2026 Pre-Convention Journal



The Episcopal Diocese of Vermont

October 2026

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Annual Report of Official Acts

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, 2025, to June 30, 2026, 17 visits (total) were made to congregations in Vermont.

08/24/2025 Christ Church, Montpelier
09/07/2025 St. Matthew's, Enosburg Falls
09/21/2025 Calvary, Underhill
09/28/2025 St. John the Baptist, Hardwick
01/04/2026 Church of Our Savior, Killington
02/01/2026 Holy Trinity, Swanton
02/08/2026 St. Mary's, Northfield
02/15/2026 St. James, Arlington
03/01/2026 St. Thomas and Grace, Brandon
04/19/2026 All Saints, South Burlington
05/03/2026 St. Andrew's, St. Johnsbury
05/10/2026 St. Michael's, Brattleboro
05/24/2026 Zion Church, Manchester Center
05/31/2026 Christ Church, Bethel
06/07/2026 St. Andrew's, Colchester
06/21/2026 St. James, Woodstock
06/28/2026 St. Paul's, Windsor

During these visits, 15 people were confirmed, 6 people were received, 1 person was baptized, and 1 person was reaffirmed.

During this 12-month period, Bishop MacVean-Brown consented to 9 Episcopal elections, 3 requests for permission to officiate and 0 requests for permission for marriage after divorce.

On September 1, 2025 the Rev. Richard R. Swanson was released to the Diocese of Maryland.

On September 18, 2025 the Rev. Linda Moore was released to the Diocese of North Carolina.

On December 17, 2025 the Rev. Ann Lyn Burns was accepted from the Diocese of Colorado.

On May 28, 2025 the Rev. Lisa M. Ransom was released to the Diocese of New Hampshire.

On June 13, 2026 the Rev. Heather Caulfield-Mills was ordained to the Diaconate at the Cathedral Church of St. Paul.

The following canonically resident clergy died during this time:

The Rt. Rev. Thomas C. Ely died on August 30, 2025.

The Rev. Robert Borden died on October 25, 2025.

The Rev. Gary W. Eley died on June 8, 2026.

The following official activities occurred from July 1, 2025, to June 30, 2026:

- Bishop MacVean-Brown returned from sabbatical on August 1, 2025.
- Bishop MacVean-Brown participated in a Bishop's conference with CREDO from November 5 to 10, 2025.
- Bishop MacVean-Brown presided at Celebrations of Renewed Ministry for the Shires of Vermont Constellation on February 14 and for the Northern Lights Constellation on May 16.
- Bishop MacVean-Brown participated in small group discussions for Bishops with the Church Pension Group February 25 to 26.
- Bishop MacVean-Brown attended and participated in the Consecration of the Rt. Rev. Miguelina Howell, Bishop of the Diocese of Western Massachusetts on April 25.
- Bishop MacVean-Brown attended the closing Eucharist of our Youth Service Weekend at Rock Point on May 17.
- Bishop MacVean-Brown attended Rock Point School Commencement on June 6.
- Bishop MacVean-Brown preached and presided at a special Eucharist at Zion, Manchester held for the Church Pension Group's Board retreat on June 10.
- Bishop MacVean-Brown preached and presided at a Eucharist celebrating the 200th anniversary of St. James, Woodstock on June 21.

During the time period of July 1, 2025, to June 30, 2026, Bishop MacVean-Brown participated in and served on the following Episcopal Church bodies:

- She attended two annual meetings of the House of Bishops.

- House of Bishops Theology Committee
- Province 1 conference meetings.
- Union of Black Episcopalians, Honorary Board Chair, attending monthly and annual meetings

Respectfully submitted,



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

Treasurer’s Report

No report submitted at this time.

Brookhaven Treatment and Learning Center

July 1, 2025 – June 30, 2026

Overview

For more than seventy years, Brookhaven Treatment & Learning Center has been part of the Chelsea community, providing a place where children can receive the individualized attention, structure, and support they need to grow and succeed. Brookhaven serves young people whose academic, social-emotional, and behavioral needs can be difficult to meet successfully in more traditional settings. Our small, highly supported environment allows us to know our children well, work closely with their families and educational teams, and build programming around the needs of the individual child.

What makes Brookhaven especially distinctive is the way education, therapeutic residential care, clinical support, and everyday life come together. A child is not simply a student during the school day or a resident after school. The adults across our programs work together to create consistency, build relationships, celebrate progress, and help each young person develop the skills and confidence needed for greater success at school, at home, and in the community.

That work is deeply personal and often demanding. It is also work that matters tremendously.

The 2025–26 year was one of transition for Brookhaven, but it was also a year that demonstrated the resilience of this small organization and the commitment of the people who sustain it. Through leadership changes, staffing challenges, changing enrollment, and continued work to strengthen our programs and operations, Brookhaven remained focused on its central purpose: caring well for the children entrusted to us.

Residential and Clinical Programs

Brookhaven's residential program provides children with a highly structured and supportive environment in which the work of treatment happens not only in scheduled clinical sessions, but throughout daily life.

Our direct-care staff are with children through mornings and meals, school transitions, recreation, evenings, weekends, difficult moments, accomplishments, and the countless ordinary interactions through which trust and growth are built. Clinical and residential staff work together to help children develop healthier ways of managing emotions and behavior, strengthening relationships, and moving toward greater stability.

The year brought encouraging evidence of that work. At the same time, Brookhaven continued investing in the people who provide this care. During the final quarter of the reporting year alone, staff completed 75 hours of training and seven new employees were hired. Recruitment and retention remain ongoing challenges in residential care, particularly for a small rural organization that must provide coverage around the clock,

but Brookhaven continued to build its team while maintaining services for the children in our care.

Residential enrollment remained low through much of the year, with two residents reported consistently from December through May. By June 30, the residential census had increased to three, with two additional referrals pending. That movement at the close of the year marked the beginning of a period of renewed enrollment growth that has continued into the new reporting year.

Educational Program
The Brookhaven Learning Center is an essential part of our work and serves both children living at Brookhaven and students who attend Brookhaven as day students.

Our school is intentionally small. That scale gives teachers and support staff the ability to develop close relationships with students, respond flexibly to individual needs, and provide the kind of individualized educational, therapeutic, and behavioral support that can be difficult to provide in a larger traditional setting.

For many students, success begins with being in a place where adults have the time and flexibility to understand what is underneath a struggle rather than simply reacting to it. Brookhaven's Learning Center goal is to provide an educational environment in which students can experience success, rebuild confidence as learners, strengthen social-emotional and behavioral skills, and continue making meaningful academic progress.

The 2025–26 year also brought an increased focus on strengthening the Learning Center for the future. Brookhaven began examining curriculum, staffing, instructional planning, classroom structure, documentation, and regulatory requirements with the goal of building a stronger and more sustainable educational program.

That work has continued in close partnership with the Vermont Agency of Education and its technical-assistance partners. Although much of the implementation has occurred since the close of this reporting year, the foundation was being laid during the spring and early summer as Brookhaven prepared for its next chapter.

A Year of Transition
One of the most significant changes of the year was a transition in organizational leadership.

Teresa Voorhees served Brookhaven as Interim Executive Director during much of the reporting period, helping maintain continuity during an important period for the organization. Sarah Cloud joined Brookhaven as Executive Director in June 2026.

The leadership transition created an opportunity to look carefully at both Brookhaven's strengths and the systems needed to support those strengths over the long term. Work began to review financial and administrative practices, technology, regulatory responsibilities, staffing structures, organizational access, and the many recurring

processes required to operate a residential program, clinical program, and independent school.

A central goal of that work has been sustainability. Small organizations often depend heavily upon the knowledge and dedication of individual employees. Brookhaven has benefited enormously from people who have accumulated years of experience and institutional knowledge. At the same time, the organization began working to ensure that essential processes, responsibilities, deadlines, and systems are clearly documented and shared so that Brookhaven remains strong through future staff and leadership transitions.

This is not the most visible part of our mission, but it is an important one. Strong programs for children depend upon a strong organization behind them.

Building Momentum

Perhaps the most encouraging story emerging from the close of the reporting year is one of renewed momentum.

Brookhaven entered June with only two residential youth and one day student. Since then, enrollment has begun to grow. By September, residential enrollment had increased to five youth and day-student enrollment to two, bringing the number of young people on campus during the school day from three in June to seven. New referrals and conversations with sending schools have continued as well.

Brookhaven has also become much more intentional about reconnecting with the communities around us—and about making sure families, schools, and placing agencies know that Brookhaven is here.

Within Vermont, we have begun reaching out directly to neighboring schools, supervisory unions, educational leaders, DCF, and other referral partners to increase awareness of both our day-school and residential programs. More than fifty neighboring schools and educational partners have been contacted since June as part of this effort and outreach will continue into the next reporting year. The effort has already resulted in new conversations, referrals, and opportunities to introduce people to Brookhaven.

At the same time, Brookhaven’s reach is not limited to Vermont. Our residential program has the potential to serve children and families from across New England, and we are beginning to expand our outreach accordingly. The next phase of this work includes building relationships with appropriate agencies and referral partners in neighboring states, increasing awareness of Brookhaven’s residential program, and exploring interstate placements when Brookhaven can provide the right setting and level of support for a child.

This matters because the need Brookhaven addresses does not stop at a state line. Across New England, there are children whose educational, behavioral, and emotional needs can be extraordinarily difficult to meet in more traditional settings. Brookhaven

offers something increasingly hard to find: a small, relationship-centered environment where education, therapeutic residential care, clinical support, and daily life are intentionally connected around the individual child.

Our goal is for Brookhaven to be known not simply as a small program in Chelsea, Vermont, but as a distinctive New England resource for children who can benefit from the highly individualized and supportive environment we provide.

We want schools, families, agencies, and community partners—here in Vermont and throughout the region—to know that Brookhaven is here.

Strengthening Brookhaven for the Future

The months following the close of the reporting year have continued the work that began during 2025–26.

Brookhaven is strengthening its educational program in preparation for Agency of Education review; developing curriculum and instructional expectations; improving administrative systems and internal controls; modernizing technology and organizational access; clarifying staff responsibilities; documenting critical processes; strengthening referral relationships; and addressing longstanding facility and infrastructure needs.

Much of that work can be accomplished through careful planning, strong leadership, dedicated staff, and thoughtful stewardship of the resources already available to us. Other needs, however, are larger than Brookhaven can reasonably address alone.

Few examples illustrate that more clearly than the loss of Brookhaven's sports pavilion and gymnasium in the July 2023 flood.

The destruction of the gym was a devastating blow to Brookhaven and, most importantly, to the children who live and learn here. The building had served far more than a single purpose. It was Brookhaven's indoor space for physical education, sports, recreation, group activities, and events—a place where children could move, play, gather, and simply be children regardless of Vermont's weather.

