



The Episcopal  
Diocese *of* Vermont

***Convention Journal***

**191<sup>st</sup> Annual Convention  
November 9<sup>th</sup> and 14<sup>th</sup>, 2024**

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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, 2023, to June 30, 2024, 17 visits (total) were made to congregations in Vermont, including 1 visit to New Hampshire and 1 visit to Maine.

08/06/2023	St. Thomas & Grace, Brandon
09/10/2023	St. James, Arlington
09/17/2023	St. Paul's, Windsor
10/08,2023	St. Paul's, White River Junction
10/15/2023	St. Mary's, Falmouth, ME
11/19/2023	St. Thomas, Hanover, NH
12/17/2022	St. John's, Randolph
01/14/2024	St. Luke's, Chester
02/11/2024	St. Dunstan's, Waitsfield
02/18/2024	St. Luke's, Fair Haven
02/25/2024	Good Shepherd, Barre
04/18/2024	St. Peter's - Lyndonville
04/21/2024	St. Paul's, Wells
05/05/2024	Trinity Church, Shelburne
05/19/2024	St. John's in the Mountains, Stowe
5/26/2024	Zion, Manchester
06/02/2024	Grace, Sheldon

During these visits, 23 people were confirmed, 14 people were received, and 6 people were baptized.

During this 12-month period, Bishop MacVean-Brown consented to 6 Episcopal elections, 2 requests for permission to officiate and 0 requests for permission for marriage after divorce.

On February 14, 2024 Susan McMillan was ordained Deacon at the Cathedral of St. Paul, Burlington.

On February 15, 2024 The Rev. John Spainhour was released to the Diocese of South Carolina.

On February 22, 2024 The Rev. Nancy Ludwig was received from the Diocese of Maine.

On March 27, 2024 The Rev. Kevin Sparrow was released to the Diocese of South Carolina.

On April 26, 2024 Bishop Shannon presided over the deconsecration of St. Paul's, Canaan.

The following canonically resident clergy died during this time:

The Rev. Jane Garrett died on December 20, 2023

The following non-canonically resident clergy also died during this time:

The Rt. Rev. Stewart R. Wood died on July 30, 2023

The Rev. David Glendinning died on September 30, 2023

The Rev. Dr. Nancy Bloomer died on April 3, 2024

Respectfully submitted,

A handwritten signature in black ink that reads "Shannon MacVean-Brown". The signature is written in a cursive style with a small cross-like symbol at the beginning.

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

**Treasurer's Report**

*No Report Submitted*

## **Brookhaven Treatment and Learning Center**

### 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 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 eligible 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 the needs are being met of the children, families, and community partners being served.

### Educational Program

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

### The Year in Review

Brookhaven experienced a season of challenges and change over this reporting period. From surging rivers to shifting patterns in new hires and referrals, it has been a time to both reimagine and rebuild. Fortunately, the combined efforts of our staff, trustees, as well as church and community partners have helped us put our programs back together and prevail.

Last summer's unprecedented flooding obviously devastated communities statewide and the Brookhaven campus was no exception. Among numerous damages suffered, the most significant was the complete loss of our gymnasium. This building was home to a basketball court, volleyball, climbing wall, and other indoor recreational activities vital to our program. The process of its restoration has been fraught with obstacles that range from difficulty with obtaining permits to delays in securing federal funding. Although hard to predict, it seems as though we have worked through most of these barriers and can soon begin work on recovering this much-missed resource. Again, we are grateful to our staff who have created alternative activities for our youth and the donations we have received to help open new options.

Once again, staff shortages and a lack of steady applicants continue to impact residential programs throughout Vermont. All facilities have struggled to keep shifts fully covered and effectively process new referrals, admissions, and enrollment. Brookhaven continues to be very active and intentional in our recruitment and retention efforts to help mediate these conditions. Likewise, we remain ever-grateful for more than a few core members of our team who have been with us many years and continue to go above-and-beyond to help fill these gaps and maintain quality of care.

Among the changes that I am happier to report is that for the first time in Brookhaven history we are now able to accept females into our residential program. This addition to the population we are licensed to serve has been long contemplated and in certain ways long overdue. It also now

aligns with our co-educational status in our school program. While we retain our origins of being a “Home for Boys,” it is exciting that our services can now be more expansive and inclusive. Ultimately, it enables Brookhaven to respond to the growing needs of our community and outreach to a greater number of families and youth.

In other program news over the period, Brookhaven maintained its successful relationship with the local public schools in Chelsea and Tunbridge. This partnership continues to allow eligible Brookhaven youth to travel to these nearby schools several times a week to participate in lunches, classes, and certain extracurriculars. Again, this opportunity has helped our youth gain more mainstream educational experience and social practice, especially as they prepare for discharge from our program. Additionally, Brookhaven has continued to make our clinicians available to offer school-based counseling to Chelsea-Tunbridge identified students. Again, we are pleased that this arrangement has helped to support the increasing number of children in need of mental health services.

As always, our most important resource at Brookhaven continues to be the people who make the program work with their unwavering dedication to helping our kids. We are fortunate indeed to be able to highlight some of those staff who have remained at Brookhaven and been mentioned across multiple annual reports.

We are pleased to report that Samantha Greer completed a successful school year as Brookhaven’s Special Education Coordinator in our Learning Center. This was her first year serving independently in this role and effectively supporting the staff and students in our school. Elsewhere in our Learning Center, we are happy that Forrest Teullane continues as Brookhaven’s lead classroom teacher. Again, Forrest has become a popular presence in the classroom and exceptional at forming meaningful relationships with students and making learning fun. Rounding out the school team is long-timer Scott Hoyt. As Student Support Specialist, Scott is highly skilled at responding to rapidly emerging student needs throughout the school day. Scott has also enjoyed chaperoning our eligible students to the aforementioned local public school several days a week to offer them a greater range of activities and experiences.

In the cafeteria, Madelyn Hood continued keeping kids and crew well-nourished as our Kitchen Manager. Maddie has been especially creative at catering amazing meals for our special occasions. From individual birthday requests by our kids to our annual Christmas gathering with the Board of Directors, we have all enjoyed her culinary talents.

In our clinical program, Abby Jarvis continues as our highly experienced and effective 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 continues to work closely with the Executive Director in implementing policies, monitoring treatment, and ensuring quality of services. At the same time, Abby continues to meet a local community need by devoting at least one day a week to providing Brookhaven’s school-based and outpatient counseling services. Elsewhere on the clinical team, Kent Kilpatrick remains very busy as Brookhaven’s Case Manager. He covers much ground in his daily duties including running psychoeducational groups, transporting youth to activities, communicating with stakeholders, and supervising visits between residents and significant others both remotely and on campus.

Kent also oversees the important task of making sure prescriptions for Brookhaven youth are correctly filled, shipped, and distributed.

Administratively, Brenda Salomaa will soon be celebrating a remarkable 23 years of reliable service as Administrative Assistant at Brookhaven. From her front office position, she not only greets callers and offers visitors a warm reception, but also remains an invaluable and always-accessible resource to staff and leadership on all things Brookhaven. Residential Coordinator Jessica Allen continues her decade-long record of effectively providing around-the-clock care of youth 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. With the ongoing challenges of staying fully staffed, Jessica is recognized for both the endless attention and endless hours she devotes to the program. Angela Bisson continued in her long reign 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 stay current and competent in their skills of managing crisis situations. She also completes all purchases for client personal needs such as seasonal clothing and birthday wish-lists...and of course partners with Santa each year to help make Christmas special for our youth. Accompanied by her kid-favorite therapy dog, "Charlie," Angie carries out her duties with abundant energy and enthusiasm.

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. Newly hired Head of Maintenance Jacob Ockington is learning his massive job of keeping everything on Brookhaven's campus looking good and working well. Much has certainly been added to the maintenance to-do list over this period of considerable recovery and repair. 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 (22 years and counting), Maria Genega (16 years), and Robin Skiffington (5 years). Again, we are fortunate to have this core group of workers and such continuity in this demanding position. Their strong commitment to meeting an urgent need and making a difference does not go unnoticed.

#### A Message on Behalf of the Executive Director

Rocky Spino will soon be marking 5 eventful years as Executive Director at Brookhaven. Although infinitely fulfilled in his work, Rocky joins his team in their hopes and wishes for a next 5 years that are a little more ordinary. Despite the intrusion of pandemics and floods, Brookhaven continues to move forward with its mission intact and its tireless team who show up to serve our children and families. Ultimately, we remain very blessed to have such a devoted group who inspire positive change and embody Brookhaven's tradition of help and healing.

#### Footnotes and a Final Word

Once again, none of the essential work that Brookhaven accomplishes could exist without the outstanding service and support of our valued Board of Trustees. At this writing, their present

roster includes Brett Murphy, Nancy Wuttke, Julie Jones-Susmann, Lucas Krueger, Elizabeth Kooperkamp, Martha Roberts, Sally Garmon, Teresa Voorhees, and Judith Castonguay. Many thanks go out to these Board officers and members for their strong and steady backing of Brookhaven in good times and bad!

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

Respectfully submitted,

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

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

To the People of the Episcopal Diocese of Vermont:

We look forward to welcoming all of you to the Cathedral for our in-person Convention gathering on November 9th! For those who cannot attend on that day in person, we will be streaming from the Nave to the Cathedral's YouTube channel for the duration of our gathering.

Since our last report we have completed equipment renovations in our main kitchen and are renting it to a local entrepreneur, That Cake Stand, full-time. This is a wonderful way for us to realize some additional income and for Erinn Simon, the owner of That Cake Stand to move from her home kitchen enterprise to something larger and eventually perhaps to her own bricks and mortar store. (Also, delicious cakes and cupcakes!) We also completed much needed repairs in the office wing balcony with fixes to leaks, new insulation, new soffits, and new lighting. Unfortunately, we still have unresolved issues with water in our elevator shaft that pours out into the lower level during heavy rainfall. The cost of even exploring the problem is prohibitive.

The most significant change for us in the past year was the loss of our long-time Music Director, Mark Howe. Mark retired on December 1, 2023, and we still miss him. We launched a national search in January of 2024, had an incredible response to the posting, and hired Peter Stoltzfus Berton as our new Director of Music and Cathedral Arts. Peter began his ministry with us on July 6. This marks the first time that Cathedral Arts will be led and managed by a staff member and it's already making a huge difference! Check out that section of our website to learn more about the great season we have coming up! Peter and our youth choristers are enjoying a collaboration with St. Stephen's, Middlebury and Vermont Choral Union in presenting Faure's Requiem this fall.

Our congregation is vibrant and growing with many young adults and families finding their way into our common life. We have changed our service schedule to begin this fall, offering only one service on Sunday mornings, combining our youth and adult choirs (yet still offering RSCM training and opportunities to the youth choir), and enabling more folks to attend the weekly adult forum. We also added additional Sunday School teachers for grades 5-7.

We continue to host Diocesan events and provide emergency evacuation space for Three Cathedral Square and Burlington High School. We host a business interest group every Wednesday and a mental health support group every Thursday. Unfortunately, like many in downtown Burlington and across the state, we sometimes have folks camping on our property. We try to work with them to ensure they are receiving services, have food to eat, and the like, but often have to move them off our property for safety reasons. We are, happily, able to help folks leave Vermont if that is what they are seeking, sending them by bus or train to their final destination.

I serve on and chair the Commission on Finance, serve on the Diocesan Executive Council, serve as President of the Joint Disciplinary Board for the Diocese of VT, NH, and ME, and have worked diligently with diocesan office staff to assist in the building and roll-out of their new software, Realm.

Archdeacon Stan Baker has worked with the Bishop's office to update the manual for discernment for deacons and has convened several gatherings of our diocesan deacons providing opportunities for education, support, and fellowship. He also convenes a diaconate discernment group for those thinking about pursuing ordination in that order and is newly appointed to serve as Chaplain to the Retired Clergy.

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

Your Cathedral is thriving, and we are deeply thankful for your prayers.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Greta Getlein', with a long, sweeping flourish at the end.

