident Clergy in Attendance  
at the October 13, 2022 Business Session**

Jennie Anderson	St. Barnabas, Norwich
Stan Baker	Cathedral Church of St. Paul
James Ballard	St. Luke's, St. Albans
Lisette Baker	All Saints', South Burlington
Robert Borden	non-parochial
Janet Brown	Grace, Sheldon
Walter Brownridge	Episcopal Diocese of Vermont
Melanie Combs	St. Luke's, Fair Haven
Catherine Cooke	non-parochial
Lee Crawford	non-parochial
William A. Davidson	St. Paul's, Wells
Rachel Field	non-parochial
David Fredrickson	Zion, Manchester
Steven Fuller, Sr.	Immanuel, Bellows Falls
Dave Ganter	St. James', Essex Junction
Greta Getlein	Cathedral of St. Paul, Burlington
Sarah Ginolfi	Trinity, Rutland
L. Paul Gratz	St. James', Arlington
Paul Habersang	non-parochial
David Hamilton	St. Andrew's, Colchester
Kim Hardy	St. James', Essex Junction
Kathy Hartman	non-parochial
Beth Hilgartner	non-parochial
Kevin Holland Sparrow	Christ, Montpelier
Lars Hunter	non-parochial
Christine Jones	St. John's, Randolph
Earl Kooperkamp	Good Shepherd, Barre
Bram Kranichfeld	All Saints', South Burlington
Robert Leopold	St. Andrew's, Colchester
Mary Lindquist	St. Michael's, Brattleboro
Shannon MacVean-Brown	Episcopal Diocese of Vermont
Beth Ann Maier	Christ, Montpelier
Linda Maloney	St. Matthew's, Enosburg Falls
Peggy Mathauer	All Saints', South Burlington
Susan McGarry	St. Thomas & Grace, Brandon
Darcey Mercier	Grace, Sheldon
Christine Moseley	St. Mark's, Newport
Frederick Moser	Trinity, Shelburne
Catherine Nichols	St. Stephen's, Middlebury
Zarina O'Hagen	St. John's in the Mountain, Stowe
Susan Ohlidal	St. Andrew's. St. Johnsbury
Paul Olsson	St. Stephen's, Middlebury
Sherry Osborn	non-parochial

Lucy Pelligrini	non-parochial
Mark Preece	non-parochial
Titus Presler	St. Matthew's, Enosburg Falls
Lisa Ransom	Our Saviour, Killington
Shelie Richardson	Christ, Bethel
Diane Root	St. Paul's, White River Junction
Jonathan Ross	St. Andrew's, St. Johnsbury
Craig Smith	non-parochial
Amy Spagna	St. James', Woodstock
John Spainhour	Holy Trinity, Swanton
Robert Stuhlmann	Calvary, Underhill
Mary Taggart	non-parochial
Carole Wageman	non-parochial
Bob Wilson	St. Mark's, Newport

**Lay Delegates in Attendance  
at the October 13, 2022 Business Session**

St. James', Arlington

Kimberley Phillips  
Gayle Potter  
Susan Gratz

Good Shepherd, Barre

Philip Moros  
Tess Taylor  
Linda Webster

Immanuel, Bellows Falls

Nancy McAuliffe

St. Peter's, Bennington

Ned Perkins  
Cathy Perkins  
Cherie Jacobs

Christ, Bethel

Carol Sears  
Nancy Wuttke

St. Thomas & Grace, Brandon

George Howard

St. Michael's, Brattleboro

Valerie Abrahamsen

Cathedral of St. Paul, Burlington

Vieva Grenier  
Tom Grenier  
Noma Anderson

St. Andrew's, Colchester

Jean Kaeding  
Michelle Thomas  
Jackie Schultz

St. Matthew's, Enosburg Falls

Edith Hawksworth  
Judith Rogers  
Titus Henry Presler

St. James', Essex Junction

Heather Winship  
Linda Chaisson  
Lindsey Huddle

St. Luke's, Fair Haven

Chazz Collette  
Linda Genier  
Nancy Smith

St. John the Baptist, Hardwick

Christine Willard  
Jerry Willard  
Kathleen Ponder

Our Saviour, Killington

Melissa Maravell  
Pat Mattson

Zion, Manchester

Donna Ciulla  
Marguerite Mason

St. Stephen's, Middlebury

Elizabeth Oettinger  
Sharon Tierra  
Virginia Westbrook

Christ, Montpelier

Maggie Thompson  
Joan Murray

St. Mark's, Newport

Sandra Gray  
Sean Ryan

St. Mary's, Northfield

Karen Baker  
Michael Prairie  
Sharron Prairie

St. Barnabas, Norwich

Robert Waters

St. John's, Randolph

Kathy Perine  
Linda Nagy  
Ray Mayer

Trinity, Rutland

Nanci Gordon  
Rich Jones  
Melissa Alarie

Trinity, Shelburne

David Crandall  
Lisa Newton  
Scottie Emery-Ginn

Grace, Sheldon

Beth Crane  
Jan Hilborn  
Jean Townsend

All Saints', South Burlington

Marian Halloran  
Martha Chambers  
Whye Yap

St. Luke's, St. Albans

Emily O'Connor  
Marilyn King

St. Andrew's, St. Johnsbury

Anna Kennedy  
Robin Bergman

St. John's in the Mountain, Stowe

Deb Clark  
Roger Nicholls  
Susan Nicholls

Holy Trinity, Swanton

Adam Fournier  
Kay Benedict  
Natalie Good

Calvary, Underhill

John Koler  
Jack Manning  
St. Paul's, Vergennes  
Sarah Hale

St. Dunstan's, Waitsfield

Jane Lolax  
Beth Phillips

St. Paul's, Wells

Anne Constantinos  
Lucas Krueger

St. Paul's, White River Junction

Andrew Pillsbury  
Beverly Taylor  
Elizabeth Higgins

St. James', Woodstock

Barbara Johnson  
Isabelle Bradley  
Katherine Webster

**Addendum**

**The report of the Taskforce for Hope, Revitalization, Innovation, Vision, and Efficiency (THRIVE).**