Today, Brookhaven has no comparable indoor recreational space on campus. Activities that once could take place here now require staff to transport children to other locations, adding travel, scheduling, staffing, and logistical demands to opportunities that were once readily available. During cold weather, rain, mud season, extreme heat, and other times when outdoor activity is limited, the loss is especially apparent.

Rebuilding from that loss is about much more than replacing a building.

For the children Brookhaven serves, safe opportunities for movement, recreation, play, teamwork, and shared experiences are part of a healthy and therapeutic environment. Restoring a year-round indoor space would return something important to daily life at

Brookhaven and give both our residential and educational programs a resource they once relied upon.

It is also a reminder that sustaining Brookhaven's mission requires more than strong programming alone. It requires the facilities, technology, systems, staff, and infrastructure that make high-quality care possible. Our responsibility extends beyond meeting the needs immediately in front of us; it includes faithfully stewarding and strengthening the organization so that Brookhaven remains here for the children who will need us in the years ahead.

Brookhaven is a longstanding Diocesan Institution of the Episcopal Diocese of Vermont, and that relationship is woven deeply into the history and life of our organization. Diocesan Convention plays a formal role in Brookhaven's governance through the election of our trustees, and the Bishop serves on Brookhaven's Board. This is more than a historical or ceremonial connection. The Diocese has an ongoing role in Brookhaven's governance and stewardship, and with that role comes a shared responsibility to remain attentive to Brookhaven's strength, its needs, and its future.

Brookhaven is also a small nonprofit whose work has always depended upon the extraordinary commitment of our staff and the generosity of people, congregations, foundations, community members, and partners who believe in the children we serve.

That partnership matters particularly at moments like this.

Brookhaven is doing the internal work required to become stronger and more sustainable. We are improving programs, increasing enrollment, building new referral relationships, strengthening organizational systems, and addressing longstanding operational needs. There is real progress and real reason for optimism.
At the same time, there are needs that dedication alone cannot solve. Restoring important facilities, modernizing aging infrastructure, strengthening our campus, and ensuring children have the resources and opportunities they deserve will require continued partnership beyond Brookhaven's walls.

We do not see that as a weakness. Community has always been part of Brookhaven's strength.

There is substantial work ahead, but there is an important difference between an organization simply identifying its challenges and one actively addressing them. Brookhaven is increasingly doing the latter.

We are asking what children need from us, what our staff need in order to provide it, what organizational structures must be in place to sustain that work, and where partnership can help us do what we cannot accomplish alone.

And while the systems behind Brookhaven are changing, the heart of the organization is not.

It remains the child who needs a smaller classroom.

The child who needs another chance after a hard day.

The child who needs adults who will remain steady when things become difficult.

The child who needs a place where progress may happen in small steps before anyone can see the distance traveled.

Those children are why Brookhaven exists—and why the work of sustaining Brookhaven matters.

A Final Word

None of Brookhaven's work would be possible without the people who show up for our children every day: our teachers, residential staff, clinicians, administrators, support staff, leadership team, Board members, community partners, and the many others who contribute their time, expertise, resources, and care to this organization.

We are particularly grateful for Brookhaven's longstanding relationship with the Episcopal Diocese of Vermont.

The Diocese has remained part of Brookhaven's story through generations of children, changes in leadership, periods of growth, difficult years, and moments of renewal. As a Diocesan Institution, that relationship is not simply part of our history. It carries forward into the present through the Diocese's continuing role in Brookhaven's governance and through a shared responsibility for the strength and future of this work.

As we look ahead, there is much to be hopeful about. More children are coming through our doors. New relationships are being built. Our educational program is growing stronger. Our organizational systems are becoming more sustainable. We are broadening Brookhaven's reach across Vermont and New England and strengthening the organization that stands behind the care our children receive every day.

There are also important needs still before us. The loss of our gym is a visible reminder of what has been taken away, but also of what can be rebuilt. Other investments—in our facilities, our technology, our educational program, our staff, and our organizational infrastructure—will determine what opportunities Brookhaven is able to offer children in the years ahead.

Brookhaven will continue doing its part: strengthening the organization, stewarding its resources carefully, building partnerships, and remaining focused on the children entrusted to our care. We are deeply grateful to those who choose to do that work alongside us.

The continued engagement and partnership of the Diocese, together with the generosity of its congregations and individual members, our community, philanthropic partners, and other friends of Brookhaven, helps a small organization in Chelsea provide something extraordinary: a place where children with significant needs can be known well, supported consistently, challenged compassionately, and given genuine opportunities to heal, learn, grow, and succeed.

As Brookhaven enters this next chapter, we hope those who have been part of its story will continue to walk alongside us—and that new friends and partners will find their way to this work as well.

It is our privilege to share Brookhaven's work with the attendees of the Diocesan Convention and, on behalf of the children and staff of Brookhaven Treatment & Learning Center, to thank the Episcopal Diocese of Vermont for its continued partnership, engagement, and commitment to Brookhaven's mission.

Respectfully submitted,

Sarah Cloud
Executive Director & Head of School
Brookhaven Treatment & 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 7th! For those who cannot attend on that day in person, we will be streaming from the Nave to the Diocesan YouTube channel for the duration of our gathering.

Every year I report that your Cathedral is thriving, and that is true. It is thriving on every metric except short- and long-term financial sustainability. Like many of our parishes, our expenses are beginning to far outpace our income, and we are seeking ways to solve that without losing sight of our mission to be God's kingdom in our little corner of the world.

Over the past two years the Cathedral Vestry, Trustees, and a vibrant task force have been working with an outside developer to consider the "best and highest" use of our property. Our intention was to enter a long-term ground lease with this developer that would contribute to our financial sustainability and to the housing crunch in the Burlington area. We did a great deal of work, especially over the past year, met with the Standing Committee and Diocesan Trustees, and hired area consultants to help us parse both the legal language and the business deal. Unfortunately, due to the current political and economic environment, the ground lease is no longer feasible. We are now turning to other options to help sustain our work far into the future. Though we are running a significant budget deficit this year, and will again next year, we are certain that God is up to something here and that the path forward will be revealed to us as long as we are faithful to our mission and to listening for the Holy Spirit's whispers.

Peter Berton has been with us as Director of Music & Cathedral arts for two years now, and I am happy to say that our music program is thriving. We have several new young choristers, several new adult choir members, and a thriving Cathedral Arts program. We are hosting a record number of concerts and last year welcomed the Paul Winter Consort for their annual Winter Solstice concert. They will be with us again this year. We are a sought after performance venue with a portion of the ticket sales benefitting not just the Cathedral Arts program but the Cathedral itself. Our choir has begun singing concerts to rave reviews, and partnering with the Newport Children's Choir in RI both for choir camps and for concerts on both shores!

Our congregation is vibrant and growing with many young adults and families finding their way into our common life. We have a thriving Young Adults Table that meets each month for food and important conversation. We continue with one service on Sunday mornings and a multi-generational choir, and our worship life is joyful and life-giving. Young families are attracted to the ways in which we welcome children as full participants in our worship service, and it gives us great joy to do so. We continue to offer choral evensong at least once each "term" and candlelight Taize services 3 -4 times per year.

We continue to host Diocesan events and provide emergency evacuation space for Three Cathedral Square. We host a mental health support group every Thursday and

rent our kitchen full time to a baker. We continue to try to work with our unhoused neighbors to ensure they are receiving services, have food to eat, and the like, but can no longer allow them to camp on our property for safety reasons. We are, happily, able to help folks leave Vermont or go elsewhere in Vermont if that is what they are seeking, sending them by bus or train to their final destination.

We are continuing our community liaison program with two or three parishioners serving as liaisons to Feeding Chittendon County, Spectrum Adult and Youth Services, Migrant Justice, JUMP (Joint Urban Ministry Project), Elmwood Pods (housing), King Street Laundry (multi-needs), and COTS (homeless). Archdeacon Susan McMillan and I have been very active in the ongoing protests of ICE activity in Vermont and in trying to shut down the Williston Surveillance Center. We have a long way to go to justice, but God is faithful.

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- one of these days!).

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

Respectfully submitted,

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

Canons Committee

No report submitted at this time.

Committee on Ministry

September 2026
Prepared by Lisa Schnell, Chair

Major emphases of the Committee on Ministry over the past year have included discernment with individuals in the ordination process and continued work on a full revision of the Parish Discernment Handbook.

Discernment conversations with individuals who feel called to ordained ministry are the heart of the committee's work. Those conversations take place at the request of the bishop, so our work proceeds in partnership with the bishop's discernment.

This spring we recommended **Heather Caulfield-Mills** (Trinity, Shelburne) for Ordination to the Transitional Diaconate. This is an important period of six months that ordinands undertake in a parish or constellation before full Ordination to the Priesthood. Heather's ordination was held at the Cathedral Church of St. Paul on June 13, 2026. It was a joyous, meaningful service, and our prayers are with Heather as she settles into her role as Deacon-In-Charge (to become Priest-In-Charge when she is ordained in December) in the constellation of Calvary (Jericho/Underhill) & St. James (Essex Junction).

We also met this past year with two people seeking postulancy, the first stage on the journey to ordination. Both **James Grace** (St. John's in the Mountains, Stowe), and **Mary Jane Simpson** (St. Stephens, Middlebury) are pursuing ordination to the priesthood. We recommended both James and Mary Jane for postulancy and both were accepted into that status by the Bishop. Mary Jane and James both began seminary this fall in the hybrid program at General Theological Seminary. They will be in our prayers in the months and years ahead, as will **Henry Kellog** (Cathedral Church of St. Paul), a postulant who is now in his second year as a seminarian at Virginia Theological Seminary.

We are aware of two other people who are nearing postulancy, both of whom have completed their respective Parish Discernment processes, and one of whom will shortly be meeting with the COM. One of the discerners is answering a call to the priesthood; the other is discerning a call to the diaconate. We look forward to beginning our relationships with them in the year ahead.

As well, we are aware of at least three other discerners in the diocese who are answering a call to the Vocational Diaconate or Priesthood and who are nearing or already in the midst of a Parish Discernment process.

Making the path to Holy Orders clearer has been an important part of the COMs work for several years now. It began, first, with a full revision of the Handbook for Those Discerning a Call to Ordination as a Deacon (completed in September, 2022), and a similarly thorough revision of the Handbook for Those Discerning a Call to Ordination as a Priest (completed in Spring 2024). The last handbook in need of revision is the Parish Discernment Handbook. We have made significant progress on that revision and expect to complete it early in 2027.