The Very Revd. Greta Getlein (she/her)

Dean & Rector

**Canons Committee**

*No Report Submitted*

## **Committee on Ministry**

Major emphases of the Committee on Ministry over the past year have included discernment with individuals in the ordination process, a painstaking revision of the Priesthood Discernment Handbook (now titled the Handbook of the Ordination Process for Persons Discerning a Call to the Priesthood), continued clarification of procedures and communications with diocesan staff, and substantive conversations among ourselves and with the leadership of the Committee on Congregational Development and Formation - our “sister” committee - about ways we might be able to identify and support folks in Vermont’s parishes who may be in the earliest stages of exploring a call to Holy Orders

Discernment conversations with individuals who feel called to ordained ministry are the heart of the committee’s work; we have had one such conversation over the past year. That conversation took place in November of 2023, when we affirmed Susan McMillan of the Cathedral Church of St. Paul as a Candidate for the Diaconate. Susan was ordained as a vocational deacon at the Cathedral on December 9, 2023.

It was in part the dearth of people in the process of discernment that prompted the Committee to undertake a substantial revision of the Priesthood Discernment Handbook. It was important, we believed, to make the path to ordination as clear as possible. The final revised draft of the Handbook of the Ordination Process for Persons Discerning a Call to the Priesthood, ratified by the Bishop in the winter of 2024, and subsequently made available on the diocese’s website, does accomplish what we set out to do.

But that was just the beginning. The work we did during that revision process - most of it led thoughtfully and with great care by the former Chair of the COM, the Rev. Titus Pressler - catalyzed numerous discussions about the need in the diocese for more folks to consider discerning for ordination. Making the path to Holy Orders clearer is important, but it assumes that there will be people who feel called to embark on that path. So, the question becomes: how can we encourage people to explore the possibility of a call to the priesthood or the vocational diaconate?

That work begins at home – literally. But also, at the parish level. So, our present work is focused on strengthening support at that level. We are embarking on a full revision of the Parish Discernment Handbook, have begun conversations with the Committee on Congregational Development and Formation, started to envision diocesan-wide information sessions for possible inquirers to learn more about the path to Holy Orders and ask questions about the process, and possibly a weekend retreat for those discerning a call, including folks presently in the process.

We are pleased, in the meantime, to say that we currently have two people who are in the process of applying for Postulancy, and two others who are beginning their parish discernment processes. We look forward to beginning our relationships with these folks in the coming months.

Strong committee membership has facilitated the work of the COM tremendously. We are grateful for the wise and pastoral leadership of the Rev. Dr. Titus Pressler, who rotated off the

COM in 2023 and whose work as a member and then as Chair of the COM was as close to indispensable as anything can be. We are also grateful for the counsel of Bev Barton of St. Paul's, White River Junction; Canon David Hamilton, formerly of St. Andrew's, South Burlington; and Ms. Candace Vandouris, formerly of St. James, Woodstock, who have rotated off the COM. Current members are the Rev. Amy Spagna of St. James Woodstock, who also serves as Vice Chair of the COM, the Rev. Jeremy Means-Koss, who serves as our Clerk, the Rev. Scott Neal, of St Paul's, White River Junction and St. Martin's in Fairlee, Dr. Jay Parini of St. Stephen's, Middlebury; Dr. Carolyn Taylor-Olson of St. Michael's, Brattleboro, the Rev. Fran Stanford of Holy Trinity, Swanton, and Dr. Noma Anderson of the Cathedral Church of St. Paul. We are also grateful for the continued wisdom of Deacon Stannard Baker, member of the Standing Committee and ex officio on the COM, and the ex officio presence of the Rev. Susan Ohlidal, Canon to the Ordinary for Missional Vitality.

Dr. Lisa Schnell  
Chair

**Commission on Finance  
Financial Oversight and Audit Committee**

The Commission on Finance, established by an act of convention in 2022 meets monthly to review diocesan financial statements, review applications for grants and loans, assist in the preparation of the diocesan budget, review parish audits and parochial reports, and provide guidance to parishes in matters of finance and in the completion of parish audits and parochial reports.

Since June of last year, the committee has awarded \$122,480 in grants and \$90,000 in loans. We reviewed and provided feedback on submitted parochial reports and audits and began collecting useful data from the same.

We have begun to work on resources to make available to parishes concerning HR and Financial Practices. We hope to eventually have a robust library of useful resources concerning parish finances available on the diocesan website.

Members of the Commission on Finance:

Greta Getlein, Chair

Beth Davis

Collins Sennett

Bob Wilson

Chad Wohlers

Becca Boucher

Melanie Combs

Ex Officio:

Mike Shapiro

Paul Horne

Bishop Shannon MacVean-Brown

**Congregational Development**

*No Report Submitted*

## **Ecumenical and Interreligious Officer**

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

In February 2024 I met as a member of the Executive Board of Episcopal Diocesan Ecumenical and Interreligious Officers (EDEIO), representing Province 1. The EDEIO Board helps sustain the ecumenical work of The Episcopal Church and contributes to annual planning for the National Workshop on Christian Unity (NWCU). The NWCU gathers ecumenical representatives from Roman Catholic, Protestant, Orthodox, and Evangelical Christian bodies each year around issues of theological and social justice concern and seeks to foster deeper working relationships as well as articulate grounds for common understandings. While the NWCU was originally established around “Faith and Order” concerns, contemporary Workshops also encompass matters of “Life and Works.” The 2024 NWCU will be a hybrid event Nov. 18-21 in Chicago and on the Whova online platform. The NWCU has been following a more streamlined format in recent years in an effort to reduce expenses over earlier workshops. This year’s gathering will focus on “practical ecumenism” – networking across judicatories and other church bodies to address common mission goals. In addition to Episcopal Church ecumenical and interreligious officers, the NWCU includes Roman Catholic, Lutheran (ELCA), United Methodist, Presbyterian, United Church of Christ, Moravian, Greek Orthodox, and Evangelical/Pentecostal representatives, members of several ecumenical advocacy organizations, and interfaith observers.

The Vermont Ecumenical Council’s observance of the Week of Prayer for Christian Unity in 2024 took place on the Day of Pentecost, as an expression of the record in Acts that on that day the followers of Jesus were “all together in one place.” Although the traditional dates for observing the Week are January 18-25, between the Feasts of the Confession of St. Peter and the Conversion of St. Paul, as coordinated by the Graymoor Ecumenical and Interreligious Institute (the Week’s official sponsor), our experience in Vermont has been that spring-time observances bring greater participation. Our VEC service was hybrid and held at Trinity Episcopal Church in Shelburne, with an ecumenical supper following.

The Vermont Ecumenical Council’s General Coordinating Committee meets online three times a year. All members of the Episcopal Diocese of Vermont are considered members of the VEC by virtue of our Diocesan membership and are welcome to participate. The Executive Committee meets between general meetings to carry on the VEC’s work. The VEC’s website ([www.vecncc.org](http://www.vecncc.org)) is maintained with postings of articles and events of ecumenical interest across many Vermont Christian traditions. As a “Network for Christian Cooperation” (its organizing principle), the VEC seeks ways for Christians and Christian churches of many backgrounds to come together around matters of common interest and concern. In the spirit of the World Council of Church’s “Lund Principle,” which affirms that “churches should act together in all matters except those in which deep differences of conviction compel them to act

separately,” the VEC seeks ways for Christians in Vermont to cooperate in as many areas as possible. In addition to our Diocese, the Vermont District of the New England Conference of the United Methodist Church, the Society of Saint Edmund, the Sisters of Providence, Vermont Justice for All, the Burlington Religious Society of Friends, and more than forty additional Christian organizations and individual members comprise the VEC. Membership is open to all Vermont Christians and Christian organizations.

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

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

Respectfully submitted\_September 17, 2024.

Fred Moser

The Rev. Dr. Frederick P. Moser  
Priest-in-Charge, Trinity Episcopal Church, Shelburne  
Ecumenical and Interreligious Officer  
Episcopal Diocese of Vermont  
[fredmoser@trinityshelburne.org](mailto:fredmoser@trinityshelburne.org)

## Executive Council

Diocesan Convention 2023 as part of “Revise Canons to Amend Certain 2022 Canon Amendments” established the Executive Council (Canon 6). Convened for the first time in January 2024, the Executive Council comprises lay and clergy leaders from diocesan governing bodies and commissions. The Council undertakes activities on behalf of God’s mission in the diocese and is charged with oversight of the diocesan budget to support the ministry of the diocese. Canon 6 also reads in part: “... the Council shall exercise the executive powers of the Diocese between sessions of the annual Convention and shall be responsible for the promotion of the Mission of God in the Church and the programs of the Diocese. To that end, the Executive Council may take such actions, organize, supervise, and coordinate such departments, commissions, task forces, and committees as it may deem necessary.”

### Members:

The Rt. Rev. Dr. Shannon MacVean-Brown, Bishop and President of Executive Council  
The Very Rev. Greta Getlein, Recording Secretary and Commission on Finance Chairperson  
Sarah Cowan, President of the Board of Trustees  
Becca Boucher, Commission on Finance  
The Rev. Sarah Ginolfi, President of Standing Committee  
Jenny Knowles, Standing Committee  
The Rev. Earl Kooperkamp, Committee on Congregational Development and Formation  
The Rev. Scott Neal, Bishop’s Appointment  
Lisa Schnell, Chairperson of Committee on Ministry  
Collins Sennett, Commission on Finance  
The Rev. Amy Spagna, Committee on Ministry  
C.J. Spirito, Advisory Commission on Diocesan Organizations  
The Rev. Titus Presler, Bishop’s Appointment

### *ex officio:*

The Rev. Canon Susan Ohlidal, Canon to the Ordinary for Missional Vitality  
Paul Horn, Diocesan Treasurer

Executive Council met five times, January—May 2024. Actions of Council in addition to acceptance of Meeting Minutes:

- agreed on a set of group norms for use at each meeting;
- engaged with the Truth & Reconciliation process and its aftermath and co-authored with Standing Committee a letter to the diocese supporting the Bishop;
- formed a task force to review status of vitality in congregations;
- revised the *Policy for Distribution of Funds from Sale of Diocesan-Owned Property and Closed Churches*;
- and formed a Subcommittee for Disposition of Funds from Real Estate Sales.

Respectfully submitted,  
Rev. Canon Susan Ohlidal

## **Global Mission Advocate**

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

GEMN brings together dioceses, congregations, mission agencies, seminaries, religious orders and individuals to gather, inspire and equip people to participate in God's global mission. Its core values are humility, inclusion and companionship. One avenue of participation is Mission Thursdays, periodic webinars devoted to missional themes that are open to people from around the Episcopal Church. Others are the annual Mission Formation Program and Missio, the annual global mission conference, and these opportunities are advertised in "The Mountain." The 2025 Missio will be held at Catedral El Buen Pastor in San Pedro Sula, Honduras, April 29-May 2.

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

"Mission in Tension Times" was the theme of this year's Missio, the annual global mission conference attended by several Vermonters and held online in March. Many dioceses, mission organizations, congregations and religious orders are courageously engaged in mission companionships with people in places of civil unrest, violence and sometimes war. Attendees learned from international companions in Sudan, Haiti, Pakistan, Mozambique and Israel/Palestine.

The Rev. Walter Brownridge, now of Christ Church in Montpelier, is on the 12-member GEMN Board and is also enrolled in GEMN's Mission Formation Program. Other Board members hail from the dioceses of Iowa, Lexington, Massachusetts, New Hampshire, New York, Newark, Texas, Southwest Florida and Virginia. GEMN's president is the Rev. Paul Rajan, originally from India. As of this year, Sister Sarah Margaret of the Society of St. Margaret, which has longstanding mission work in Haiti, is the first member of a religious order to serve on the Board.

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

The Rev. Canon Titus Presler, Th.D.  
Global Mission Advocate

## Green Mountain Witness

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

Pushy and disrespectful examples of evangelism in the wider world naturally make many Episcopalians wary of evangelism. But the Episcopal Church has a very appealing 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 is shared is not dogma, but the story of what God in Christ has done in one’s own life. As another Episcopalian has 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. It has not been easy to get reenergized since then, but the coming year is an opportunity to refocus.

