



THE EPISCOPAL DIOCESE OF VIRGINIA

Journal of
The 226th Annual Convention

including

Proceedings of the November 14, 2020 meeting
of the 226th Annual Convention

Parochial Statistics

Annual Reports

Audits

The Constitution and Canons of the Diocese of Virginia

Plus an addendum for the Special Convention to Pass the Budget

FOR JESUS. FOR THIS TIME. FOR ALL TIME.





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The 227th Annual Convention
of the Episcopal Diocese
of Virginia will be held on
November 11-13, 2021 at the
Crystal Gateway Marriott
Hotel, 1700 S. Eads Street,
Arlington, VA 22202.

Diocesan Officers

As of the 226th Annual Convention.

The Bishop Suffragan and Ecclesiastical Authority

The Rt. Rev. Susan E. Goff

The Assisting Bishop

The Rt. Rev. Jennifer Brooke-Davidson

The Assisting Bishop

The Rt. Rev. Porter Taylor

The Secretary

Mr. Mark Eastham

The Treasurer

Mr. Ted Smith

The Chancellor

John Paul Causey Jr., Esq.

The Registrar

Ms. Julia Randle

The Trustees

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Richmond, Virginia 23220
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800-DIOCESE
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Members of the 226th Annual Convention

Canonically Resident Clergy

* Indicates attended 226th Annual Convention.

† Indicates attended the 2021 Special Convention to Pass the Budget.

§ Indicates delegates that became canonically resident between conventions and therefore were delegates to Special Convention only.

If no * or †, the member did not attend either convention

The Rev. Jonathan V. Adams	Trinity, Upperville
The Rev. Dr. Christopher M. (Chris) Agnew	St. Paul's, Nomini Grove*†
The Rev. Charles D. (Buck) Aiken Jr.	St. Mark's, Richmond
The Very Rev. J. Randolph (Randy) Alexander Jr.	Immanuel on-the-Hill, Alexandria*†
The Rev. Charles D. (Chuck) Alley	Retired
The Rev. Deacon Barbara Ambrose	St. Andrew's, Richmond*†
The Rev. Paul John Andersen	Retired
The Rev. Anthony F. (Tony) Andres	St. John the Baptist, Ivy*†
The Rev. Pati Mary Andrews	Retired
The Rev. Collins Asonye	Meade Memorial, Alexandria†
The Rev. Deacon Logan Augustine	Westminster Canterbury, Richmond
The Rev. Nina Bacas	St. John's, McLean*†
The Rev. Heather K. Baggett	Non-Parochial
The Very Rev. Bertram Cass (Cass) Bailey	Trinity, Charlottesville*†
The Rev. Johanna (Joie) Baker	St. Margaret's School, Tappahannock†
The Rev. John Baker	St. Aidan's, Alexandria†
The Rev. Rhonda W. Baker	Retired
The Rev. Robert (Rob) Banse	Retired
The Rev. Dr. Richard Evans (Rich) Bardusch Jr.	St. Timothy's, Herndon*†
The Very Rev. Gary J. Barker	Kingston Parish, Mathews*†
The Rev. Jane W. Barr	Retired
The Rev. Joshua C. (Josh) Bascom	Christ Church, Charlottesville*
The Rev. Ralph W. Bayfield	Church of the Good Shepherd, Bluemont
The Rev. Dr. Rosemary Beales	St. Stephen's & St. Agnes School, Alexandria*†
The Rev. Deacon Emmetri Monica Beane	St. Stephen's, Culpeper*†
The Rev. Stephan P. (Steve) Beatty	Retired
The Rev. Dr. Robert A. (Bob) Becker	Retired
The Rev. Fanny Chantal Marthe Sohet Belanger	Non-Parochial
The Rev. Jo J. Belser	Church of the Resurrection, Alexandria*†
The Rev. Craig Biddle III	Retired
The Rev. Dr. Donald D. (Don) Binder	Retired
The Rev. Rachelle E. Birnbaum	Retired
The Rev. Dr. Thom Blair Jr.	St. James's, Richmond
The Rev. Amanda Bourne	Non-Parochial†
The Rev. Mary W. Brake	Retired
The Rev. Michael Brenneis	Non-Parochial
The Rev. Theresa Brion	Goodwin House, Bailey's Crossroads*†
The Rev. Charles F. Brock	St. James' Mount Vernon, Alexandria*†
The Rev. Mignon L. (Sarah) Brockenbrough	Diocese of Virginia, Richmond*†
The Rt. Rev. Jennifer Brooke-Davidson	Diocese of Virginia, Richmond*†
The Rev. Mary Kay (Mary Kay) Brown	St. David's, Ashburn†
The Rev. W. Hill Brown III	St. Stephen's, Richmond
The Rev. Jonathan R. Bryan	Retired*†
The Rev. Katherine S. (Kate) Bryant	Leeds, Markham*†
The Rev. William H. (Bill) Burk	Church of the Creator, Mechanicsville*†