We are grateful to have experienced a significant increase in discerners over the last two years, and we continue to discuss ways we can encourage people to explore the possibility of a call to the priesthood or the vocational diaconate. A similar question has been added to our own discernment in the last year: how can we, as the COM, encourage people to explore their call to lay ministry? With the return to our original status in the diocese as the *Commission* on Ministry, we look ahead to ways we can effectively contribute to the building of structures that support the development of *lay* leadership, even as we continue to strengthen the supports for folks discerning calls to Holy Orders.

The COM has a strong and committed membership. We are grateful for the continuing work of 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, Dr. Noma Anderson of the Cathedral Church of St. Paul, Deacon Lars Hunter of St. Michael's, Brattleboro and Diane Holland of Christ Church, Montpelier. We are also grateful for the steady ex officio presence of the Rev. Fred Moser, Chair of the Standing Committee, and the Rev. Susan Ohlidal, Canon to the Ordinary for Missional Vitality.

Respectfully submitted,

Dr. Lisa Schnell
Chair

Commission on Finance

As part of the THRIVE initiative, the Commission on Finance was established following the 2022 diocesan convention. Functions of the Financial Oversight & Audit Committee, as well as the Grants & Loans Committee, became a part of this commission. Generally, we meet monthly to: review grant and loan applications, parish assessments/appeals, audits, and parochial reports; We also provide guidance to parishes in the completion and submission of the above reports and documents. Additionally, we discuss diocesan financial audits and updates with Lisa Hamm, diocesan CFO (and interim treasurer).

During 2026, the Commission awarded $103,060 in grants and $30,000 in loans and another $27,533 in possible loans. These grants and loans were for a variety of needs including building repairs/assessments, admin costs associated with programs, and AV technology upgrades. As we continue to review and update policies and procedures, we will be analyzing historical data in terms of how grant applications have shifted. We hope this will give us a better use of available resources to assist as many congregations and diocesan entities as we are able and also equip us with a better understanding of how we may best serve our diocesan household.

92% completed audits and 99% parochial reports were received and reviewed.

The Commission on Finance may be 6-8 members (at least 2 lay and 2 clergy). We would welcome additional members to the team! If God has gifted you with a background or interest in finance and you're wondering how you can volunteer your time and talent within our diocese, please consider reaching out to us!

Respectfully submitted,
Rev. Melanie J Combs, Chair

Members of the Commission on Finance:
The Rev. Melanie Combs, Chair *(27)*
Collins Sennett *(26)*
Chad Wohlers *(26)*
Becca Boucher *(27)*
Brendan Means-Koss *(29)*

Ex Officio:
Bishop Shannon MacVean-Brown
Lisa Hamm (diocesan CFO/interim Treas.)

Communities for Spiritual Vitality

Dear Siblings of our Diocesan Household,

As our November diocesan convention approaches, I want to share something with you about the groundswell that has been building since the beginning of 2024: Communities for Spiritual Vitality.

At the end of 2023, you heard that the Diocese of Vermont, in collaboration with the Diocese of Massachusetts, had won a $1.17 million Lilly Endowment grant to launch this new initiative. Its purpose is to support the spiritual development and fellowship of lay leaders in worship communities without full-time clergy leadership, with the conviction that spiritually vital leaders are the bedrock of spiritually vital congregations.

It was Bishop Shannon's ongoing desire to encourage and support experimentation, along with her passion for developing both parish and diocesan strategies to strengthen lay disciples, that gave me the courage to pursue this Lilly grant. These priorities have been evident in the bishop's founding of the Green Mountain Online Abbey (which was a significant part of the inspiration for Communities for Spiritual Vitality) and her retaining TryTank to help congregations imagine and experiment with new ways to engage their wider communities. I am deeply grateful for Bishop Shannon's vision and her continued support of this ministry.

Actually, many of you have been part of the groundswell that is Communities for Spiritual Vitality without knowing it. If you have written for or used one of our devotionals over the last several years, you have been a part of this work. Several of our worship communities have used or distributed the resource together. Many of you have also attended Lenten or Advent formation in the last four years, based on the devotionals and other resources. Still others have attended our formation on the Psalms, this year's weekly coffee hour on the Collects, and other formation through the Abbey. If so, you are part of *Communities*, too.

The devotional began as a DioVT formation resource, with substantial online formation through the Abbey using lay and clergy facilitators. It expanded first to include the collaborating Diocese of Massachusetts and now the whole Province of New England. In 2026, more than 400 paper copies were distributed nationwide, web views were in the thousands, and our diocese partnered to create a daily email blast (thank you, Sophie!). This groundswell that we have begun in our Vermont soil is spreading!

This growing movement has now offered some form of direct clergy or formation support to seven of our worship communities in Vermont.

And then there was last year's in-person convention. At Bishop Shannon's invitation, we guided all of you in chant, prayer, reflection, visio divina, and personal commitment to our baptismal vows. If that doesn't ring a bell, perhaps you remember the chocolate we handed out! If you missed us, good news—we'll be returning to convention this year,

chocolate in tow!

I am particularly thankful for those who have joined us in our yearlong formation program, which offers cohorts of laypeople dedicated space to nurture their spiritual lives and grow in community with others. Though still small, this program is the heartbeat of Communities for Spiritual Vitality and our most robust formation offering.

Communities for Spiritual Vitality: The Cohort Cornerstone

Our first cohort drew heavily from the Diocese of Vermont, with the remaining third of participants from the Diocese of Massachusetts. With our second cohort, we welcomed a participant each from two other Province I (New England) dioceses.

In the cohort program, lay leaders stay together for a year, much as they do in EfM. During that year, they have three in-person retreats together, regular Zoom meetings for formation, fellowship, and counsel, and access to a number of individual spiritual direction or coaching sessions.

Over these first two cohorts, I have watched participants form relationships across worship communities and across dioceses, explore new spiritual practices, and carry what they have discovered back into their own lives and communities. They have also helped shape Communities for Spiritual Vitality itself, contributing reflections and resources that we have shared more widely, as well as continuing to inform how we develop our offerings.

For me, this is part of what makes the work so important. The life of the church does not depend on clergy alone. It depends on a laity that is growing, most especially in their spiritual life and relationship with God. I am often reminded of Paul's words that God's strength is "made perfect in weakness." Even when a worship community does not have all the resources or support it might wish for, God is already at work in the gifts of the people who are there. Watching leaders grow in their connection with each other and their practiced seeking of God is one of the great delights of this ministry!

I hope some of you will consider joining our third cohort this Eastertide.

New Horizons

As Communities for Spiritual Vitality has grown, so has our team. This fall, we have added staff to help us build on what we have learned over these first almost three years by:

- supporting the cohort;
- developing our seasonal and online offerings;
- working more directly with worship communities; and
- reaching more people in Vermont, Massachusetts, the Province, and beyond.

I am grateful for what has taken root so far and for all of you who are a part of it. Yet there is still much we hope to do.

Most especially, we hope to encourage you to become an intentional part of this

movement as it continues to develop, with Vermont at its heart and ripples extending throughout the Province.

Ways to Participate

Discern joining our next cohort. We expect our next yearlong cohort to begin after Easter 2027. If you are a layperson in a parish without fulltime clergy and are looking for dedicated time to explore your faith, try new spiritual practices, and build relationships with other lay Episcopalians, I warmly invite you to learn more.

To learn more, visit our website at communitiesforspiritualvitality.org or reach out to me directly at amma.adwoa@spiritualvitality.org. We'll also have a newsletter signup sheet at our table at convention, so please stop by and see us.

Invite someone you know. Is there someone in your worship community who might appreciate the cohort experience? Tell them about us and encourage them to get in touch.

Explore our seasonal offerings. Watch for our 2026 Signs of Life Advent Field Guide, our next Lenten devotional, and other resources at communitiesforspiritualvitality.org/resources.

Pray with us. Join us at the Green Mountain Online Abbey for daily prayer and other occasions of spiritual formation.

Have a conversation with us. Hannah Cooper, Project Administrator and Director's Assistant, and I are both eager to hear from you about ideas, ways to support your worship community in situ, opportunities to host something regional, and your longings for spiritual renewal. We can be reached at amma.adwoa@spiritualvitality.org and communities@spiritualvitality.org.

And more. We hope to offer new ways to engage in 2027, such as a newsletter, blog, and more discrete, themed retreats.

I am grateful to all of you who have prayed with us, shared our resources, taken part in our cohorts, and encouraged others to join us. I look forward to seeing many of you again at convention.

With gratitude and hope, Shalom,

The Rev. adwoa Wilson, ObJN
Director, Communities for Spiritual Vitality
amma.adwoa@spiritualvitality.org

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) and at the concurrently-held Annual Meeting of the Episcopal Diocesan Ecumenical and Interreligious Officers' organization (EDEIO). I also serve as an overseer of the Vermont Bible Society.

The NWCU and Annual Meeting of EDEIO are held at the ELCA's Lutheran Center in Chicago each fall. EDEIO helps sustain the ecumenical work of The Episcopal Church throughout the year. Detailed information can be found on The Episcopal Church's website at https://www.episcopalchurch.org/ministries/ecumenical-interreligious/, and the EDEIO website at: https://www.edeio.org. The NWCU has advanced unity and reconciliation among various Christian communities for more than 50 years. It continues to be the only gathering of its kind at a national level in the world, and annually gathers ecumenical representatives from Roman Catholic, Protestant, Orthodox, and Evangelical Christian bodies around issues of social justice and theological dialogue, seeking to foster deeper working relationships as well as articulate grounds for common understandings. Representatives of several ecumenical advocacy organizations and representatives of other faith traditions often attend as well. While the NWCU was originally established out of "Faith and Order" concerns, contemporary Workshops focus as much on topics of "Life and Works." The 2025 NCWU featured addresses by The Rt. Rev. Ann Ritonia, Episcopal Bishop Suffragan for the Armed Forces and Federal Ministries, and The Rev. Elizabeth Eaton, former ELCA Presiding Bishop, on praying ecumenically for peace in times of conflict. Seminars focused on continuing ecumenical development of the Season of Creation, ecumenical responses to concern for migrants, immigrants, and refugees, and ecumenical concerns for Christians in places of contemporary persecution. Episcopal ecumenical work continues on developing formal provisions for Local Ecumenical Partnerships and Full Communion protocols with the United Methodist Church, as well as recently updated guidelines for deeper interreligious engagements.

This past winter the Vermont Ecumenical Council (VEC) convened a gathering of Vermont judicatory representatives to discuss levels of interest and support for continuing the VEC as it has existed for the past ten years. Through much thoughtful conversation it became clear that, while the VEC has initiated significant ministry during its history, support for the VEC as an organization has greatly decreased. Representatives noted that ecumenical work is often more effectively done through the judicatories themselves and at the level of local ecumenical organizations. Consequently, the decision was made to discontinue the VEC as it has existed, and encourage the efforts of the judicatories to build ecumenical relations that serve specific mission priorities.