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

The Green Mountain Witness team includes Mr. Joe Fortner of St. Mary’s, Wilmington; Ms. Lindsey Huddle of St. James’, Essex; the Rev. Linda Moore of St. Peter’s, Lyndonville; Ms. Jennifer Ogelby of St. James’, Essex; Ms. Katie Runde of Christ Church, Bethel; and Ms. Michelle Thomas of St. Andrew’s, Colchester.

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

The Rev. Canon Dr. Titus Presler  
Convener

## Liturgical Commission Report

### Liturgical Training

The diocese has continued to offer courses through Backstory Preaching and a 4-session Morning Prayer course to train lay people to lead services of Morning Prayer. We are grateful for those stepping into these leadership roles. This spring's Morning Prayer course was led by The Rev. Dr. Fred Moser, The Rev. Deacon Lucy Pelligrini and myself.

### Good Friday Resources

In March, resources for use on Good Friday were approved by Bishop Shannon. The texts were developed in the Diocese of Texas by the Rev. Dr. Dan Joslyn-Siemiatkoski, an Episcopal priest who is now the director of the [Center for Christian-Jewish Learning at Boston College](#).

Approved by General Convention as [Resolution 2022-D058](#), the alternative texts are currently under review by the Standing Commission on Liturgy and Music. The goal of the texts is “to provide a theologically positive accounting of the Jewish people in the Good Friday liturgy.”

### Season of Creation Resources

Bishop Shannon authorized use of the 2024 edition of Season of Creation, Year B liturgies. The national church website says this about these resources: “The Season of Creation, September 1st through October 4th, is celebrated by Christians around the world as a time for renewing, repairing and restoring our relationship to God, one another, and all of creation. The Episcopal Church joins this international effort for prayer and action for climate justice and an end to environmental racism and ecological destruction.”

### Music That Makes Community Conference

Planned over the summer for October, this is a cross-diocesan clergy conference with training by facilitators of Music That Makes Community (MMC). It is to take place in New Hampshire and is a collaboration with the Dioceses of Maine and New Hampshire. Over the three-day retreat, participants are to engage in community singing, formation, worship, and fellowship with clergy from Northern New England and the Bishops of the three dioceses.

### Heartberry Hollow

The Rev. Rachel Field reports that this has been a “mellow year” but there was a Spirit Dinner Closing Bonfire rite in Roxbury, VT, offered as a final gathering for the Spirit Dinner community. It took place around the firepit where the community began two years prior and involved nine individuals.

### Green Mountain Online Abbey

The Abbey continues to offer regular services of Morning Prayer Monday through Saturday, Compline Monday through Saturday, and Evening Prayer on Sunday. Services are online.

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

The Rev. Kim Hardy  
Chair, Liturgical Commission

## Mission Farm Annual Report 2024

In 2024, the unwavering dedication of our community members has brought forth a year of gratitude and connection, reaffirming our shared vision for Mission Farm.

This year, we proudly received grants that recognize and support our endeavors, including:

- New Episcopal Community Grant: fostering connections between our justice and economic development initiatives and spiritual community.
- Vermont Arts Council Grant: aiding in completing the Odeon, a visionary community space brought to life by the talented stone wall artist Dan Snow.
- Vermont Food Bank Grant: This grant enabled the completion of The Kitchen at Mission Farm, a commercial kitchen that champions local food makers and shares their culinary creations.
- Rockefeller Grant: facilitating the creation of engaging signage for public outreach.

Accomplishments:

- Restoration of the Orchard and the Church Bell Tower from flood damage.
- Development of accessibility paths.
- Competition of the community Amphitheater (Odeon).
- Establish The Kitchen at Mission Farm, a hub for community engagement, entrepreneur support, and the creation and sharing of food.

Program Highlights:

- Weekly yoga sessions
- Spring Community Picnic
- Downing Choir Liturgy Festival (in collaboration with St. James, Woodstock)
- Workshop with Ursula Goodenough and The Cosmic Walk
- Second Annual Meadows and Mountains Festival
- Pop-up Bakery Coffeehouse Events
- Series of Outdoor Movies at the Odeon
- Grief Retreats

Upcoming Events:

- Finalizing Strategic Narrative
- Initiating a Feasibility Study on a Sustainable Future

Lisa Ransom, Executive Director

Advisory Council Members:

Laura Kent (President), Sarah Cowan, Andy Palach, Kim French, Nancy Daigle

## Rock Point Commons Board Annual Report

### Background

Rock Point is a 130-acre property of conserved land on the shores of Lake Champlain in Burlington, Vermont, offering public access to a uniquely preserved wilderness within the city. The property features hiking trails, a conference center, lodging in rustic cabins, spiritual gathering spaces, community micro-agriculture, the Bishop's residence and other private residences, and the offices of the Episcopal Diocese of Vermont. It is also home to the independently managed Rock Point School, a private school serving both residential and day students. In 2024, Rock Point also became home to the Burlington School District's alternative high school program, Eagle Bay Academy. Owned by the Episcopal Diocese of Vermont, Rock Point is managed by Rock Point Commons, a non-denominational board overseeing a small staff responsible for daily operations, strategic development, and programs.

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

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

### Leadership and Management

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

- The Rt. Rev. Shannon MacVean-Brown, Board Chair, ex officio
- C.J. Spirito, Head of Rock Point School, Vice-Chair, ex officio
- Betsy Ferries
- Sam Jackson
- Wallace Good Jr.
- Matt Sommerville
- Frank Guillot
- Walter Poleman
- Aleksah Visco
- Michael Green
- The Rev. Margaret Mathauer
- The Rev. Charlie Nickols
- Ann Guillot, Trustee's representative, Ex Officio

- Kelly Kimball,  
Executive Director,  
Ex Officio

## Rock Point Commons

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

### Fiscal Year 2024 Overview

As noted in last year's report to convention, a key goal for Rock Point Commons for 2024 was to achieve a balanced budget by further diversifying our revenue sources and reducing our reliance on the Episcopal Diocese of Vermont. We made great strides in this effort in the current year, including by leveraging more than \$4.5 million in public funds to renovate the conference center. In January 2024, Rock Point Commons finalized the negotiation of a long-term lease agreement with the Burlington School District. From January through August, renovations were made to the conference center to meet the needs of the tenant and to address long-standing deferred maintenance needs, and the new school opened its doors to 65 students in September. This public-private partnership has helped to stabilize the organization's finances by funding overdue deferred maintenance to the conference center and securing a long-term, substantial revenue stream for the center.

In the medium and long-term, the impacts of this partnership will support the financial sustainability of Rock Point Commons. In the current year, a loss of facility rental revenue during the construction period and costs associated with urgent building repairs have meant that expenses this year exceed revenue. The forecasted annual revenue for Rock Point Commons is \$418,441, and forecasted expenses are \$459,758, for a forecasted funds balance in 2024 of (\$41,318).

### Programs and Partnership

Through diverse partnerships and innovative programs, Rock Point Commons is shaping a model of shared stewardship that benefits both the land and the local community. Among our key partnerships is the [Greater Burlington YMCA](#), which hosts a children's summer camp at Rock Point, and [Burlington Parks and Recreation](#), which manages community gardens on the property. The Burlington School District leads an alternative high school program, [Eagle Bay Academy](#), at Rock Point's conference center complex. We collaborate closely with local colleges and universities, such as [UVM's Rubenstein School of Environment and Natural Resources](#), to provide place-based educational experiences. Additionally, we work with several smaller nonprofits, including [Vermont Master Naturalist](#), [Crow's Path](#), [Spoonful Herbals](#), and [Other Ways of Being](#), to enrich the community through nature-based programming.

Our staff leads a variety of initiatives that build community through education, spirituality, and environmental stewardship. These include natural history courses, such as "[Reading Rock Point](#)," which deepen participants' understanding of the landscape. Our [Community Homestead](#) program invites public involvement in sustainable practices like maple sugaring, beekeeping, and cider making, fostering stronger connections to the land. The harvest from these efforts is shared with volunteers and distributed through local mutual aid networks to support a community pantry.

Recently, we introduced livestock to the property, using sheep to graze the land while

demonstrating sustainable agriculture practices. This addition, along with our other programs, continues to strengthen the bond between people and the environment, creating a vibrant model of stewardship and sustainability.

Through its ongoing efforts in education, environmental stewardship, spirituality, and sustainable agriculture, Rock Point Commons continues to foster a deep connection between people, the land, and their spiritual well-being. Our partnerships and programs not only benefit the environment but also nurture a sense of purpose, reflection, and community among those who visit. As we look to the future, Rock Point Commons remains dedicated to cultivating this unique blend of environmental and spiritual stewardship, ensuring the property continues to be a place of reflection, growth, and sustainability for generations to come.

## **Racial Justice and Healing Committee**

The Racial Justice and Healing Committee helps create opportunities for people within the Diocese to learn about and grapple with aspects of our cultural racial oppression, white privilege, and what we can do about it.

The main foci of our efforts have included supporting and promoting Sacred Grounds Circles, reaching out to parishes to understand what learning is happening within each parish participating in our own personal learning, and being available for future workshops and education.

Sacred Ground Circles are powerful 11-week-long experiences of 2-hour Zoom gatherings led by white people for white people to do our learning, reflection, and growing. Meg Fitch and Denise Noble have been leaders, working with others in our diocese and dioceses in other states to keep the continuation energetic and effective. We encourage everyone in the Diocese of Vermont to participate in a Sacred Ground Circle. It is a big commitment of time and energy, but well worth it.

We have been working on contacting people in as many parishes as possible. Some of our information is outdated, so this effort has been slow. We feel that it is very important people know what others are doing in different parishes. Learning about the initiatives of other people can catalyze our work, connect us, and make us grow as a diocese.

To learn and train ourselves, the members of the Racial Justice and Healing Committee have been participating in Sacred Ground Circles and also participated in a day-long training through the Absalom Jones Episcopal Center for Racial Healing.

Bp. Shannon and Cn. Susan secured a grant to be able to offer training by the Racial Equity Institute for people in our Diocese. We look forward to promoting these training sessions, participating in them, and growing alongside everyone willing to attend.

If you have any questions about any of these initiatives and/or would like to participate in these offerings, please contact C.J. Spirito.

C.J. Spirito, Committee Chair

[cspirito@rockpoint.org](mailto:cspirito@rockpoint.org)

(802) 863-1104 x126

(802) 578-9846

Committee members:

Meg Fitch, Denise Noble, Elizabeth Parker, Earl Kooperkamp, Marty Roberts  
Bishop Shannon Macvean-Brown, Canon Susan Ohlidal, Zarina O'Hagin

## Standing Committee

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

At the 2022 Diocesan Convention, the canons were changed to create an “Expanded” Standing Committee, a gathering of the core eight members of the Standing Committee as well as other representatives from the following entities: the Commission on Finance, the Trustees of the Diocese of Vermont, Inc., the Commission on Diocesan Organizations, and the Commission on Missional Vitality. The chairs of each of the Diocesan entities served as *ex-officio* advisors on the Standing Committee with seat and voice, but no vote. Canon changes at the 2023 Diocesan Convention eliminated the expanded Standing Committee and instead formed The Executive Council (which would include two members of the Standing Committee: one lay person and one clergy person).

The Standing Committee met to conduct business on these dates between July 1, 2023, and June 30, 2024: August 8<sup>th</sup>, 2023; Sept 7<sup>th</sup>, 2023 (Expanded Standing Committee); September 12<sup>th</sup>, 2023; October 10<sup>th</sup>, 2023; October 18<sup>th</sup>, 2023; November 7<sup>th</sup>, 2023; November 14<sup>th</sup>, 2023; December 5<sup>th</sup>, 2023 (Joint meeting with the Trustees); December 12<sup>th</sup>, 2023; January 9<sup>th</sup>, 2023; March 12, 2024; April 22<sup>nd</sup>, 2024; and May 20<sup>th</sup>, 2024.

Standing Committee members for 2023-2024 were: (Clergy) The Rev. Sarah Ginolfi (President, 2025), The Rev. Paul Olsson (2026), and The Ven. Stannard Baker (2024), and The Rev. Rachel Field (2027). (Lay members) Judith Rogers (2025), Jennifer Knowles (2026), Cathie Merrihew (2024), and Nanci Gordon (2027).

The Standing Committee acted on the following items between July 1, 2023, to June 30, 2024:

### Property Matters

- |          |   |
|----------|---|
| 7/11/23  | Consent for St. Michael’s, Brattleboro to enter a lease for the placement of a solar power electrical system on the roof of the church. |
| 10/24/23 | Gave consent for the sale of Rectory at St. James, Randolph, VT   |
| 11/17/23 | Quitclaim approvals for property: 26 Prescott St, Essex, VT; 1362 Pond Rd, Fletcher, VT; and 326 West Rd, Manchester, VT                |

- 12/5/23 Consented to the proposed Lease between The Trustees of the Diocese of Vermont, Inc., and the Burlington School District
- Authorized the President of The Trustees of the Diocese of Vermont, Inc., to complete and approve a construction contract between The Trustees of the Diocese of Vermont, Inc., and Farrington Construction Company, Inc.
- 12/12/23 Consented to Christ Church, Montpelier's SBA disaster loan
- Quitclaim approval for property: A parcel on Forest Dale Road, Brandon, VT
- 12/16/23 Quitclaim approval for property: 1416 Marshall Avenue in Williston, VT
- 2/7/24 Quitclaim approval for property: 16 Damon Drive in the town of Essex, VT
- 2/8/24 Quitclaim approval for property: lots 173 & 174 on the 1799 Orwell Lotting Plan of Orwell, VT
- 6/10/24 Quitclaim approval for property: 529 Stonefence Road, Richmond, VT
- 6/17/24 Quitclaim approval for property: a parcel in Greensboro, Orleans County, VT
- 8/10/24 Quitclaim approval for property: 1118 Ryegate Road, Ryegate, VT

#### Ordination Consents

- 11/7/23 Approved Susan McMillan to be ordained to the Diaconate

#### Episcopal Elections

- Gave consent to the election of The Rev. John T.W. Harmon as Bishop Diocesan of Arkansas
- Gave consent to the election of The Rev. Kristin Uffelman White as Bishop Diocesan of Southern Ohio
- Gave consent to the election of The Rev. Jeremiah Williamson as Bishop Diocesan of Albany
- Gave consent to the election of The Rev. Austin Keith Rios as Bishop Coadjutor of California
- Gave consent to the election of The Rev. Dorothy Sanders Wells as Bishop Diocesan of Mississippi
- Gave consent to the election of Kara Wagner Sherer as Bishop Diocesan of Rochester
- Gave consent to the request for the Consent for election of a Bishop Suffragan for the Diocese of West Texas.
- Gave consent to the election of The Rev. Phil N. LaBelle as Bishop Diocesan of Olympia

- Gave consent to the election of The Rev. Julia Whitworth as Bishop Diocesan of Massachusetts

#### Other Actions

- Elected the Rev. Sarah Ginolfi as President
- Elected the Ven. Stannard Baker as Secretary
- Elected Jennifer Knowles to serve with the President on the Executive Council
- Gave consent for Paul Olsson and/or Sarah Ginolfi to serve as representatives of Standing Committee to approve routine property matters (Quit Claims)

12/12/23      Passed Resolution for Housing Allowance for Diocesan Employees

03/16/24      Consented to the Proposal from Kaleidoscope Inc. to facilitate a Truth and Reconciliation Eucharist

The President is grateful to the team and our bishop for the hard work, commitment, and support of this governing body. Throughout the year, the Standing Committee worked with the bishop and other diocesan bodies on the priority directive in the Mission Leadership Review compiled by the Rev. Gay Jennings to seek reconciliation following a series of significant conflicts with our bishop in 2023. The Standing Committee was proactive during Town Hall meetings to discuss the findings of the Mission Leadership Review, attended Fierce Conversations trainings in early 2024, participated in the Truth and Reconciliation Eucharist in March, and lived into a more transparent relationship with the bishop and the diocese in and around meetings. The committee recognizes that this work will continue in the coming months and years, and we are hopeful that God will further strengthen and equip us for vibrant ministry throughout our brave little state.

+Submitted in faith,  
Sarah Ginolfi

## The Trustees of the Diocese of Vermont

The Board of The Trustees of the Diocese of Vermont, Inc. operates according to Canon 11 of the Constitutions and Canons of the Diocese of Vermont. The Trustees meet quarterly with additional special meetings called when certain actions must be acted upon between regularly scheduled meetings. In the 2023- 2024 period covered by this report, meetings were held on December 5, 2023 (Special meeting of the Trustees and Standing Committee); December 11, 2023 (Annual and Regular meeting of the Trustees); March 11 (Regular meeting of the Trustees); June 10 (Regular meeting of the Trustees); and September 9, 2024 (Regular meeting of the Trustees.). Certain other actions were taken by unanimous consent via email.

### Report of the Real Estate Committee:

According to Canon 10.1(b), title to real property of the Diocese shall be held by the Trustees, except otherwise directed by the Bishop and Standing Committee. The Real Estate Committee oversees all matters related to such property that are to come before the Trustees.

- Quitclaim deeds were approved for a total of 12 properties in the Trustee year, 2023/2024, collecting \$6825.38 in release fees.
- Various matters relating to the following properties were also addressed by the Committee during the year:
  - Activities regarding the oversight of property at Gethsemane Church, Proctorsville, VT due to severe flooding.
  - Approval of the sale of the Rectory at St. James, Randolph, VT.
  - Approval and authorization to enter into a long-term Lease with Burlington, Vermont School District at Rock Point Commons, including
  - \$4.43 Million construction contract for accessibility improvements, additional classroom spaces, parking and improved road access. Also, approval of a construction loan from Bank of Burlington in the amount of \$4,000,000 to be repaid through additional rent payments by the Burlington, Vermont School District.
  - Approval of a \$1 million US SBA Disaster Loan to Christ Church, Montpelier.
  - Release of remaining interest in lands formerly of St. Thomas Episcopal Church in Brandon VT.
  - Approval of boundary line adjustment between St. Paul's Vergennes and the City of Vergennes, VT.
  - Review of Forest Management Plan report, Brookhaven School for Boys.
  - Other activities and discussions continue related to oversight of church property at St. John's East Poultney.

### 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 \$39,218,639 as of June 30, 2023, a 20.60% gain in value over

the prior year reported on June 30, 2023. 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.

- Various matters relating to the following properties were also addressed by the Committee during the year:
  - Comprehensive investment management review: As stewards of the Diocesan Unit Trust, the Trustees conducted a full review of our investment management process and third-party managers, Advisors in Financial Planning, Inc., an affiliate of Hickok & Boardman Capital Management. The review was presented to the full board of Trustees at the March 11, 2024, meeting with the conclusion that we continue our relationship.
  - Development of a Diocesan Unit Trust Investment Fund Overview to be provided to all DUT stakeholders as well as prospective parish investors. Distribution of the Overview is anticipated in September 2024, to be sent with stakeholder unit fund quarterly statements. It will also be included on the Diocesan Website.
- In 2023-2024, the Trustees approved quarterly distributions from the DUT to investors at the most recent rate of 1.644% based on the annual rate of 5% of the average unit values over the past 12 quarters. Each distribution has increased in value since March 2020. Although the fund value experienced market decline in 2022, the 12-quarter average provides stability to the distribution amount. The distribution payment dates are the 20th day of the last month in each calendar quarter of the year.
- Additional Activities of the Trustees included approval of an amendment to The Trustees of the Diocese of Vermont, Inc. bylaws at its meeting on 9/09/2024. This is the first amendment of bylaws since a major revision in June 2022 and allows Trustees who were elected under 7-year terms to serve up to a total of 9 years if elected to a second term.

Respectfully Submitted,

Sarah Cowan

President of The Trustees of the Diocese of Vermont, Inc.

Trustees of the Diocese of Vermont 2023-2024 Roster:

Noma Anderson; David Bullock; Christopher Chapman; Sarah Cowan (President and Chair, Real Estate Committee); Rev. David Frederickson; Ann Guillot (Chair, Investment Committee); Dana Peterson (Secretary/Clerk); Ex officio: Bishop Shannon MacVean-Brown; Non-voting Ex officio: Paul Horn, Treasurer; Kathy Torrisi, Assistant Secretary (resigned 8/30/2024)

## **Rock Point School**

In this report you will find an overview and notes about last year and this current school year.  
Submitted by C.J. Spirito, Head of School.

### Overview:

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

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

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

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

### This year:

Currently, we have 24 students enrolled, 20 boarding and 4 day students. This year students are coming from a variety of places they call home, ranging from as close as Burlington, around

Vermont and the continental U.S., and as far as Bermuda. We enrolled more local boarders than we have in the past - in addition to the four day students, 6 students from Vermont are with us this year. This sunny warm September weather has helped us start off well! We focus on building meaningful relationships with which we address our students' challenges, such as low self-esteem, depression, suicidal ideation, social anxiety, generalized anxiety, and academic differences (both working on the learning issue, as well as understanding how to approach and own one's learning styles), to name some. Spirits are upbeat, making progress already!

Our numbers are lower than we had hoped, but we are in full swing marketing the school and have interest in students joining later, which will give more girth to the student body and also boost our budget, which we need to run successfully to keep providing this life-changing opportunity for youth and their families. Our fundraising is improving, which we are using to increase scholarships and do those needed capital projects to take care of the buildings we use. We are hoping to raise enough money to make significant improvements to our buildings and continue stewarding the buildings and property that the Diocese generously allows us to use to run our school.

In February 2024 we provided another opportunity for students to go to Alabama as part of a Racial Healing Pilgrimage. This year's trip will be our third annual trip to Montgomery and Selma. We foresee this venture going on for many years ahead! It is an amazing powerful experience that we hope every student from RPS will be able to have before they graduate from here. Bishop MacVean-Brown inspired the initial pilgrimage, which we did in collaboration with Canon Walter Brown. Several students have been able to access funds from the Bishop Tom and Ann Ely Scholarship to be able to attend. We are eternally grateful for this support from all three leaders as we continue our journey forward learning about our history and current times in light of biases and racism. These experiences, in conjunction with ongoing work at the school, have led to meaningful challenges and growth.

We hope to have at least one event this year and welcome folks from around the Diocese to visit, although I would love to see you here whenever you might like to visit. Be well and stay in touch!

Thoughts/questions? Please contact

C.J. Spirito

802-863-1104, x126

[cspirito@rockpoint.org](mailto:cspirito@rockpoint.org)

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

## Province 1

The Episcopal Province of New England is the smallest of the nine provinces in The Episcopal Church, comprised of the Dioceses of Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont, and Western Massachusetts. The Province is a means through which to coordinate and collaborate, to leverage ideas, resources, and relationships, both lay and clergy, around New England.

Most provincial work is done by ministry networks - groups of Episcopalians in two or more dioceses of New England engaged in shared mission, or collaborations of staff from multiple dioceses. The Province offers administrative and communications support, as well as grant funding for these collaborative efforts.

Province 1 ministry networks include the Becoming Beloved Community Ministry Network, the Formation Network, the Indigenous Justice Network, the Recently Ordained Part-Time Clergy Network, and the Young Adult and Campus Ministry Network. All ministry networks (including startups) are eligible to apply for Sowing Seeds of Mission Grants to support their work and meetings.

Provincial work is governed by Provincial Ordinances (Canons), which guide the decision-making of our Provincial Executive Committee as we respond to the mandates of General Convention. Denise Noble of St. James', Essex Junction was elected to serve on the Provincial Executive Committee at our 2023 Diocesan Convention.

The Province 1 School for Deacons offers a 24-month program focusing primarily on the academic aspect of formation with practical application for the Diaconate in keeping with The Constitution and Canons of The Episcopal Church and the Association for Episcopal Deacons Competencies. Bishops, Archdeacons, or Canons for Formation refer students to the school from their diocesan discernment processes. The school administration and curriculum are overseen by the Province 1 Executive Committee and guided by an Advisory Council of members of all six collaborating dioceses. (The Diocese of Massachusetts does not participate.)