While the Vermont Ecumenical Council itself ceases to function, the Vermont Bible Society continues to serve its important, historic ministry of providing Bibles at no charge to any Vermont church or Christian ministry that requests them. The Bible Society is generously endowed through regular disbursements from the Greenleaf Fund. 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 continues to be found through the former VEC's website, https://vecncc.org/about-the-vec/vermont-bible-society/.

I am grateful for our Diocese's ongoing engagement with and support of ecumenical and interreligious ministry, particularly our faithful payment of modest annual EDEIO dues ($350) and the opportunity to represent our Diocese annually at the NWCU and meetings of EDEIO. I am most grateful for the many untold ecumenical and interreligious ministries that go on throughout our Diocese through local parishes. By building these relationships the most fruitful ecumenical and interreligious work is done. I am happy to offer teaching, resources, and other support and information as desired to any congregation seeking deeper ecumenical and interreligious relationships. All are invited to be in touch.

Respectfully submitted,

The Rev. Dr. Frederick P. Moser
Ecumenical and Interreligious Officer
President of the Standing Committee
Episcopal Diocese of Vermont
revfredmoser@gmail.com

Executive Council

Executive Council comprises lay and clergy leaders from diocesan governing bodies and commissions (Canon 6).

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."

Executive Council met 9 times, July 2025—June 2026.

Members 2025-26:

The Rt. Rev. Dr. Shannon MacVean-Brown, Bishop and President of Executive Council
Mr. David Bullock, President of the Board of Trustees
Ms. Becca Boucher, Commission on Finance, alternate
The Rev. Melanie Combs, Commission on Finance Chairperson
Ms. Susan Ficklin, Zero Emissions Task Force
Ms. Jenny Knowles, Standing Committee
The Ven. Susan McMillan, Chairperson of Racial Justice & Healing Committee
The Rev. Fred Moser, President of Standing Committee
The Rev. Scott Neal, Bishop's Appointment (through August 2025)
The Rev. Titus Presler, Bishop's Appointment
Ms. Lisa Schnell, Chairperson of Committee on Ministry
The Rev. Kathleen Schotto, Bishop's Appointment
Ms. Collins Sennett, Commission on Finance, alternate
The Rev. Amy Spagna, Committee on Ministry
Mr. C.J. Spirito, Advisory Commission on Diocesan Organizations (through January 2026)

ex officio:
The Rev. Canon Susan Ohlidal, Canon to the Ordinary for Missional Vitality
Ms. Lisa Hamm, Chief Financial Officer

Actions of Council in addition to acceptance of Meeting Minutes, July 2025—June 30, 2026:

- Agreed on a set of group norms for use at each meeting;
- Approved housing allowances for clergy on staff

- Approved the renaming of a road on the Rock Point property to Mary Adelia
- Way, in honor of the ninth bishop of Vermont.
- Accepted the Commission on Finance’s recommendation to deny the appeal request from St. Luke's in St. Albans to reduce their 2026 assessment after careful consideration of the financial impact on the diocesan household.

Respectfully submitted,

Rev. Canon Susan Ohlidal, Canon to the Ordinary

Global Mission Advocate

No report submitted at this time.

Liturgical Commission

Our Diocese continues to offer online training for lay people to lead services of Morning Prayer and promote preaching training courses through the Pathways program at Bexley Seabury Seminary School and the CALL program of Church Divinity School of the Pacific. Morning Prayer courses are offered without cost and taught by knowledgeable members of our Diocese. Preaching courses require a fee which can be covered by parishes and/or individuals. There may be some grant assistance from the Diocese if needed. It is our hope that these opportunities will better equip lay leaders in their worshipping communities.

As we now have Constellation ministries with various parishes involved in shared ministries as well as carrying out their missions with a common cleric, we are developing a template for a liturgy for installing clergy that will reflect these new realities. We are using The Renewal of Ministry with the Welcoming of a New Rector service as a basis. The service is meant to be somewhat flexible depending on circumstances and will emphasize the importance of relationships between and among parishes as well as with their shared clergyperson.

Bishop Shannon and I have discussed the possibility of creating liturgical templates for seasons such as Advent and Lent. The idea would be to provide services that could be used by any parish with suggestions for texts and possibly music. Services would, of course, attempt to reflect people of various cultures, races, and genders, parishes of varying sizes, and resources offered by the Church that are more recent than the Book of Common Prayer. We are considering how such liturgies might be disseminated so that parishes can make reusable copies. This could save time for clergy and worship teams as they approach busy times of the liturgical year. If clergy and parishes are interested in such resources and feel they would be helpful, please email me at the address below. We would like to get a sense of interest.

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

The Cathedral Church of St. Paul offers gracious hospitality for diocesan-wide services including this year the funeral of Bishop Tom Ely, ordination liturgies, and Diocesan Convention. We are grateful to the people of the St. Paul's and the Cathedral staff for their generous participation in the life of our Diocese.

On a personal note, I am now retired from parish ministry, though continue with liturgical work on behalf of our Diocese. If you have a liturgical skill or knowledge that you would like to offer to our Diocese related to liturgy and music, please be in touch. And even if you do not, we want to receive suggestions about what resources and/or training might

be helpful. We are particularly aware that some parishes may feel under-resourced, though also know there are many capable local liturgists and musicians. We want to help as we are able. Please contact me with your suggestions.

Many thanks to all who are working to offer creative, engaging and enlivening liturgical experiences.

Respectfully submitted,

The Rev. Kim Hardy (revkimhardy@gmail.com)
Chair, Liturgy Commission
Episcopal Diocese of Vermont

Mission Farm Supervisory Council

Dear friends in Christ,

Transition, Strategic Planning, and Discernment:
In June 2026 the Rev. Lisa Ransom resigned from her positions as Vicar of the Church of Our Saviour and Executive Director of Mission Farm. While her departure has initiated formal processes of transition and discernment, Mission Farm's advisory council has already been attentively discerning the Holy Spirit's movement through a strategic planning process that has been underway for the last two years. In 2026, Mission Farm concluded the first phase of a feasibility study funded by Trinity Wall Street in New York City, the purpose of which is to enact a sustainable and mission-driven future. During this season of transition, Mission Farm's advisory council has taken inventory of its current assets, constructed a strategic narrative that reflects our core identity and commitments, and consolidated that strategic narrative into a mission statement. Furthermore, we have begun evaluating our staffing needs during this transition and developed a three-phase strategic plan for implementing our mission statement.

Mission Statement:
In July, the advisory council adopted the following mission statement, which represents a consolidated form of the strategic narrative and asset inventory:

> Mission Farm is a land-based, spiritual space for healing, reconciliation and renewal. It hosts activities to encourage individuals and communities to be of service through nurture, enterprise, and stewardship.

Strategic Narrative, Current Programming, and Asset Inventory:
Our strategic narrative has identified that Mission Farm exists as an interrelationship between Spirit, Land, and Community. This relationship has been discerned through an inventory of the following assets and initiatives:

Spirituality: God's abundance as an asset for the community of creation:

We recognize that the same Spirit who hovered over the unformed cosmos and called creation into being calls us into being a hospitable community marked by healing, reconciliation, and renewal. Accordingly, we acknowledge the land beneath our feet as the site of God's abundant provision and sustaining presence for all creatures in the community of creation. Mission Farm strives to magnify the Spirit's presence by bearing witness to God's indiscriminate hospitality and generosity, which is evident in the act of creation.

Land-Based Assets:

The shape and substance of Mission Farm's communal activity are determined by the contours of Mission Farm's 180 acres which is home to open spaces, meadows, woodlands and the headwaters of the Ottauquechee river. Additionally the human created assets which include: a community garden, well-maintained trails, an award-winning outdoor amphitheater known as the Odeon, and five buildings.

Communal Assets and Initiatives:

Mission Farm is home to a community of people called to bear witness to God's healing, reconciling, and restorative work in creation. The overwhelming majority of people who serve Mission Farm are volunteers, whose service has shaped our mission statement and will continue to be shaped by it. The Mission Farm community has undertaken the following programming initiatives, which are listed by asset:

- Church building, parish hall, and online engagement:
    - Semimonthly Church and prayer services.
    - Community events in the parish hall.
    - A monthly eco-spirituality book club on zoom.
    - A weekly newsletter named "The Graze".
- Land – The following events have taken place at Mission Farm this year:
    - a "Rare plant hike" led by Vermont state biologist, Grace Glynn;
    - a"Rutland County Cooperators Hike," led by Vermont state biologist Travis Hart;
    - Contemplative "Sacred Saunters" led by Mission Farm volunteer Jean Golicz;
    - "Fostering Forest Diversity," led by Rutland County Forester Mark Raishart;
    - "Riparian plantings," led by Kelly Stettner of the Ottauquechee Natural Resources Conservation District
    - Over 500 trees planted as a riparian barrier.
- Kitchen:
    - The Kitchen has continued to serve as an incubation space for small business owners.
    - The kitchen provides meal services for visiting groups.
    - We are initiating a series of community meals to begin in November, in service to the broader Killington community.
- Vicarage, Guest House, and Cabin:
    - Detailed inspections were conducted on each of these buildings, providing a comprehensive look at the extensive repairs and renovations needed. The Advisory Council is paying careful attention to mission priorities and funding possibilities.

<u>Financial Updates:</u>
Although Mission Farm is going through a leadership transition, we have managed our resources prudently and aggressively sought grants that fit our priorities. Compared to the same timeframe in 2025, in January through August 2026 we have seen

unrestricted donations increase by 12.7% and total revenue increase by 31% while expenses have remained the same. Revenue for the Kitchen at Mission Farm has increased by 1% and expenses have decreased by 30%.

We were blessed to receive the following grants and gifts:

- A $50,000 grant from Trinity Wall Street, Manhattan to support strategic planning.
- A $35,000 gift from a private donor to support operations support for Mission Farm.
- A $25,000 grant from the diocese to fund an operations manager for Mission Farm.
- A $9,750 gift from a private donor to support the construction of a welcome kiosk.
- A $5,744 federal grant from the Natural Resources Conservation Service to repair damaged trails.
- Trout Unlimited and the Poultney Mettowee Natural Resource Conservation District came and planted over 500 trees along the Ottauquechee River

Transition and Staffing Needs:
Together with our consultant, Peter Fairweather, the advisory council is discerning a future for Mission Farm. As part of this work, we have developed a three-phase plan for implementing our mission.

- **Phase 1** sustains current initiatives with minimal investment in administrative capacity or physical plant.
- **Phase 2** calls for expanded administrative capacity and further strategic planning.
- **Phase 3** will take place under the direction of an Executive Director and requires significant capital investments.

Respectfully submitted on behalf of Mission Farm's advisory council,
Gregory Conarroe

Advisory Council members:
Laura Kent, Chair
Kimberly French, Treasurer
Cindy Summer, Secretary
Ken Peters
Gregory Conarroe

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 and racial oppression, white privilege, and the presence of White Christian Nationalism in our lives.

Members of the Committee continue to support Sacred Ground, a dialogue series on race, grounded in faith. Small groups use films and readings to learn about the history of race and racism in the United States. Every fall, 3 or 4 groups form with participants from the Dioceses of Vermont, New Hampshire, Maine, and beyond.

To mark Indigenous Peoples' Day on October 13, 2025, we had a screening and discussion of the film "Native Voices Speaking to the Church and the World," produced by the Episcopal Church Office of Indigenous Ministries. In this film, lay leaders and clergy shared how their lives have been affected, historically and currently, by the Doctrine of Discovery and the colonization of the Western Hemisphere.

'Unpacking Resurrection Hope' was our February book study. In Resurrection Hope, theologian Rev. Dr. Kelly Brown Douglas contemplates the painful questions raised by her son in his struggle to understand how so many Americans support MAGA and resent the 'Black Lives Matter' movement. We had challenging discussions about how 'even good white Christians' cannot help but see the world through a white lens. This book gives deep insight into racism and calls on Christians to embody resurrection hope by confronting white supremacy. Rev. Dr. Douglas joined our second session.

To learn more about congregational activities around anti-racism, we distributed a questionnaire to lay leaders and clergy. We asked about efforts happening in parishes to learn about and/or address racial discrimination and oppression.

In the summer, we led a Zoom discussion group, 'Tackling the truths of a toxic movement', based on Pamela Cooper-White's The Psychology of Christian Nationalism. We used a three-session curriculum developed by the Diocese of Los Angeles. More than 40 people registered and, mostly in small groups, we discussed the toxic distortion of the Gospel that is permeating our national discourse and policies. We learned about how people get drawn into this movement and how to 'triage' when it is possible to have a meaningful conversation with Christian nationalist leaning neighbors, friends, and family, and also when not to attempt dialogue but to focus on efforts at social justice reform and education.

Some of us attended First African Landing Day, sponsored by the Vermont Racial Justice Alliance on the fourth Sunday of August in Burlington. This day was established to recognize and highlight the resilience and contributions of African-Americans and to celebrate the contributions of African Americans in the United States over the past 400 years**.** Since 1619, when kidnapped Africans landed on the shores of North America and were sold into slavery, laws that enforced racial discrimination have shaped United States society.

Our committee has nearly doubled in size. We are also thrilled to have students from Rock Point Commons on the committee participating in our activities. We have begun the process of updating our webpage on the diocesan website.

We are also a network to support activism, particularly focusing on issues faced by people of color. Two of our clergy, with others representing many denominations, bravely stood in harm's way in an act of civil disobedience, ultimately getting arrested in opposition to ICE activities. Other members of the committee were present as “green protesters”, who were present but not at risk of being arrested. There are many ways of being involved and speaking up - we support an array of non-violent efforts.

We welcome new members! We typically meet on the first and third Monday at 4 pm. For more information, please contact C.J. Spirito (cspirito@rockpoint.org) or Susan McMillan, Racial Justice + Healing Chair (smcmillan@diovermont.org).

Rock Point Center & Commons Stewardship Council

Note on Report Structure and Terminology

At the 2025 Convention, the Diocese revised the governance structure for the Rock Point property. Prior to 2025, the former Rock Point Commons Board had responsibility for both Rock Point Center and shared areas of the broader property. As of November 2025, those responsibilities are divided between two bodies:

- The **Rock Point Center Board**, which oversees Center programs, operations, facilities, and the land under its care.
- The **Commons Stewardship Council**, through which the Diocese, Rock Point School, and Rock Point Center coordinate the stewardship of shared lands and infrastructure.

The responsibilities of the Rock Point Center Board are outlined in Canon 29C(a), and those of the Commons Stewardship Council ("the Stewardship Council") are outlined in Canon 29C(b). The new structure provides greater clarity while preserving Rock Point Center's relationship with the Episcopal Diocese of Vermont.

This report first provides an update on Rock Point Center, followed by an update on the Stewardship Council. "Rock Point" refers to the entire 130-acre Diocesan property. The reporting period covers October 2025 through September 2026.

Background: Building a Sustainable Future for Rock Point, 2016–2025

The 130-acre landscape known as Rock Point is a sacred space and an administrative and spiritual home of the Diocese. For decades, the Diocese has worked toward a sustainable future for this remarkable place. Central to that effort has been expanding the community of people who live in reciprocity with the land—finding well-being, learning, and spiritual renewal here while also helping to care for it.

The goals have been both ambitious and practical: proactively steward the land, preserve Rock Point as a home of the Diocese, address the substantial costs of caring for its buildings and infrastructure, and expand opportunities for the wider community to experience and participate in this place.

The creation of Rock Point Commons and its Board was an important step in this evolution. Over the past five years, under the leadership of the Bishop as board president, the Rock Point Commons Board has developed a growing network of partnerships, programs, and revenue sources designed to strengthen Rock Point's financial resilience, community value, and ecological sustainability.

A defining achievement of this period was establishing a long-term partnership with the Burlington School District to make Rock Point Center the home of Eagle Bay Academy, the District's alternative high school program. Under the Bishop's leadership, the Rock Point Commons team guided the discernment, negotiation, and implementation of the partnership in close collaboration with the Trustees, with the support and oversight of the Executive Council and Standing Committee. Their active engagement and collective approval of the long-term lease and financing arrangement enabled a major renovation of the conference center, substantial investment in deferred maintenance and building systems, and a reliable source of long-term revenue. The partnership placed Rock Point Center on firmer financial and operational footing while significantly expanding educational use of the property.

In 2025, the Diocese and the Rock Point Commons Board recognized the need for a new governance structure. The revised structure is intended to:

- Establish Rock Point Center as a stand-alone 501(c)(3), expanding its access to foundation, grant, and philanthropic funding.
- Create a more streamlined process for the Diocese, Rock Point School, and Rock Point Center to coordinate the care of shared lands, infrastructure, and other assets.

Rock Point Center

Canon 29C(a) defines Rock Point Center's purpose as:

- Stewarding Rock Point as a sanctuary aligned with the mission and ministry of the Diocese.
- Managing public access in ways that support long-term conservation and preserve Rock Point's role as a spiritual and administrative home for the Diocese.
- Developing programs and partnerships that build a sustainable future grounded in the values of the Church.

During the reporting period, Rock Point Center continued to build on the work of the former Rock Point Commons Board. The Center expanded its capacity to care for the land and buildings under its oversight, continued addressing deferred facilities needs, increased public programming, and strengthened partnerships that contribute to the stewardship of Rock Point's buildings and land.

Financial Sustainability and Stewardship of Diocesan Property

Through the leadership of the Executive Director, the Bishop, and the board of directors, Rock Point Center has developed the capacity to carry the significant expenses associated with operating and maintaining the Diocesan property under its care, including the conference center complex, the seasonal cabins, and the public trail

network. This relieves the Diocese of a substantial financial and managerial burden while ensuring that Rock Point remains a spiritual and administrative home for the Diocese, and a place where the Diocese's commitments to environmental stewardship, spirituality, and education come to life.

These cost absorbed by Rock Point Center through its partnership with the Diocese include property and general liability insurance ($15,000 annually), utilities for the conference center complex and seasonal cabins (~$44,000 annually), property and facilities management (~$50,000 annually including staff time and excluding capital improvements and repairs), trail maintenance and improvements (~ $50,000 in this reporting period), and land stewardship (~$30,000 annually including large-scale volunteer effort coordination). The Center has also funded capital improvements to these facilities, which are discussed below under the *Managing Costs and Investing in Facilities* heading.

The Center also contributes toward shared property expenses overseen by the Commons Stewardship Council, including road maintenance, plowing, forestry management, and mowing. In 2026, Rock Point Center contributed $18,500 toward these costs. The approximate costs for the effective management and stewardship of Diocesan-owned buildings and land that has been assumed by Rock Point Center in the reporting year is estimated to be around $207,500.

Building a Diverse and Sustainable Financial Base

Over the past several years, Rock Point Center has worked with the Diocese to develop the revenue and organizational capacity needed to support the expenses associated with the property under its care. This strategy has three central components: building mission-aligned partnerships, expanding public programs and community support, and managing costs while investing in facilities.

Building Mission-Aligned Partnerships

Rock Point Center has developed and expanded partnerships that advance its mission while providing resources for long-term operations, programs, and stewardship. Most significantly, a 2023 search for an anchor partner led to an agreement with the Burlington School District to make Rock Point Center the long-term home of Eagle Bay Academy, its alternative high school program.

The partnership provides ongoing rental revenue and approximately $4.5 million in District-funded renovations, building-system improvements, and deferred maintenance. It also expands access to place-based education for students who may have had fewer opportunities to learn in and develop connections with the natural world.

Other mission-aligned partners supporting Center-managed facilities, operations, and programs include the Greater Burlington YMCA, Crow's Path, Vermont Huts

Association, Signal Kitchen, CRAG-Vermont, the University of Vermont, Burlington Wildways, and Spoonful Herbals. Collectively, these partnerships have helped to stabilize the Center's finances and operations while expanding mission-aligned use of the property.

Expanding Public Programs and Community Support

During the reporting period, Rock Point Center significantly expanded its public programs connecting people with the natural world. To support this work, the Center created a full-time Naturalist, Communications, and Programs Leader position, increasing its capacity to offer programs, engage the community, and share its mission and vision. This position also supports fundraising efforts.

The Center has also expanded its capacity through an internship program with the University of Vermont, which has provided interns to lead community engagement and land stewardship activities. In June 2026, the Center also welcomed a full-time AmeriCorps member who leads programs and volunteer initiatives, welcomes visitors at the Nature Center, and is improving our volunteer management systems.

These efforts have increased the Center's visibility and community impact while strengthening its ability to attract grants and donations. In 2026, the Center received $33,255 in grants and foundation support for land stewardship, community engagement, and improvements to public trail safety and accessibility.

Philanthropic support increased by 71 percent, from $36,475 between September 2024 and August 2025 to $62,332 during the following 12 months. This growth reflects expanded public programming, communications, and donor engagement. Earned revenue from facility use and mission-aligned partnerships has also grown, providing a more reliable source of funding for operations, programs, and property stewardship. These resources are reinvested in the Center's operations and programs, including the facilities under its care.