On the third Thursday of most months, the Province 1 Formation Network presents “Conversations with Noted Speakers”—a resource intended for all held over Zoom. The 2023-2024 topics included “Engaging Elders with Dementia in Bible Stories”, “Small Church Formation: Using Our Strengths”, “Growing in Faith and Connecting with Our Neighbors”, “Outofthebox: Playing with Stories to Bring Well-Being”, and “Helping Hands Across Ages: Intergenerational Service Projects as a Monthly Ministry Model”.

Beginning September 17, 2023, the Becoming Beloved Community Network presented “Continuing the Conversation: Reparations and Racial Justice in New England”, a Zoom conversation about reparations work in Episcopal context across the seven dioceses of Province One. The BBCN meets quarterly via Zoom.

The Indigenous People’s Justice Network organized a series of book discussions of “The Gatherings: Reimagining Indigenous-Settler Relationships”; “This Land is Their Land: The Wampanoag Indians, Plymouth Colony, and the Troubled History of Thanksgiving”, “Our

Beloved Kin: A New History of King Philip’s War, and “Path Lit by Lightning: The Life of Jim Thorpe”.

Province 1 Conferences were held on December 14, 2023 (Conference including discussion and passage of the 2024 Province 1 budget) and May 29, 2024 (Conference including an address by President of the House of Deputies Julia Ayala Harris, and election of The Venerable Stan Baker of Vermont as Clergy representative to the Executive Council of the Episcopal Church).

Respectfully submitted,  
Nanci Gordon

**Secretary of Convention Reporting on 81<sup>st</sup> General Convention  
Proposed Changes to the Constitution and Book of Common Prayer**

It is a requirement of Canon I.1.1.e that the diocesan Secretary of Convention report out to each diocesan convention all General Convention resolutions which propose alterations to the Book of Common Prayer or of the Constitution. The 81<sup>st</sup> General Convention proposed three resolutions with changes to the Constitution and one to the Book of Common Prayer. The following are the proposed actions taken:

**A043 Amend Constitution Article VIII regarding Clergy in Local Ecumenical Partnerships  
- [First Reading] Final Status: Concurred as Amended**

*Resolved*, That the 81st General Convention amend Article VIII of the Constitution by adding the following paragraph at the end of the existing article:

Of Clergy in Local Ecumenical Partnerships

Local Ecumenical Partnerships (LEPs) are ministries that may be formed between Episcopal dioceses and their parallels in other Christian denominations in order to provide shared pastoral leadership.

An ordained minister in good standing of one of the constituent denominations identified in the canons may be appointed by the Ecclesiastical Authority of the Diocese to serve in this Church on a temporary basis as part of a Local Ecumenical Partnership as governed by the relevant canons.

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**A116 Marriage Rites for Inclusion in the Book of Common Prayer (First Reading) Final Status:  
Concurred as Substituted**

*Resolved*, That the 81st General Convention authorize for trial use under Article X.b the following revisions to the Book of Common Prayer 1979:

BCP pp. 349 and 381: Following the Preface of Marriage, add the rubric “or this”, followed by Preface of Marriage, Standing Commission on Liturgy and Music (SCLM) Blue Book report p. 39

BCP p. 423: Revise the title to read “The Celebration and Blessing of a Marriage I”

BCP p. 433: Revise the title to read “The Blessing of a Civil Marriage I”

BCP p. 435: Revise the title to read “An Order for Marriage I”

Following BCP p. 438, add The Celebration and Blessing of a Marriage, SCLM Blue Book report pp. 28-36; The Blessing of Civil Marriage, SCLM Blue Book report pp. 36-37; An Order of Marriage, SCLM Blue Book report pp. 37-38; and Additional Directions, SCLM Blue Book Report, pp. 38-39; with the following revisions:

SCLM Blue Book Report p. 28: Revise the first paragraph Concerning the Service as follows: “At least one of the parties must be a baptized Christian; the ceremony must be attested by at least two witnesses; and the marriage must conform to the laws of the State and the canons of this Church.”

SCLM Blue Book Report p. 29: Revise the title to read “The Celebration and Blessing of a Marriage II”

SCLM Blue Book Report p. 35: Replace “Preface of the Season” with “Preface of Marriage, or of the Season”

SCLM Blue Book Report p. 36: Revise the title to read “The Blessing of a Civil Marriage II”

SCLM Blue Book Report p. 37: Revise the title to read “An Order for Marriage II”

SCLM Blue Book Report p. 37: Replace the first paragraph of An Order of Marriage with the following text: “If it is desired to celebrate a marriage otherwise than as provided in the Book of Common Prayer or any authorized alternative thereto, this Order is used.”

SCLM Blue Book Report p. 37: Revise paragraph 3 of An Order of Marriage as follows: “The laws of the State and the canons of this Church having been complied with, the couple, together with their witnesses, families, and friends assemble in the church or in some other convenient place.”

Blue Book Report p. 37: Revise #1 of An Order of Marriage as follows: “The teaching of the Church concerning Holy Matrimony, as it is declared in the formularies and canons of this Church, is briefly stated.”

And be it further

*Resolved*, That these liturgies authorized for trial use be made available electronically at no cost; and be it further

*Resolved*, That the Standing Commission on Liturgy and Music be directed to engage a dynamic equivalence translation of these texts into the Spanish, French, and Kreyol languages; and be it further

*Resolved*, That the liturgies The Celebration and Blessing of a Marriage, The Blessing of a Civil Marriage, and An Order for Marriage as authorized in The Book of Common Prayer 1979 continue to be authorized for use in all dioceses of The Episcopal Church; and be it further

*Resolved*, That the General Convention request the Executive Council Budget Committee to allocate \$12,000 for translation.

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**A224 Amend Article X with clarifying amendments (post 2024-A072) [First Reading] Final Status: Concurred as Amended**

*Resolved*, That the 81st General Convention of The Episcopal Church repeal Article X, Sections 1 and 2, and replace with the following:

Article X: Of The Book of Common Prayer

Sec. 1. The Book of Common Prayer is those liturgical forms, communal and devotional prayers, and other content authorized by the General Convention in accordance with this article and shall be enriched by our church's cultural, geographical, and linguistic contexts.

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

Any Book of Common Prayer, or portions thereof, memorialized by the General Convention, is authorized for use at any service in all the Dioceses and other jurisdictions of this Church.

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

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**D049 Increase by one the possible number of bishops suffragans in a Diocese [First Reading] Final Status: Concurred**

*Resolved*, That Article II of the Constitution is amended as follows:

Article II: Of Bishops

**Sec. 4.** It shall be lawful for a Diocese, at the request of the Bishop of that Diocese, to elect not more than three Bishops Suffragan, without right of succession, and with seat and vote in the House of Bishops. A Bishop Suffragan shall be consecrated and hold office under such conditions and limitations other than those provided in this Article as may be provided by

Canons of the General Convention. A Bishop Suffragan shall be eligible for election as Bishop Diocesan or Bishop Coadjutor of a Diocese, or as a Bishop Suffragan in another Diocese.

Respectfully submitted,  
The Rev. Paul V. Olsson  
Secretary of Convention

### **General Convention Deputation**

*No Report Submitted*

**Certified Minutes of the 191<sup>st</sup> Annual Convention of the Diocese of Vermont**  
**Business Session**  
**Thursday, November 14, 2024**  
**6:00 pm**

Bishop Shannon MacVean-Brown called to order the 234th Convention of the Episcopal Church in Vermont, being the 191st Annual Convention of the Diocese of Vermont, meeting virtually via Zoom, at 6:04 pm.

**Establishment of a Quorum**

The Bishop, advised that 82 delegates, representing 37 of 40 congregations, and 50 of 71 eligible canonically resident clergy are duly registered for this Convention and gathered on the Convention's Zoom meeting platform, announced that a quorum had been established.

The Bishop called upon the Rev. Paul Olsson for some time-sensitive announcements. The Rev. Olsson stated that any proposed amendments to resolutions coming before this Convention, as well as additional nominations for elected offices, should be submitted in writing to communications@diovermont.org by 6:30 pm.

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

Bishop MacVean-Brown offered the following land acknowledgement:

We acknowledge the traditional, ancestral, and unceded land of the Abenaki people on which we are worshiping, 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 peoples 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.

The Bishop's Opening Devotions included a prayer and a reading from the Book of Acts 2:42-47 (NRSVUE). Following the reading, the Bishop invited some time for silent reflection, asking the question, "By way of devotion to the apostle's teaching, what new boldness are we called to, in the pursuit of strengthening our diocesan household?"

The Bishop then presented her annual convention address.

**Voting Orientation**

The Bishop invited Mx. Sophia Kitch-Peck, Executive Assistant to the Bishop and Director of Communications, to provide ElectionBuddy and Zoom Poll orientation for the benefit of Convention delegates and clergy.

**Organization for Business**

The Bishop announced that pursuant to Title I Canon 1.3 and 6 (Vermont Canons), a list of canonically resident clergy present and entitled to vote and a list of congregations with lay delegates present and entitled to vote is available.

Pursuant to Title I Canon 3.4, the Bishop appointed Mr. Tom Little, Esq. as Chancellor of the Diocese. Pursuant to Title I Canon 1.8, the Bishop appointed the Rev. Paul Olsson (St. Stephen's Church, Middlebury) as Secretary of the Convention and called for a vote to confirm these appointments. **All voted in concurrence by Zoom poll vote.**

**Convention Orientation**

The Secretary of Convention, having noted that the proposed Rules of Order for conducting business, Zoom

instructions, and other housekeeping announcements had been made available on the website, reviewed the Proposed Order of Business, explained Zoom protocols for the meeting, and reiterated the process for filing proposed amendments to resolutions and making nominations from the floor.

The Secretary of Convention is required to communicate to the Convention all actions taken by the 2024 General Convention that make changes to the Constitution of The Episcopal Church or alterations to the Book of Common Prayer. He directed the Convention to his report filed in the Pre-Convention Journal.

### **Rules of Order**

Diocesan Chancellor Tom Little reviewed the proposed Rules of Order that had been posted on the website. He highlighted Rule 4 Debate, which set the time limits for consideration and debate. **A motion made and seconded to approve the Rules of Order as presented for this Convention, passed by Zoom poll with all voting members concurring.**

### **Written Reports**

The Bishop called for a motion to approve the written reports found in the Pre-Convention Journal. **A motion made and seconded to accept the written reports as filed, passed by Zoom poll with 118 voting members concurring, and one voting member rejecting.**

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

Chancellor Little explained the legislative process. He highlighted the time limits set by the Rules of Order and reminded all to be direct and brief with comments and questions.

### **Clergy Transitions**

The Bishop announced the following transitions between June 2023 and 2024:

Ordained:

The Rev. Susan McMillan was ordained to the diaconate on December 9, 2023

Transferred in:

On February 22, 2024, the Rev. Nancy Ludwig was received from the Diocese of Maine

Transferred out:

On February 15, 2024, the Rev. John Spainhour was released to the Diocese of South Carolina

On March 27, 2024, the Rev. Kevin Sparrow was released to the Diocese of South Carolina

The Bishop offered a prayer for those clergy who had died:

The Rev. Jane Garrett

The Rev. Nancy Bloomer

The Rev. David Glendenning

The Rt. Rev. R. Stewart Wood

### **Report on Mission Strategy Goals**

The Bishop invited the Very Rev. Greta Getlein to report on the Mission Strategy Goals as discussed in the Bishop's Convention Address. The Very Rev. Getlein shared slides that gave an overview of the primary mission strategy goals: Strengthen Congregations, Build Relationships, and Develop Leaders and Structures. The Very Rev. Getlein also discussed how the diocese will work to achieve said goals. The Mission Strategy Goals are available on the diocesan website.

The Bishop thanked the Very Rev. Getlein for presenting and representing the Executive Council.

### **Financial Report**

The Bishop called on the Interim Chief Financial Officer of the diocese, Mr. Michael Shapiro, who screen-

shared his financial report and provided links to the budget documents that had been posted on the website. He responded to questions from attendees, and the Bishop thanked the CFO for his report.

### **Resolutions**

The Bishop called on Ms. Anne Brown, Chair of the Resolutions Committee, to present and move approval of Resolutions beginning with the diocesan budget.