Managing Costs and Investing in Facilities

Center staff continue to play an essential role in identifying needs, setting priorities, coordinating work, and ensuring quality across the facilities under the Center's care. This includes overseeing routine preventive maintenance and ensuring that repairs are completed promptly and professionally. Through the partnership with the Burlington School District, many long-term maintenance needs at the conference center are now incorporated into the District's professional facilities-management system. For the Center's other buildings, staff oversee a network of outside vendors and contractors who provide specialized maintenance and repair services.

The Center is also participating in a capital-needs assessment funded by the Diocesan Commission on Finance and coordinated by the Commons Stewardship Council. Beginning in fall 2026, the assessment will identify and prioritize long-term needs across several areas of the Rock Point property, supporting more informed and proactive facilities planning. This initiative is described further in the *Commons Stewardship Council* section below.

These operational changes have been accompanied by significant investment in the Center's buildings. During the previous reporting period, the Center invested approximately $60,000 in deferred maintenance and repairs to the Kerr Building. During the current reporting period, it invested approximately $15,000 in cabin repairs and an additional $3,000 in repairs to the Kerr Building.

Together, these efforts are producing results. Since 2025, Rock Point Center has generated sufficient revenue and managed costs so that it no longer relies on direct Diocesan financial support for its programs, mission, or facility operations.

Balancing Community Access and Environmental Stewardship

Rock Point Center's mandate includes protecting the long-term ecological health of the landscape while creating opportunities for the wider community to experience Rock Point and participate in its care. This work is grounded in a model in which public access, mission, stewardship, and financial sustainability reinforce one another.

A major milestone was the January 2026 opening of the *Rock Point Center for Nature & Spirituality* in the Kerr Building. Located along the public trail system, the Center offers a welcoming point of entry for hikers, families, school groups, and other visitors. It provides natural-history interpretation, environmental education, and space for reflection and spiritual practice, building on Rock Point's long-standing identity as both a place of sanctuary and a place where people care for creation.

During 2026, Rock Point Center continued several successful programs developed in recent years:

- **Reading Rock Point:** A year-long, five-part course exploring the natural history of Rock Point.
- **Community Maple:** A staff-led volunteer initiative connecting the community with Vermont's sugaring tradition at the Rock Point School sugar house.
- **Community Homestead:** A volunteer initiative encompassing gardening, orchard maintenance, restorative sheep grazing, and related activities.
- **Beekeeping education:** A volunteer-led program that gives campers, students, and community members opportunities to learn about honeybee care in Rock Point's teaching apiary.

- **Trail Stewardship Program:** A Burlington Wildways initiative that trains volunteers to care for trails, serve as public ambassadors, and collect data about invasive species and the effects of trail use.
- **Growing and Harvesting for Mutual Aid:** Rock Point dedicates land and staff resources to support volunteers in growing vegetables and fruit and raising sheep. The food is harvested and shared through local mutual aid networks, helping neighbors experiencing food insecurity and providing an annual gifted community feast that fosters joy, connection, and belonging.

The Center also introduced or expanded several nature connection and stewardship programs:

- **Nature Journaling:** A practice blending spiritual connection and scientific observation, including guided meditation.
- **Sensing the season:** A weekly practice inviting people to slow down, connect with the natural world, and notice what is special and sacred about the season around them.
- **Native pollinator programs:** With funding from the One Hive Foundation, the Center offered events and workshops that introduced participants to native pollinators and ways to support their health.
- **Tending Rock Point:** Supported by a State of Vermont Recreational Trails Program grant, this initiative offers biweekly and special weekend workshops in natural-area stewardship and homesteading. Participants gain skills they can use to continue caring for Rock Point independently.
- **Moth and Firefly Night:** More than 200 people gathered at Rock Point after dark in late June to learn how ecologically responsible land-management practices support moths and fireflies and to experience their displays in the meadows and orchards.
- **Nature Center exhibits:** Seasonal exhibits explored how Rock Point's wildlife survives winter, spring ephemeral wildflowers, caterpillars and butterflies, winter tree identification, and insect galls. The Nature Center is open to visitors three days each week.
- **Teaching resources for local high schools:** With grant support from the City of Burlington, Rock Point Center is creating teaching resources to help local high schools (Burlington High School, Rock Point School, and Eagle Bay Academy) to use Rock Point as an outdoor classroom.

Rock Point Center also invested in trail infrastructure and native planting to improve ecological health, and visitor safety, accessibility, and experience:

- **Trail signs and welcome kiosks:** New kiosks include welcoming language in Burlington's most commonly spoken languages (Bosnian, Nepali, French, Spanish, and Somali), along with updated maps and important trail-use guidelines. This was funded by the Vermont Recreational Trail program grant.
- **Accessibility and safety improvements:** A handrail was installed along the stone steps leading from the bike path, making this entrance safer and more

accessible. Additional railing helps discourage bicycles and e-bikes from entering pedestrian trails. This was funded by the community donations held for Rock Point public access by the Parks Foundation of Burlington.

- **Native plant installation:** More than 1,500 Vermont-native wetland plant plugs were installed in the conference center's stormwater pond with support from Burlington's Conservation Legacy Fund. The planting will create pollinator habitat, serve as an educational resource, and add beauty to the site.
- **Lone Rock Trail boardwalks:** Approximately 150 feet of boardwalk was installed through a frequently wet section of trail. This will improve the visitor experience while preventing trail widening through a large patch of trout lily and other spring ephemeral wildflowers. This was funded by the Vermont Recreational Trail program grant.

Through these programs and investments, the Center is inviting visitors and partner organizations to become active participants in the care of Rock Point, rather than simply users of the property.

Organizational and Governance Transition

The continued development of Rock Point Center as an organization was another important focus in 2026. Revised Canon 29C provides for the establishment of Rock Point Center, Inc. as a Vermont nonprofit corporation, with the Episcopal Diocese of Vermont, acting through Executive Council, as its sole member. Throughout the year, the Center Board worked in close consultation with the Diocese to develop the governance, organizational, and financial structures needed to implement this transition.

Looking Ahead to 2027

In 2027, Rock Point Center will continue building the long-term sustainability of the facilities and programs under its care. Priorities include:

- Completing the nonprofit and organizational transition.
- Implementing the new governance structure and strengthening coordination with the Commons Stewardship Council.
- Maintaining financial sustainability and developing a long-term capital and deferred-maintenance plan.
- Leveraging increased volunteer network to advance land-stewardship priorities.
- Expanding Nature Center programs.
- Strengthening community partnerships and organizational capacity.

Rock Point Center enters 2027 with a stronger financial and operational foundation, broader community participation, and a growing network of partners who share responsibility for this remarkable place. The work reflects the long-term vision for Rock Point: preserving its role as a sacred landscape and spiritual home of the Diocese while developing the partnerships, resources, and organizational capacity needed to care for it.

Commons Stewardship Council

Established at the 2025 Convention, the Commons Stewardship Council ("Stewardship Council") is defined in Canon 29c(b) as an unincorporated covenantal body through which the Diocese, Rock Point Center, and Rock Point School coordinate the use, conservation, security, maintenance, and long-term care of Rock Point's shared lands and infrastructure. These include roads, parking areas, woodlands, meadows, gardens, and the solar orchard, but exclude buildings and lands managed solely by one of the three entities.

The Stewardship Council comprises appointed representatives from the Diocese, Rock Point School, and Rock Point Center. In 2026, it met quarterly to establish its governance and coordination processes and oversee the budget for maintenance and repair of shared areas. This work included winter road maintenance, mowing, shared equipment and infrastructure maintenance, forest management, and related staff oversight and support.

A Shared Approach to Property Management

The Stewardship Council maintains a separate annual budget for the care and management the infrastructure and assets that they share across the Rock Point property. Rock Point School, the Diocese, and Rock Point Center each pay an annual assessment because all three institutions rely on and benefit from these shared resources.

Like other properties with shared infrastructure, Rock Point uses a collaborative cost-sharing model in which participating entities contribute toward the upkeep of shared assets and services. This allows work that benefits the entire property—and would be difficult or inefficient to divide and bill separately—to be managed collectively. For example, Rock Point Road provides access to institutional buildings and/or staff residences associated with all three entities. Coordinating road maintenance, snow removal, grounds care, security, and land stewardship through a shared budget is more efficient and cost-effective than having each entity arrange and pay for these services independently.

In addition to institutional assessments, the budget is supported by revenue from the Conservation Easement Endowment Fund, a residential rental property, and the solar orchard. These funds support winter maintenance, road and grounds upkeep, invasive species management, security, shared equipment and property maintenance, insurance, administration, and contributions to a capital reserve for future needs.

The annual budget anticipates **$109,061 in revenue and $105,646 in expenses**, resulting in a modest projected balance of **$3,415**. This shared approach allows the

Stewardship Council to address current property-wide needs efficiently while preparing for longer-term maintenance and capital expenses.

Work During This Reporting Period

During this reporting period, the Stewardship Council:

- Reviewed the 2026 budget and the assessments paid by the Diocese, Rock Point School, and Rock Point Center.
- Contracted with a vendor for winter road maintenance, including plowing, salting, and shoveling.
- Secured grant funding from the Diocesan Commission on Finance for a capital-needs assessment covering portions of the Rock Point property, including the Diocesan Office, Rock Point Road and parking areas, Rock Point Center, and the cabins.
- Finalized a residential lease agreement for a residence on Rock Point, the revenue for which supports the Stewardship Council's budget.
- Engaged a forester to update Rock Point's forest management plan.

The Stewardship Council will continue to meet quarterly in 2027 to refine its governance and coordination processes, oversee the shared-property budget, and advance priorities for the long-term care of Rock Point's shared lands and infrastructure.

Respectfully submitted on behalf of the Rock Point Center Board of Directors and the Commons Stewardship Council,

Kelly Kimball
Executive Director
Rock Point Center

Rock Point 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 lives.

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 students' unwillingness to pretend to be someone else often causes them conflict and stress. We greatly admire the tenacity of our students, as well as their willingness to persevere despite 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 Rock Point School because our focus is to help students who have struggled grow into their best selves. We believe young people want to do well, want to engage in the world, and respond well to positive feedback and encouragement. We also believe students 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.

Last year, we had our 97th graduation ceremony in June, launching 11 seniors into the world beyond RPS. Our graduation is framed by the Head of School and another person

- most commonly the Bishop, a trustee, or a staff member. This year, I offered opening remarks, opened the floor for students, parents, family, friends, and trustees to speak openly, then introduced Hillary Kramer, our Director of Admissions of 22 years, to speak and award diplomas. It was a touching and authentic sharing, a truly wonderful celebration of these young people who made so much growth and change in their time here. Many of them arrived, timid, lacking in confidence, with low hopes of the future. They left with their heads held high, believing in themselves, ready to take on new challenges. Ten of the eleven graduates had been accepted by a college or university to pursue their interests. One of the eleven was excited to explore the trades. We are happy for all of them as they move forward on their journeys.