Ms. Brown thanked the members of the Resolutions Committee: The Ven. Stan Baker, Ms. Nanci Gordon and Ms. Nancy Wuttke. Ms. Brown reminded Convention that the legislative process permits a maximum of 20 minutes of discussion for each resolution – 2 minutes for each person, to use the raise hand function, make mention of your congregation, and whether you are speaking for or against. Amendments to a resolution must be emailed to [communications@diovermont.org](mailto:communications@diovermont.org) so they can be put on the screen.

Ms. Brown introduced the proposed Resolution 6: Becoming a Sanctuary Diocese, a resolution from the floor, and explained that the Convention needed to vote to consider the resolution first, and that all discussion at this point should be about whether to consider it rather than on the substance.

Bishop MacVean-Brown invited the Rev. Canon Lee Crawford to speak to why Convention should consider the proposed Resolution 6. The Rev. Canon Crawford gave an overview of the resolution and why the Convention should vote to consider it. The Rev. Canon Crawford concluded her remarks by moving that Resolution 6 be included on the agenda, and Ms. Gaen Murphree, St. Stephen's, Middlebury, seconded. Bishop MacVean-Brown asked for any discussion and asked the Rev. Canon Crawford to answer questions.

There being no discussion, the Bishop called for a vote by Zoom Poll to place Resolution 6 on the agenda. **The motion place Resolution 6: Becoming a Sanctuary Diocese on the agenda succeeded with 92% voting yes.** Bishop MacVean-Brown called on Ms. Brown to present Resolution #1.

Ms. Brown moved adoption of:

### **RESOLUTION #1: Adoption of the FY 2025 Budget for the Diocese of Vermont**

SPONSOR: Diocesan Executive Council, (adopted September 17, 2024)

RESOLVED, That the 191st Convention of the Episcopal Diocese of Vermont adopt a balanced diocesan operating budget for 2025 in the amount of \$1,309,136 and a balanced non-operating budget of \$186,100; and be it further

RESOLVED, That a congregation's contribution be based on 2023 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); and be it further

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

Ms. Brown gave a brief overview of the resolution and then moved adoption of Resolution #1. The Bishop asked for any discussion and asked Mr. Shapiro to answer questions.

Seeing no discussion, the Bishop called for a vote using ElectionBuddy on Resolution #1: Adoption of the FY 2025 Budget for the Diocese of Vermont. The Bishop noted that the Convention will take a brief 2-minute pause while delegates registered their votes and then proceed to the presentation of the next resolution and announce

the results before taking up the vote on Resolution #2.

As members voted, the Diocese of Vermont's Roll Call video for the Investiture of Presiding Bishop Sean Rowe was played.

Bishop MacVean-Brown called on Ms. Brown to introduce Resolution #2.

Ms. Brown moved adoption of:

**RESOLUTION #2: Establishing Minimum Clergy Compensation for 2025**

SPONSOR: Diocesan Executive Council (approved October 22, 2024)

RESOLVED, That the 191st Convention of the Diocese of Vermont approve the 2025 Total Clergy Compensation minimums for full-time clergy with no experience as: Cash Stipend (including housing allowance/value of housing) of \$68,705.60, plus SECA reimbursement (calculated as 7.65% of Cash Stipend); this includes the recommended Cost of Living Increase of 2.5% and would apply proportionally to part-time clergy; and be it further

RESOLVED, That the 191st 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 expense reimbursements; and be it further

RESOLVED, That the 191st Convention of the Diocese of Vermont recommend a 2.5% minimum cost of living increase (COLA) for all compensated clergy and lay employees; and be it further

RESOLVED, That the 191st Convention of the Diocese of Vermont recommend a \$500 increase for each year of experience for all full-time compensated clergy and lay employees, applied proportionally to those employed part-time; and be it further

RESOLVED, That the 191st Convention of the Diocese of Vermont recommend an equity allowance for clergy living in church supplied housing calculated at 5% of Total Clergy Compensation; and be it further

RESOLVED, That the 191st Convention of the Diocese of Vermont approve the following Reimbursement Guidelines:

- Cell Phone Reimbursement: \$25 - \$75 per month
- Travel Mileage Reimbursement at the IRS rate for 2025
- Continuing Education: \$500 minimum;

and be it further

RESOLVED, That the 191st Convention of the Diocese of Vermont recommend the minimum rates for Supply Clergy as:

- One Service with sermon: \$175 plus mileage/expenses
- Holiday services (Christmas, Ash Wednesday, Maundy Thursday, Good Friday, Easter Eve or Easter day): \$225 plus mileage/expenses
- One Service without sermon (lay preacher): \$100 plus mileage/expenses
- Two Services on one Sunday with sermon: \$225 plus mileage/expenses
- Two Services on one Sunday without sermon (lay preacher): \$150 plus mileage/expenses Weddings and funerals that include meetings in addition to the service need to provide additional compensation at \$40/hr. in addition to the worship service charge above

- Other services such as pastoral care, providing training, etc., \$25-35/hr. for the visitation/training time plus mileage (number of hours to be agreed upon in advance if extensive preparation is required); and be it further

RESOLVED, That the 191st Convention of the Diocese of Vermont recommend that the Anthem BCBS BlueCard PPO 80 health insurance plan, the Anthem BCBS BlueCard MSP PPO 80 health insurance plans for those over 65 and the Delta comprehensive dental plan insurance be established as the minimum plan offered to clergy and lay employees.

At Bishop MacVean-Brown's invitation, the Very Rev. Greta Getlein spoke to the resolution highlighting the changes for 2025. The Bishop asked for discussion on Resolution #2.

The Rev. Earl Kooperkamp, St. Mary's, Northfield and Church of the Good Shepherd, Barre spoke in favor of Resolution #2. Ms. Mary O'Brien, St. John's, Randolph, asked what the old out-of-pocket expense was for the previous health insurance plan, and the Very Rev. Getlein answered the question.

Bishop MacVean-Brown announced that **Resolution #1, Adoption of the FY 2025 Budget for the Diocese of Vermont, was adopted with 95% voting in favor.**

The Bishop called for a vote using ElectionBuddy on Resolution #2: Establishing Minimum Clergy Compensation for 2025. The Bishop announced a brief 3-minute pause while voting occurred and that members of Convention would see a slide-show of images from the in-person Convention session.

The Bishop announced that **Resolution #2, Establishing Minimum Clergy Compensation for 2025, was adopted with 97% voting in favor.**

### **Nominations and Elections**

Bishop MacVean-Brown called on the Rev. Olsson, Secretary of Convention, to present the slate of candidates for election on behalf of the Nominations Committee.

The following slate was presented:

- **Brookhaven Learning and Treatment Center Trustees:** The Rev. Paul Habersang, the Rev. Beth Ann Maier, Ms. Kay Trafto, and Ms. Linda Runnion.
- **Disciplinary Board (clergy):** The Rev. Mary Lindquist and the Rev. Christine Moseley
- **Disciplinary Board (lay):** Mr. Lucas Krueger
- **Provincial Synod Delegate (clergy):** the Rev. Titus Presler
- **Provincial Synod Alternate Delegate:** Mr. David Bullock
- **Rock Point Commons Board of Directors:** The Rev. Nancy Ludwig
- **Rock Point School Board of Trustees:** Mr. Mark Bonnen, Ms. Deirdre Keenan, Ms. Daphne Layton, and Ms. Kelly Scannell.
- **Standing Committee (clergy):** The Rev. Dr. Frederick Moser
- **Standing Committee (lay):** Ms. Cathie Merrihew
- **Trustees of the Diocese:** Ms. Sarah Cowan (2-year term), and Ms. Becky Collette (3-year term)

The Bishop called on the Rev. Olsson who presented nominees for uncontested elections to diocesan offices:

- **Disciplinary Board (clergy):** The Rev. Mary Lindquist and the Rev. Christine Moseley
- **Disciplinary Board (lay):** Mr. Lucas Krueger
- **Provincial Synod Delegate (clergy):** the Rev. Titus Presler
- **Provincial Synod Alternate Delegate:** Mr. David Bullock

- **Rock Point Commons Board of Directors:** The Rev. Nancy Ludwig
- **Rock Point School Board of Trustees:** Mr. Mark Bonnen, Ms. Deirdre Keenan, Ms. Daphne Layton, and Ms. Kelly Scannell.
- **Standing Committee (clergy):** The Rev. Dr. Frederick Moser
- **Standing Committee (lay):** Ms. Cathie Merrihew
- **Trustees of the Diocese:** Ms. Sarah Cowan (2-year term), and Ms. Becky Collette (3-year term)

The Bishop called for a motion to elect all candidates running in uncontested elections. The Ven. Stannard Baker, Cathedral Church of St. Paul, Burlington moved, and the Rev. Earl Kooperkamp, St. Mary's, Northfield and Church of the Good Shepherd, Barre seconded. No discussion ensued, and **the motion carried in a vote by Zoom poll with 98% approval.**

The Bishop called for a 10-minute break at 7:50 pm with the Convention re-convening at 8 pm.

### Return to Resolutions

The Bishop called Convention back to order at 8 pm and called on Ms. Brown to resume presenting and moving approval of Resolutions regarding updates to the Diocesan Canons.

Ms. Brown explained that the Convention would take up discussion on both Resolution #3: Revise Canons to Amend Canon 8: Deputation to Provincial Meetings and Resolution #4: Revise Canons to Amend Canon 29B: Brookhaven Home for Boys before moving to vote on both resolutions. She also explained that the votes would be by orders and require a two-thirds majority in each order to pass.

Ms. Brown moved adoption of:

### **RESOLUTION #3: Revise Canons to Amend Canon 8, Deputation to Provincial Meetings**

SPONSOR: Canons Committee, Diocese of Vermont

RESOLVED, That the 191st Convention of the Diocese of Vermont amend Canon 8 of the Diocese of Vermont to read as presented below, the new text underlined and the deleted text overstruck; and be it further

RESOLVED That in accordance with Canon 37, Section 2, this amendment will take effect upon adjournment of the November 14, 2024 Diocesan Convention.

### CANON 8: ~~Deputation to Provincial Meetings~~ DELEGATION TO PROVINCIAL SYNOD

1. The annual Convention shall elect delegates and alternate delegates to represent the Diocese in the Provincial Synod of the Province of New England in such numbers and orders and with such terms of office as allowed the Diocese in the Canons of the Provincial Synod in place from time to time. Delegates and alternates shall serve for a three-year term and until their successors are elected. At every third session of the annual Convention, one Clerical and one Lay Deputy (and one Alternate in each Order) shall be elected to represent this Diocese in the Provincial Synod of the Province of New England, to serve for a three-year term and until their successors are elected. The Clergy so elected or appointed shall be canonically resident in this Diocese. The Laity so elected shall be communicants of the Church, having domicile in this Diocese.

2. In the case of the inability of any deputy to attend or in the case of vacancy, the Bishop shall have the power to appoint a provisional representative or representatives to serve. Any vacancy in the Diocese's delegation shall be filled by appointment by the Bishop and the appointee shall serve until the next annual Convention.

3. The duties of the ~~Deputies to the Provincial Synod~~ Delegates shall be as defined in the Canons and rules of order enacted by the Province of New England.

4. Deputies and Alternate Deputies to the General Convention of this Church shall *be ex officio* representatives to the Provincial Convocation immediately preceding the meeting of the General Convention.

Ms. Brown gave a brief overview of the resolution and then moved adoption of Resolution #3. Bishop MacVean-Brown invited the Chancellor to speak to the resolution. The Chancellor made overview remarks and stated that the vote must be taken by orders. The Bishop asked for any discussion and asked Chancellor Little to answer questions.

Seeing no discussion, Bishop MacVean-Brown called on Ms. Brown to move Resolution #4: Revise Canons to Amend Canon 29B: Brookhaven Home for Boys.

Ms. Brown moved adoption of:

**RESOLUTION #4: Revise Canons to Amend Canon 29B: Brookhaven Home for Boys**

SPONSOR: Canons Committee, Diocese of Vermont

RESOLVED, That the 191st Convention of the Diocese of Vermont amend Canon 29B of the Diocese of Vermont to read as presented below, the new text underlined and the deleted text overstruck; and be it further

RESOLVED That in accordance with Canon 37, Section 2, this amendment will take effect upon adjournment of the November 14, 2024 Diocesan Convention.