This year:

We opened this year with 20 students enrolled, 14 boarding and 6day students. One has since had to leave to pursue more intensive support being unable to engage in our program. This year students are coming from a variety of places they call home, ranging from as close as South Burlington, to around Vermont and the continental U.S., and as far away as Bermuda. We enrolled more local boarders than we have in the past. 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, and students are making progress already!

Our numbers are lower than we had hoped again this year. Schools are experiencing enrollment struggles across the nation. We continue to be in full swing marketing the school and have interested students who may join us later, which will give more girth to the student body and also boost our budget. We need higher enrollment and tuition to run successfully and keep providing this life-changing opportunity for youth and their families. Our fundraising is improving, and we are using it to increase scholarships and do needed capital projects to take care of the buildings we use. Last year we succeeded garnering a 1.1 M dollar gift allowing us to realize phase one of insulating the basement and work towards installing heat pumps in the dorm floors and apartments. This work was accomplished this past summer. We are presently stewarding more donors to raise the close to 2 M more dollars needed for phase two of the heat pump installation. We continue to be proud of the care and upgrades we provide for the buildings and property that the Diocese generously allows us to use to run our school.

In February 2025 our students partook in the 3rd annual Racial Healing Pilgrimage to Alabama. This year’s trip to Montgomery and Selma will follow a curriculum developed by our history teacher, Mark Spigos, to support and enhance this experience for not only

the travelers, but the whole school. It is an amazing and powerful experience that we hope every student from RPS will be able to have before they graduate. Bishop MacVean-Brown inspired the initial pilgrimage, which we did in collaboration with Canon Walter Brown. Students have continued 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 specifically intended for Diocese members- possibly a holiday treat and song gathering. We welcome folks from around the Diocese to visit for this event or any another time – stories are being created and told every day inside and outside of our walls.

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

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.

Submitted by C.J. Spirito, Head of School

Standing Committee

This report covers the period October 2025 through July 2026. Current (2026) Standing Committee members are: The Rev. Fred Moser (President and Executive Council Member), The Rev. Lee Crawford (Secretary), The Rev. Paul Olson (Quit Claims), The Rev. Rachel Field, Jenny Knowles (Executive Council Representative), Cathie Merrihew, and Coleen Gates. We were deeply saddened at the death of member Nanci Gordon in July. The Standing Committee normally meets monthly on the first Tuesday of the month.

During the period of this report, the Standing Committee:

- Participated in a review of the trial THRIVE canons prior to Convention 2025, affirming distinctions between the responsibilities of the Standing Committee and the Executive Council.
- Received reports on proposed canonical changes related to Rock Point.
- Concurred with Commission on Ministry recommendations that Heather Caulfield-Mills, first, be admitted as a Candidate for Holy Orders, then, be ordained to the Diaconate (transitional).
- Received periodic updates from the Task Force on Sanctuary and Refuge.
- Consented to episcopal elections in the dioceses of: East Carolina, Western Massachusetts, Los Angeles, Alabama, Southwest Virginia, Long Island, Hawai'i, and Taiwan.
- Approved 2026 Housing Allowances for Diocesan staff.
- Received updates on repairs and renovations at the Bishop's residence.
- Affirmed the naming of a road at Rock Point as "Mary Adelia Way."
- Received, reviewed, and affirmed the Diocese's "Guiding Documents" as presented by the Bishop.
- Concurred with the Trustees for the granting of a temporary easement for land use between the City of Burlington and the Cathedral Church of St. Paul.
- Initiated a process of Mutual Ministry Reflection with the Bishop, *per* the Bishop's Letter of Agreement.

Communications with the Standing Committee may be addressed to: presidentsc@diovermont.org

Respectfully Submitted,
The Rev. Dr. Frederick Moser, President

Trustees of the Diocese

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 2025-2026 period covered by this report meetings were held on December 8, 2025 (Annual and Regular Meetings of the Trustees); March 5, 2026 (Special Meeting of the Real Estate Committee of the Trustees); March 9 (Regular Meeting of the Trustees); June 8 (Regular Meeting of the Trustees); and September 14, 2026 (Regular meeting of the Trustees.).

Our Current Trustees and their current terms are the following individuals all with terms expiring in 2026 plan to run except for Mrs. Cowen who cannot run again until 2027:

David Bullock:2026 President; Member of the Investment and Real Estate Committees
Sarah Cowen: 2026 - Chair Real Estate Committee – ineligible to run
Paul Horn: 2026 - Member of the Investment Committee
Lindsay Huddle: 2026 - Secretary and Member of Real Estate Committee
Dana Peterson: 2026 - Member Real Estate Committee
Becky Collette: 2027 - Member of the Real Estate Committee
Christopher Chapman: 2027 - Member of the Investment Committee
Ann Guillot: 2028 - Chair of the Investment Committee
Noma Anderson: 2028 - Member of the Investment Committee

Report of the Real Estate Committee, Sarah Cowen Chairman:
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, releasing Glebe land rights were approved for a total of 5 properties in the Trustee year, 2025/26, collecting $1,000 in release fees as of August 2026.
- Various matters relating to the following properties were also addressed by the Committee during the year:
    - **Gethsemane Church, Proctorsville, VT**
        - Activities regarding the oversight of property at Gethsemane Church, Proctorsville, VT due to severe flooding included two legal filings that would allow Trustees to convey the property free and clear of an encumbrance which would revert property to the heirs of the giver if the property was no longer serving as a place of worship.
            - On February 24, 2025, the probate court denied the initial (first) petition request. This judgment was not appealed.

- On July 17, 2025, a *Cy Pres* petition was filed in Superior Court and a decision to deny the petition was made on September 12, 2025. This decision has been appealed with a decision on the appeal expected before calendar year-end.
- In the Spring of 2026 no further judgement had been reached by the court.
- On the advice of legal counsel it was agreed that the Diocese should pursue obtaining a title policy that would clear the church for repurposing to other ownership.

- **Episcopal Cathedral Church of St Paul, Burlington, VT**
  - The Real Estate Committee held a special meeting in March 2026 to discuss a potential real estate project at the Cathedral, including a proposed easement for city construction along Cherry Street and plans for redevelopment of a portion of the Cathedral property.
  - Dean Greta Getlein presented updates on negotiations with Stewardship Realty, which could include selling some of the land and developing an apartment building on the parking lot while maintaining the cathedral's current structure.
  - The project aims to create income to the Cathedral from ground leases and property sales.
  - Trustees expressed concerns about the project's impact on the cathedral's appearance and parking access, emphasizing the importance of managing parish expectations regarding the building's new context.
  - The Trustees requested regular updates to ensure informed decision-making. The conversation ended with gratitude for the thorough presentation and a commitment to further discussions at the upcoming trustee meeting.
- **Mary Adelia Way**
  - The Trustees authorized and the Standing Committee consented to change the name of a portion of the Rock Point road system to “Mary Adelia Way. Honoring Biishop Mary Adelia.
- **St Lukes, Chester, VT**
  - Site visit was conducted and right of easement discussed.
- **Bishop's House, Rock Point Burlington, VT**
  - Meeting was held with members of Trustees, Standing Committee, Chancellor Little and Canon Ohlidal regarding ongoing improvements and capital expenditures to the Bishop's House.
  - An inspection of the structure was conducted in August 2026 with the desired outcome of establishing a prioritized workplan of necessary preservation and improvements.
- **Rock Point Cemetery**
  - On going conversations are in process with Chancelor Little and Families of departed Bishops around funding continuing care and improvements to the Cemetery.

Report of the Investment Committee, Ann Guillot Chairman:

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.

- The Committee meets with its professional investment management advisors from Hickok & Boardman Capital Management, Advisors in Financial Planning, every quarter, and communicates often between those meetings**.**
- Fund performance continues to follow the revised socially responsive (ESG) Investment Policy which was adopted in the spring of 2016 by the Diocese of Vermont following the standards of The Episcopal Church.
- As of June 30, 2026, the DUT was valued at $55,011,949 up from $41,567,465 from June 30,2025. This represents a return of 34.52% in the last year.
- The Portfolio is invested for long-term appreciation and does not shift or reallocate its capital in response to short-term market changes.
- The allocation of the fund in the 2025-2026 period was allocated 24% to fixed income/cash/preferred stocks and 69% to large/midcap US stocks, 3% to small US stocks and 4% to foreign stocks.
- In 2025-2026, the Trustees approved quarterly distributions from the DUT to investors at the most recent rate of 1.25% based on the annual rate of 5% of the average unit values over the previous 12 calendar quarters.
- Each distribution has increased in value since March 2020. The 12-quarter rolling average provides stability to the distribution amount while individual quarterly returns can vary.
- The distribution payment dates are the 20th day of the last month in each calendar quarter of the year.
- Other activities of the Investment Committee included various communications with stakeholders of the DUT and revising procedures for the oversight and administrative practices of stakeholder fund management and distribution.

Respectfully Submitted,

David Bullock President of The Trustees of the Diocese of Vermont, Inc

T**rustees of the Diocese of Vermont: 2025-2026 Roster:**
David Bullock (President); Sarah Cowan (Chair, Real Estate Committee); Ann Guillot (Vice President and Chair, Investment Committee; Lindsey Huddle (Secretary); Noma Anderson; Christopher Chapman; Sydney (Becky) Collette; Paul Horn; Dana Peterson; Ex officio: Bishop Shannon MacVean-Brown

Delegates to Province 1

No report submitted at this time.

Task Force on the Sanctuary and Refuge for the Vulnerable

The 192nd Convention of the Episcopal Diocese of Vermont (30 October 2025) declared the Diocese of Vermont to be a Sanctuary Diocese and furthered the work of the task force created by Executive Council in January 2025. In the course of this year, congregations and institutions of the Diocese of Vermont have considered becoming sanctuaries that can serve as places of welcome, refuge, healing, and other forms of material and pastoral support for those targeted by hate due to immigration status or some perceived status of difference (as well as those in vulnerable populations at risk, such as our trans siblings). They have worked alongside friends, families, and neighbors to ensure the dignity and human rights of all people.

At the same time, congregations and individuals have connected with other local and national sanctuary communities and institutions—immigrant rights groups, immigration and human rights attorneys, and coalitions—and have engaged in education, organizations, advocacy, direct action and other methods as deemed appropriate in each context to ensure the safety and security of the undocumented community and those who serve them. The task force has walked with several of these entities.

In the past year, the Task Force on Sanctuary and Refuge for Vulnerable Populations met on 19 November 2025, 17 December 2025, 21 January 2026, 25 February 2026, 25 March 2026 and 27 May 2026. At the time of writing, its next meeting is scheduled for 23 September 2026. At the May meeting, members decided to meet quarterly, rather than monthly, as the focus of work is shifting toward local situations. Task force meetings tend more now to be a clearing house of what is going on in the state, what new resources are out there and how best to communicate them to the congregations of the diocese.

Given the volatility of immigration and activity of authorities, much work needs to focus on the particulars of a community, rather than on a broader scope. To this end, individual members of the task force have been deeply engaged in assisting refugees, immigrants and other vulnerable populations in their midst. Two members of the task force assisted at the annual Mexican Consulate's event at Christ Church, Montpelier, by providing security. Another member of the task force has been working with people in the local community whose legal standing has been terminated by the government. Two other members are guiding congregations that wish to be more fully committed to being sanctuaries.

The task force continues to work with Migrant Justice, Vermont Interfaith Action, Vermont Asylum Assistance Project, Grace Initiative Global, Central Vermont Refugee

Action Network and the Vermont Immigrant Defense Fund. The convener also met with a task force in the Diocese of Albany that is working in the same area. The Vermont task force is particularly indebted to the help from Migrant Justice, Vermont Interfaith Action and Grace Initiative Global. The task force also wishes to thank Chancellor Thomas Little for his sage advice. Thanks, too, to Sophie Kitch-Peck, who updates the website pertaining to the task force and who will be working with the convener to provide more materials. The convener wishes to thank the task force members who give of their time, wisdom and passion to this crucial work.

Each meeting is focused in prayer and addresses the following areas: formation, advocacy, education and support of sanctuary. In all that the task force does, it operates according to Donna Hick's work on dignity:

> **We might not be able to change the world, but we can create a more respectful way of being in it together.**
>
> **Whenever we honor someone's dignity, we strengthen our own.**

May these principles guide all of us whatever we might do.

Respectfully submitted,
(the Rev'd Canon) Lee Alison Crawford, Ph.D.
Task Force Convener

Zero Emissions Task Force

Last year, the Episcopal Diocese of Vermont committed to making all our buildings fossil fuel free by 2034. The work of the Zero Emissions Task Force (ZETF) is to provide support for this critical transition, engaging and working with diocesan congregations and institutions.

2025 Resolution and Background

On Oct 30, 2025, the 193rd Convention of the Episcopal Diocese of Vermont passed Resolution 9, "Phase Out Fossil Fuels in the Diocese of Vermont by 2034," written and sponsored by the Zero Emissions Task Force. The resolution affirmed that

- We will install no new fossil fuel systems in the Diocese and will instead replace fossil fuel heating and cooling systems with electrically powered systems supported by zero-emission renewable energy sources.
- The Diocese of Vermont and its institutions will no longer provide grants or loans for the purpose of installing new fossil fuel heating and cooling systems.
- "Fossil fuels" includes heating oil, propane, and natural gas.

Our diocesan resolution is itself based on

- Resolution A098 Fossil Fuel Non-Proliferation, adopted at the 81st General Convention, Louisville, 2024, which calls on all Episcopal Church provinces, dioceses, congregations and institutions to eliminate all fossil fuel use from buildings by December 31, 2034.

Additionally, Resolution 9 made the Zero Emissions Task Force an official task force of the Diocese with a seat on the Executive Council.

Actions and Accomplishments Heading into the 194th Convention

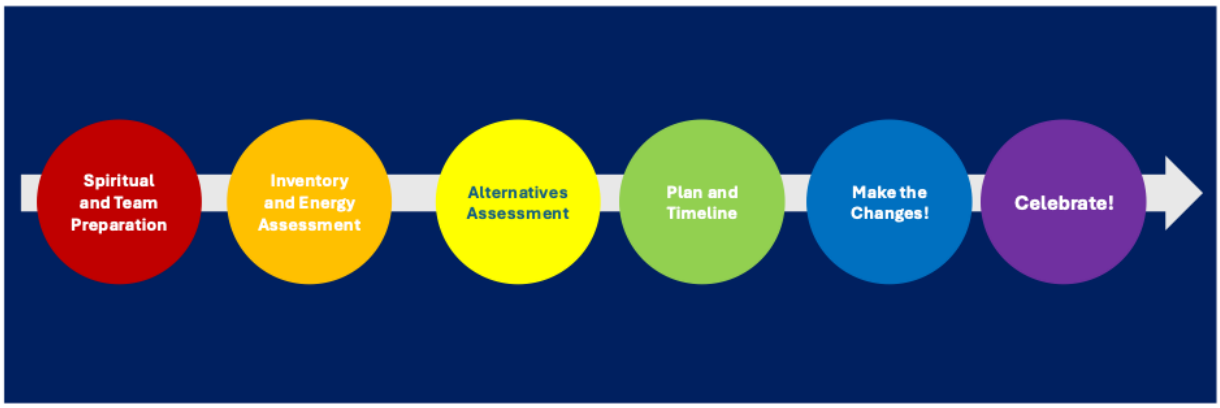
In the 2025 resolution *(see the "Explanation" section of the resolution, pg 4)*, the ZETF laid out steps it would take to help the Diocese achieve its zero emissions goals.

Here are the steps we committed to last year and our progress working towards them:

- Work with Diocesan parishes and institutions to develop plans for eliminating fossil fuels.

In 2026, the ZETF initiated conversations with different parishes about piloting the ZETF process; these conversations are ongoing. Please contact us if your parish would like to help pilot the zero emissions process.

- Develop a template that will help simplify each congregation's creation of the plan required by 2024-A098 and in setting goals and taking concrete steps.



We developed a process based on recent successes, along with supporting material such as checklists and templates, with an emphasis on Phase 1, Spiritual and Team Preparation, and Phase 2 Inventory and Energy Assessment. Almost all materials are now available on the ZETF's webpage on the Diocesan website, with a Planning Template document soon to follow. With the development of the ZETF webpage, we revised the Parish Heating Survey so it now serves as a foundational step in the zero emissions process for each parish, as well as providing critical baseline data for the Diocese overall. We are working with the Diocese to coordinate information and recommendations on the survey and assessment in Phase 2.

- Identify technical support and recommendations for implementation.

We have established a contact person at Efficiency Vermont who can be the main contact person for our churches, answering questions and helping to guide us through Efficiency Vermont processes. We have established contacts with relevant persons at Green Mountain Power. We have held a series of discussions with green HVAC engineering experts to see if it's possible to work out a basic agreement that could be used as a starting point for our varying churches. We attended Efficiency Vermont's Better Building by Design conference to learn more about practitioners and best practices. We are in conversation with a geothermal company that uses a leasing structure to make geothermal affordable.

- Investigate the creation of a diocesan loan and grant program.

Churches are able to use the existing Diocesan grant and loan programs for green HVAC renovation. The Task Force is in conversation with the Diocese about their ability to receive and manage any grants we bring in and what kinds of administrative fees would make this work possible.

- Research additional funding sources.

The Diocese purchased a basic subscription to a grants database, which the Task Force is using, and a second grants database is available through some public

libraries. Task Force volunteers are researching grant opportunities nationwide for use at the individual congregation and Diocesan levels. We have identified Vermont-specific sources to fund projects, including Vermont Interfaith Power & Light, Efficiency Vermont, and Green Mountain Power. We have begun drafting applications to fund yard signs (see below) and energy assessments.

- Hold at least one annual workshop for vestries, facilities committees, Creation Care committees, and all interested parties providing concrete steps to phase out fossil fuels.

The Task Force held the Powered By Love workshop on November 15, 2025, featuring speakers and a panel that shared success stories, useful materials, and opportunities for support from government and nonprofit organizations.

- Develop and provide other kinds of outreach and education.

The Task Force has developed a webpage on the Diocesan website to share a recommended process and supporting materials for each phase, from spiritual engagement to HVAC renovation. We've designed a draft version of a "Powered by Love" yard sign to be used by any congregation engaged at any part of the transition to zero emissions. The yard sign is intended as evangelism, communicating to our communities the Episcopal Church's commitment to creation care. We've drafted an initial approach to an easy-entry parish Creation Care engagement that could be used during or after a church coffee hour.

- Communicate with the Episcopal Church, its Office of Creation Care, and climate leaders in other faith communities to understand best practice.

The Task Force has attended meetings and been active in the Green Caucus of the Episcopal Church. We've been in contact with and followed the changes in structure, staffing, and resources at the Episcopal Church Office of Creation Care under Presiding Bishop Rowe's leadership, including attending TEC Creation Care monthly Zoom webinars. Through the Green Caucus, the ZETF has created relationships with fellow Episcopalians working towards zero emissions across the USA and these relationships have led to a better understanding of resources and best practices and a fellowship of believers united in a common purpose.

- Continue to find doable ways to help our parishes make this transition, in a spirit of faith, engagement, and commitment that recognizes the pragmatic and financial challenges alongside the urgency of the climate crisis and our responsibility to care for Creation as members of the Jesus Movement.

We focus all the activities reported above on supporting congregations and continue to look for ways we can help, as well as volunteers to join us in the work!

For the coming year, we commit to the following:

- Collect Parish Heating Surveys from all parishes, with a goal of reaching 100% by 31 December 2027.
- Support congregations in completing their Phase 2 Inventory and Energy Assessment, with a goal of reaching 100% by 31 December 2027.
- Hold at least one Zoom webinar to walk participants through the zero emissions process, including a Q&A, preferably early in 2027.
- Continue identifying grant opportunities and applying for grants. The ZETF is especially interested in winning grants that could be awarded for multiple projects across the Diocese, as well as in identifying to congregations potential funding sources at the individual congregation level.
- Continue to explore other funding strategies.
- Continue to share sources for spiritual grounding in Creation Care (Phase 1) and lead an online Creation Care series during Easter Season, the Season of Creation, or some other time of the year.
- Develop the supporting materials and recommendations for Phase 3, Alternatives Assessment, and Phase 4, Plan and Timeline.
- Build Task Force membership in all areas, including fundraising & grant writing, Creation Care spirituality, building & HVAC renovation, organization & administration, outreach & communications, data analysis and mapping.
- Solicit feedback from congregations active in the process on what more or different they need and provide a central place for sharing success stories and lessons learned.

Learn More

To learn more about the formation of the ZETF and earlier diocesan actions to address climate change through phasing out fossil fuel use, please see the ZETF's report in the 2025 Pre-Convention Journal (pp 44-46).

To learn more about the ZETF and how your parish can get involved in bringing its building or buildings to zero emissions, see the ZETF webpage on the Diocesan website.