CANON 29B: BROOKHAVEN ~~HOME FOR BOYS~~ TREATMENT AND LEARNING CENTER, INC.

1. Brookhaven ~~Home for Boys~~ Treatment and Learning Center, Inc. is a Diocesan Institution in the fullest and most comprehensive sense of the term; the Diocese is wholly responsible for its proper management ~~as a Home~~.
2. The management of the ~~Home~~ Center and its affairs shall be in the hands of a Board of Trustees consisting of the Bishop of the Diocese of Vermont and nine others, two-thirds of whom must be members in good standing of the Diocese, three members elected each year. The Bishop is ex officio a member of the Board of Trustees. The Trustees shall be elected by the annual Convention, three members elected each year to serve for a full term of three years each. No member of the Board of Trustees shall be eligible to serve for more than two consecutive terms. Vacancies on the Board may be filled by the Board until the next annual Convention.
3. The Board of Trustees shall have the right to elect its own officers and adopt its own bylaws and rules. It shall have full jurisdiction and authority over the management and operation of the ~~Home~~ Center, including the program, discipline and regulation, and the engagement or dismissal of the faculty and nonprofessional staff. However, the Priest or other person in charge of the ~~Home~~ Center, may only be engaged or dismissed with the consent of the Bishop. The nine Trustees shall not have final say either in the engagement or the dismissal of the Priest or other person appointed to be in charge of the ~~Home~~ Center. The Board of Trustees shall make a full report to each annual Convention of the Diocese.
4. The Board of Trustees shall have authority to amend the Articles of Incorporation of the Brookhaven ~~Home for Boys~~ Center so that its Articles of Incorporation will be in accordance with the Canons of the Diocese of Vermont.
5. (a) The Chapel of Christ the King, which serves the ~~Home~~ Center, and, as well, has a congregation from outside the ~~Home~~ Center, is hereby granted one Lay Delegate to Convention with voice and vote, to be elected by the Annual Meeting of the Chapel from among the Episcopalian communicant members of the Chapel.  
(b) The Chapel Meeting shall be the official governing body of the Chapel Congregation.

In the event the Diocese shall establish independent missionary work in the area, this section shall be considered

null and void.

Ms. Brown gave a brief overview of the resolution and then moved adoption of Resolution #4. Bishop MacVean-Brown invited the Chancellor to speak to the resolution. The Chancellor made overview remarks and stated that the vote must be taken by orders. The Bishop asked for any discussion and asked Chancellor Little to answer questions.

Seeing no discussion, Bishop MacVean-Brown called for a vote on both Resolution #3: Revise Canons to Amend Canon 8: Deputation to Provincial Meetings and Resolution #4: Revise Canons to Amend Canon 29B: Brookhaven Home for Boys using ElectionBuddy. The Bishop noted that the convention will take a brief 2 minute pause while delegates registered their votes, and that following the vote, the Convention would be recessed for the Annual Meeting of the Incorporators of Brookhaven Learning and Treatment Center.

#### **Annual Meeting of the Incorporators of Brookhaven Treatment and Learning Center**

Bishop MacVean-Brown called for a motion to recess the Diocesan Convention at 8:20 p.m. and convene as the Incorporators of Brookhaven Learning and Treatment Center. **A motion was made, seconded, and approved.**

The Annual Meeting of the Brookhaven Home was called to order at 8:22 pm. The Bishop reminded the meeting that the Brookhaven report is available on the Convention website.

The Rev. Paul Olsson, Chair of the Nominating Committee, shared the four nominees to fill three open positions as Brookhaven Trustees: The Rev. Paul Habersang, non-parochial; the Rev. Beth Ann Maier of Christ Church, Montpelier; Ms. Kay Trafton of St. Peter's, Bennington; and Ms. Linda Runnion of St. John's, Randolph.

The Bishop called for the election by ElectionBuddy, voting for three nominees. While votes were calculated, a slideshow of images prepared by Brookhaven was shared.

**The following individuals were elected: The Rev. Paul Habersang, the Rev. Beth Ann Maier, and Ms. Linda Runnion.**

#### **Final Resolutions**

The Brookhaven meeting having been adjourned, Bishop MacVean-Brown called the Annual Convention of the Diocese of Vermont back to order at 8:35 pm and announced the results of the votes on Resolutions #3 and #4:

- Resolution #3: **Motion carried with 42 yes votes and 1 no vote in the Clergy Order and 71 yes votes in the Lay order.**
- Resolution #4: **Motion carried with 43 yes votes in the Clergy order and 71 yes votes in the Lay Order.**

The Bishop called upon Ms. Anne Brown to present all remaining resolutions for Convention's approval.

Ms. Brown explained that the Convention would take up discussion on both Resolution #5: Declaring the Episcopal Diocese of Vermont to be Apartheid Free and Resolution #6: Becoming a Sanctuary Diocese before moving to vote on both resolutions.

Ms. Brown moved adoption of:

#### **RESOLUTION #5: Declaring the Episcopal Diocese of Vermont to be Apartheid Free**

SPONSORS: Dr. Wallace Good, Mr. John Heermans

RESOLVED, That the 191st Convention of the Episcopal Diocese of Vermont, as a follow-up to the resolution “Recognition of Apartheid in Israel/Palestine” approved in 2021 by the 188th Convention of the Episcopal Diocese of Vermont, join other communities in the nation to declare itself an apartheid free community; to that end:

- We AFFIRM our commitment to freedom, justice, and equality for the Palestinian people and all people;
- WE OPPOSE all forms of racism, bigotry, discrimination, and oppression;
- WE DECLARE ourselves an Apartheid-free community and,
- WE PLEDGE to join others in working to end all support to Israel’s Apartheid regime, settler colonialism, and military occupation.

Ms. Brown gave a brief overview of the resolution and then moved adoption of Resolution #5. Bishop MacVean-Brown invited Dr. Wallace Good of Holy Trinity, Swanton to speak to the resolution. Dr. Good made overview remarks.

After Dr. Good’s remarks, the Bishop invited discussion of the resolution and invited Dr. Good to answer questions. Mr. Gil Mathys, St. Andrew’s, Colchester and The Rev. Susan McMillan, the Cathedral Church of St. Paul, Burlington, spoke against the resolution. Ms. Gaen Murphree, St. Stephen’s, Middlebury asked a question which Dr. Good answered. The Rev. David Ganter spoke in favor. Ms. Noma Anderson, Cathedral Church of St. Paul, Burlington, asked a question as to the procedural nature of the resolution which Ms. Brown answered saying that the resolution is amendable. Ms. Becky Collette, St. Luke’s, Fair Haven, and Ms. Diane Montague, St. Andrew’s, St. Johnsbury spoke in favor. Mr. William Secord spoke against. The Rev. Craig Smith, retired clergy, responded to Mr. Secord.

The Rev. Kim Hardy of St. James, Essex Junction and Calvary, Underhill moved an amendment to the third bullet point of the “Resolve” be amended to read:

- WE DECLARE *that we will strive to be* an Apartheid-free community and,

The motion was seconded by Ms. Nancy Roff, St. James, Essex Junction. Bishop MacVean-Brown invited discussion on the proposed amendment.

Seeing none, the Bishop called for a vote on the amendment by Zoom Poll. The amendment passed with 77% in favor and 23% opposed. Discussion then returned to the amended resolution.

The Rev. Linda Maloney, retired clergy, spoke in favor. Note, due to technological issues, her comments were read by the Rev. Paul Olsson. Ms. Anna Kennedy of St. Andrew’s, St. Johnsbury and Ms. Martha Mackey of St. Peter’s, Bennington spoke in favor of the resolution as amended.

Having reached the 20-minute time limit for debate on Resolution #5, Bishop MacVean-Brown called on Ms. Brown to introduce Resolution #6.

Ms. Brown moved adoption of:

**RESOLUTION #6: Becoming a Sanctuary Diocese**

SPONSORS: The Rev. Canon Lee Alison Crawford, the Rev. Earl Kooperkamp, Ms. Gaen Murphree

CONTACT PERSON: The Rev. Canon Lee Alison Crawford, [lacinvt94@gmail.com](mailto:lacinvt94@gmail.com)

RESOLVED, That the 191st Convention of the Episcopal Diocese of Vermont accept the challenge to live into

God's mission to be "just peacemakers," as so clearly articulated by our Convention speaker, the Reverend Canon Kelly Brown Douglas; and be it further

RESOLVED, That the people of the Diocese of Vermont, as disciples of Jesus Christ and persons of faith and conscience, embrace the call to stand in solidarity with those who have, and will, come among us seeking refuge, asylum and lives with dignity for themselves and their families and take seriously the biblical mandate to "honor the immigrant in our midst as one of our own" (Lev. 19:34); and be it further

RESOLVED, That the 191st Convention encourage congregations and institutions of the Diocese of Vermont to serve as places of welcome and healing, provide other forms of material and pastoral support for all persons, regardless of immigration status, and work alongside our neighbors to ensure the dignity and human rights of all people; and be it further

RESOLVED, That the Diocese of Vermont support Episcopal Church initiatives to engage in education, organizing, advocacy, legal direct action, and other methods as deemed appropriate in each context to ensure the safety and security of all immigrants and refugees and that the Diocese urge its congregations and institutions to do likewise; and be it further

RESOLVED, That the Diocese of Vermont commend and learn from the work of Episcopal Migration Ministries and from other Episcopal dioceses that have declared themselves to be sanctuary dioceses such as New York (2024), Chicago (2019), Washington (2018), San Diego (2017), Los Angeles (2016); and be it further

RESOLVED, That the 191st Convention ask the Bishop of Vermont and the Executive Council of the Episcopal Diocese of Vermont to create and empower a Sanctuary Task Force of up to ten members (clergy and lay) with a one-year charge to:

- explore declaring ourselves to be a sanctuary diocese;
- propose some interim steps for the diocese and congregations;
- and report to the 192nd convention with proposals on how we might become sanctuaries for the strangers in our midst to whom we show hospitality, "for by doing that, some have entertained angels without knowing it" (Hebrews 13:2).

Ms. Brown gave an overview and moved adoption of Resolution #6. Bishop MacVean-Brown invited the Rev. Canon Lee Crawford of St. Mary's, Northfield to speak to the resolution and answer any questions.

The Rev. Earl Kooperkamp St. Mary's, Northfield and Church of the Good Shepherd, Barre spoke in favor of the resolution. Mr. Luke Krueger, St. Paul's, Wells; The Rev. Linda Maloney, retired clergy; The Rev. Kim Hardy of St. James, Essex Junction and Calvary, Underhill; The Rev. Susan McGarry, retired; Ms. Diane Montague, St. Andrew's, St. Johnsbury; Ms. Gaen Murphree, St. Stephen's, Middlebury; and the Ven. Stan Baker all spoke in favor.

The Ven. Stan Baker moved and then withdrew a motion to end debate.

The Rev. Jim Ballard of St. Luke's, St. Alban's spoke in favor.

Bishop MacVean-Brown called for a vote on Resolution #5: Declaring the Episcopal Diocese of Vermont to be Apartheid Free and Resolution #6: Becoming a Sanctuary Diocese using ElectionBuddy.

### **Courtesy Resolutions**

As votes were being calculated, Bishop MacVean-Brown called on Ms. Anne Brown to introduce the Courtesy Resolutions.

**Courtesy Resolution 1: Thanking the Rt. Rev. Shannon MacVean-Brown for her Convention Sermon and Convention Address**

RESOLVED, That the 191st Convention of the Episcopal Diocese of Vermont give heartfelt thanks to the Right Reverend Shannon MacVean-Brown for her focus on the critical importance of adopting a “spirit of koinonia,” of “being and building beloved community,” in both her sermon at the Saturday in-person Convention Eucharist and her address to clergy and delegates at the on-line Convention business session; and be it further

RESOLVED, That we acknowledge her challenges: to learn from the early church, in which a spirit of koinonia was compelling and contagious and in which collaboration was essential; to move to a “mature and prophetic expression of faith that is rooted in the faith practices commended to us by the apostles;” to “work together with open hearts in sustainable systems toward the future to which God is calling us;” to continue to “Do Hard Things,” engaging in conversations around the role of race in the Diocese; and to share in the work “of being the Episcopal branch of the Jesus movement in Vermont;” and be it further

RESOLVED, That we wish Bishop Shannon and Phil a restful and blessed time as they embark on a sabbatical next spring, and we look forward to their return among us, refreshed and renewed.

**Courtesy Resolution 2: Thanking the Rev. Canon Kelly Brown Douglas, Ph.D. for Her Presence at Diocesan Convention and Presentations on Being the Church When “Our Very Humanity is at Stake”**

RESOLVED, That the 191st Convention of the Episcopal Diocese of Vermont express profound gratitude to the Rev. Canon Kelly Brown Douglas, Ph.D., for her presence among us at our Saturday session and for providing an inspiring presentation that asks us to consider with fresh eyes what it means to be the church and how to live out God’s mission to make just peace “when enmity and derision seem to be watchwords of our time;” and be it further

RESOLVED, That the Episcopal Diocese of Vermont respond to her invitation to turn outward as we do God’s work, to recognize that just peacemaking begins at home, to embrace a liberative paradigm of mission based in respecting all people’s God-given dignity and potential and move away from conversion models of mission that normalize direct, structural and cultural violence, and to make the mission of the Gospel our primary purpose; and be it further

RESOLVED, That the Episcopal Diocese of Vermont hope that Dr. Douglas might return to call us back to God’s movement of just peace.

**Courtesy Resolution 3: Thanking the Organizers of Diocesan Convention**

RESOLVED, That the 191st Convention of the Episcopal Diocese of Vermont thank all responsible for a successful in-person day of Convention Saturday, November 9, 2024, at the Cathedral Church of St. Paul in Burlington, with special thanks to:

- The Very Rev. Greta Getlein and members of the Cathedral congregation for their gracious hospitality; and
- Ms. Jenny Knowles, who arranged for the morning snacks and drinks, inspired the Communion Bread Bake-Off, and who joyfully “captured” participants throughout the day in the “We are the Episcopal Diocese of Vermont” photo frame;
- The Rev. Kim Hardy, the Rev. Lucy Pellegrini, and Mr. Peter Stoltzfus Berton, Director of Music and Cathedral Arts, who planned and carried out a festive liturgy to wrap up the day;
- Participants in the Communion Bread Bake-Off, especially the winners from St. Luke’s, St. Albans and Grace, Sheldon; and be it further

RESOLVED, That those able to attend Saturday give thanks for the opportunity to come together as an embodied diocesan community to consider what it means to be church and to find purpose in uncertain and troubling times; and be it further

RESOLVED, That the Convention also thank members of Diocesan staff and the Committee on Dispatch of Business for their overall planning efforts, particularly in organizing the November 14 Business Session: the Rev. Canon Susan Ohlidal, Mx. Sophie Kitch-Peck, Ms. Sam Sellers, Canticle Communications, the Rev. Paul Olsson, Chancellor Tom Little, Ms. Anne Brown, Ms. Jenny Knowles, the Rev. Susan McMillan, and Mr. Joshua Cheney.

**Courtesy Resolution 4: Thanking Presiding Bishop Michael Curry for His Ministry as 27th Presiding Bishop of The Episcopal Church**

RESOLVED, That this 191st Convention of The Episcopal Diocese of Vermont, express its deepest gratitude for the ministry of the Right Reverend Michael Curry as the 27th Presiding Bishop and Primate of The Episcopal Church; we are grateful to Bishop Curry for his nine years of courageous and joyful leadership of our Church, built upon his fifteen years of leadership in the Diocese of North Carolina and his twelve years in ministry as a deacon and priest in North Carolina, Ohio, and Maryland; we are also grateful for Bishop Curry’s devotion to The Jesus Movement, and his representation of that movement and the Episcopal branch of it so widely and so well—even to the extent of peaching at a royal wedding; and be it further

RESOLVED, That we also give deepest thanks that, during a tenure marked by national divisions, a global pandemic, and personal health crises, Bishop Curry steadfastly reminded us and the world that, “If it’s not about love, it’s not about God;” Bishop Curry, your many friends here in Vermont pray that you and Sharon will enjoy good health and a fulfilling retirement together, and we hope you will visit the Green Mountain State soon—including The Vermont Country Store, now that you know it’s a real place!

**Courtesy Resolution 5: Congratulating the Most Rev. Sean Rowe on His Investiture as 28th Presiding Bishop of The Episcopal Church**

RESOLVED, That this 191st Convention of the Episcopal Diocese of Vermont offer our joyous congratulations to Presiding Bishop Sean Rowe on his installation as the 28th Presiding Bishop of the Episcopal Church, on November 1, 2024, making him the youngest Presiding Bishop in the history of the Episcopal Church; and be it further

RESOLVED, That Presiding Bishop Rowe’s vision statement, which focused on: building “a strong, adaptive” Episcopal Church — by reorienting churchwide structures to support diocesan ministry and modernizing the church’s governance system, resonate with leaders, clergy, and laity here in the Diocese of Vermont; and be it further

RESOLVED, That we applaud his attention to countering excess by: having his installation at the Church Center office chapel in order to decrease expenses; modeling a tidy homiletic style; and using a “casual, discursive, leadership approach,” (i) - aimed at making change and getting important things done effectively, without undue drama - modeling what the Episcopal Church and our country need now at this liminal time; and be it further

RESOLVED, That we look forward to Presiding Bishop Rowe visiting the Diocese of Vermont again at a Diocesan Convention, meeting, Eucharist, celebration, or any other time the Spirit moves him to join us.

The Bishop called upon the Convention to approve all courtesy resolutions by a show of hands and all were duly approved.

Bishop MacVean-Brown announced the results of the votes on Resolutions #5 and #6:

- Resolution #5 was adopted with 73% voting in favor and 27% opposed.
- Resolution #6 was adopted with 95% voting in favor and 5% opposed.

The Bishop thanked the Resolutions Committee for their work.

### **2024 Convention Minutes**

Bishop MacVean-Brown called on the Secretary of Convention for a request to authorize the approval of minutes of this convention.

The Secretary reminded Convention that the Dispatch of Business Committee was authorized to approve the minutes of the 2023 Annual Convention and requested that this Convention authorize the Dispatch of Business Committee to approve the minutes of the 2024 Convention.

At the Bishop's request, a motion was made, seconded, and approved by Zoom poll to authorize the Dispatch of Business Committee to approve the minutes of the 2024 Convention.

### **2025 Diocesan Convention**

Bishop MacVean-Brown announced the date of the next Diocesan Convention as Saturday, October 25, 2025 at the Cathedral of St. Paul in Burlington and Thursday, October 30, 2025, for the online business session. The online pre-convention meeting will be Thursday, October 16, 2025 at 6 p.m.

### **Adjournment**

Bishop MacVean-Brown called for a motion to adjourn the 191st Convention of the Diocese of Vermont. A motion was made, seconded, and approved by 100%. The Bishop offered a closing prayer and declared the Convention adjourned with a blessing and dismissal. The Convention came to a close at 9:45 pm.

## **Attendance at the November 14, 2024 Business Session**

### **Canonically-Resident Clergy**

The Rev. Jennie Anderson  
The Ven. Stannard Baker  
The Rev. Jim Ballard  
The Rev. Lisette Baxter  
The Rev. Janet Brown  
The Rev. Canon Walter Brownridge  
The Rev. Melanie Combs  
The Ven. Catherine Cooke  
The Rev. Canon Lee Crawford  
The Rev. Rachel Fields  
The Rev. David Fredrickson  
The Rev. Dave Ganter  
The Very Rev. Greta Getlein  
The Rev. Sarah Ginolfi  
The Rev. Paul Gratz  
The Rev. David Hamilton  
The Rev. Kim Hardy  
The Rev. Anne Hartley  
The Rev. Kathleen Hartman

The Rev. Elizabeth Hilgartner  
The Rev. Ann Hockridge  
The Rev. Lars Hunter  
The Rev. Earl Kooperkamp  
The Rev. Bram Kranichfeld  
The Rev. Canon Robert Leopold  
The Rev. Mary Lindquist  
The Rev. Nancy Ludwig  
The Rt. Rev. Dr. Shannon MacVean-Brown  
The Rev. Beth Maier  
The Rev. Linda Maloney  
The Rev. Margaret Mathauer  
The Rev. Susan McGarry  
The Rev. Susan McMillan  
The Rev. Jeremy Means-Koss  
The Rev. Darcey Mercier  
The Rev. Christine Moseley  
The Rev. Dr. Fred Moser  
The Rev. Scott Neal

The Rev. Canon Susan Ohlidahl  
The Rev. Paul Olsson  
The Rev. Lucy Pelligrini  
The Rev. Mark Preece  
The Rev. Dr. Titus Presler  
The Rev. Lisa Ransom  
The Rev. Shelie Richardson

The Rev. Diane Root  
The Rev. Jonathan Ross  
The Rev. Sr. Laurian Seeber  
The Rev. Craig Smith  
The Rev. Amy Spagna  
The Rev. Richard Swanson

### Non-Canonically-Resident Clergy

The Rev. Ann Boyd  
The Rev. Bruce MacDuffie  
The Rev. Liz Skaleski

### Deputies

#### St. James', Arlington

Chris Draffin  
Susan Gratz  
Steve Smith

#### Good Shepherd, Barre

Marjorie Strong  
Linda Webster

#### St. Peter's, Bennington

Cheryl Jacobs  
Martha Mackey  
Kay Trafton  
Christ, Bethel  
Carol Sears  
Nancy Wuttke

#### St. Thomas' & Grace, Brandon

Judy Doell  
Erin VanAuken  
Robert Wertz

#### St. Michael's, Brattleboro

Leigh Marthe  
David Treadwell

#### Cathedral of St. Paul, Burlington

Noma Anderson  
William Anderson  
Miriam Burns

#### St. Luke's, Chester

Rick Hunter  
Jenna Martin  
Sean Whalen

#### St. Andrew's, Colchester

Lynda Lapan  
Gil Mathys

#### St. Matthew's, Enosburg Falls

Judith Rogers

#### St. James', Essex Junction

Jenny Ogelby  
Sandra Redmond  
Nancy Roff

#### St. Luke's, Fair Haven

Becky Collette  
Charles Collette

#### St. Martin's, Fairlee

Christiana Fitzpatrick  
Peter Mallary  
William Secord

#### St. John's, Hardwick

Marilyn May  
Kathleen Ponder  
Jerry Willard

#### Zion, Manchester

Yvonne Lodico

#### St. Stephen's, Middlebury

Heather Durante  
Gaen Murphree  
Elizabeth Oettinger

Christ, Montpelier  
Ellen Lovell  
Maggie Thompson

St. Mark's, Newport  
David Bullock  
Shari-Lee Ryan  
Ted VonSchoppe

St. Mary's, Northfield  
Karen Baker  
Michael Prairie  
Sharron Prairie

St. John's, Randolph  
Mary O'Brien  
Kathy Perine

Trinity, Rutland  
Melissa Alarie  
Nanci Gordon

Trinity, Shelburne  
Wendy Eberhart  
Christine Faris  
James Jarvis

Grace, Sheldon  
Elisabeth Crane  
Jan Hilborn

All Saints', South Burlington  
Joshua Cheney  
Pam Roberts  
Whye Yap

St. Mark's, Springfield  
Marianne McCarthy  
Boris VonYork

St. Luke's, St. Albans  
Rick Hamilton  
Marilyn King

St. Andrew's, St. Johnsbury  
Anna Kennedy  
Diane Montague

St. John's, Stowe  
Deborah Clark

Holy Trinity, Swanton  
Natalie Good  
Wallace Good  
Mary Wood

Calvary, Underhill  
Jack Manning

St. Paul's, Vergennes  
Kim Hatgen  
Sarah Cowan

St. Dunstan's, Waitsfield  
Beth Phillips  
Jane Lolax

St. Paul's, Wells  
Laura Burch  
Juli Haley  
Lucas Kreuger

St. Paul's, White River Junction  
Barbara Coulter

St. Mary's, Wilmington  
Elizabeth McEwan

St. James', Woodstock  
Isabelle Bradley  
Barbara Drufovka