The Rev. J. Michael Cadaret	Olivet, Alexandria*†
The Rev. George M. Caldwell	Retired
The Rev. Benjamin P. (Ben) Campbell	St. Paul's, Richmond*
The Rev. Catherine Campbell	La Iglesia de Cristo Rey & San Jose, Arlington*†
The Rev. Grace Cangialosi	Christ Church, Brandy Station*†
The Rev. Diane Carroll	Retired
The Rev. J. M. (Currie) Carter	Retired
The Rev. David P. Casey	Trinity, Fredericksburg*†
The Rev. Sean Cavanaugh	St. Stephen's & St. Agnes School, Alexandria
The Rev. Kathleen D. (Kate) Chippis	Retired
The Rev. Dr. Young Kwon Choi	St. Francis Korean, McLean*
The Rev. Sang Seok (Athanasius) Choi	Holy Cross Korean, Falls Church*†
The Rev. James H. (Jim) Cirillo	Grace, Casanova
The Rev. Constance (Connie) Clark	Buck Mountain, Earlysville*
The Rev. Dr. Vienna Cobb-Anderson	Retired
The Rev. Laura Doud Cochran	St. Anne's, Reston*†
The Rev. Dr. E. Allen Coffey	Retired
The Very Rev. Kim L. Coleman	Trinity, Arlington*†
The Rev. Carey Dougherty Connors	St. Christopher's, Springfield*†
The Rev. Ruth E. Correll	Retired
The Rev. Geoffrey D. (Geoff) Coupland	Retired
The Rev. Charles Cowherd	Church of the Good Shepherd, Burke*†
The Rev. Mary Gwynn (Gwynn) Crichton	St. Paul's, Richmond*
The Rev. Ronald C. (Ron) Crocker	Retired
The Rev. David M. Crosby	Non-Parochial*†
The Ven. J. David Curtis	St. John's, Richmond*†
The Rev. Judy Davis	Emmanuel Brook Hill, Richmond*†
The Rev. Alice D. Davis	Retired
The Rev. Susan W. (Kipper) Degavre	Retired
The Rev. John J. Desaulniers	Retired
The Rev. Robert W. (Bob) Dickey Jr.	Retired
The Rev. William (Will) Dickinson	St. George's, Fredericksburg*†
The Rev. Patricia J. (Pat) Dickson	Non-Parochial
The Rev. Timothy W. (Tim) Dols	Retired
The Rev. William L. Dols	Immanuel on-the-Hill, Alexandria
The Rev. Katherine G. Dougherty	All Souls', Mechanicsville*†
The Rev. Matthew Dumont-Machowski	Non-Parochial*†
The Rev. Emily H. Dunevant	Grace, Goochland*
The Rev. Andrew (Andy) Dunks	St. Bartholomew's, Richmond
The Rev. G. Edward (Ed) Dunlap	Retired
The Rev. Dr. Charles T. (Charlie) Dupree	St. Paul's, Richmond*
The Rev. Lindon J. Eaves	St. Thomas', Richmond
The Rev. Susan N. (Sue) Eaves	Retired
The Rev. William E. (Bill) Eberle	Retired
The Rev. Whitney Zimmerman Edwards	St. Christopher's School, Richmond†
The Rev. Robert M. Elder	Retired
The Rev. Deacon Lawrence James Elliott	Church of Our Saviour, Charlottesville
The Rev. Claire Elser	Non-Parochial
The Rev. Gail Epes	Retired
The Rev. Deacon Courtenay Evans	Non-Parochial†§
The Rev. Dr. Margaret Ann (Sam) Faeth	Retired
The Rev. Mark R. Feather	Retired

The Rev. Deacon Katherine V. Ferguson	La Iglesia de Santa Maria, Falls Church*†
The Rev. Richard E. Fichter Jr.	Hanover with Brunswick Parish, King George*†
The Rev. Jeffrey P. Fishwick	Retired
The Rev. Marlene Eudora Forrest	St. Philip's, Richmond*†
The Rev. Kenneth Nicholas (Nik) Forti	The Fork Church, Doswell*†
The Rev. Donna L. Foughty	Non-Parochial
The Rev. William G. (Bill) Frank	Retired
The Rev. Elizabeth Anne (Beth) Magill Franklin	St. Michael's, Arlington*†
The Rev. Dr. Robert D. (Bob) Friend	St. James's, Richmond
The Rev. Lee Gandiya	St. Paul's, King George*†
The Rev. Deacon Christine J. Garcia	Christ Ascension, Richmond*†
The Rev. Elizabeth Bonforte Gardner	St. Mark's, Alexandria*†
The Very Rev. Francine B. (Fran) Gardner-Smith	St. Thomas, McLean*†
The Rev. Deacon Frederico Garza	St. Philip's, Richmond*†
The Rev. Sarah Kinney Gaventa	Non-Parochial
The Rev. Robert Douglas (Doug) Geddes	Kingston Parish, Mathews
The Rev. Martin Geiger	Christ Church, Winchester*†
The Rev. Webster Gibson	Christ Church, Winchester*†
The Rev. Ann H. Gillespie	Holy Comforter, Vienna*†
The Rev. Kimberly Baker (Kim) Glenn	Grace, Kilmarnock*†
The Rev. Deacon Shea Godwin	Non-Parochial†§
The Rt. Rev. Susan E. Goff	Diocese of Virginia, Richmond*†
The Rev. Neal Goldsborough	Emmanuel, Greenwood*†
The Rev. Dr. Mario S. Gonzalez Del Solar	Retired†
The Rev. Bruce A. Gray	Retired
The Rev. Michael Gray	Retired
The Rev. Peter H. Gray	Retired
The Rev. April Trew Greenwood	Westover, Charles City*†
The Rev. Eugene E. Grumbine	Non-Parochial
The Rev. Kathy R. Guin	Retired
The Rt. Rev. Edwin F. (Ted) Gulick Jr.	Retired
The Rev. Deacon Sally Gunn	Non-Parochial
The Rev. Dr. Peter R. (Pete) Gustin	St. Stephen's, Catlett
The Rev. Theodore R. (Ted) Haddix Jr.	Retired
The Rev. Deacon Marty Hagar	St. Thomas, McLean
The Rev. Deacon Margaret A. Haight	Christ Church, Spotsylvania
The Rev. Dr. John C. N. Hall	Retired
The Rev. Harold H. (Hal) Hallock Jr.	Retired
The Rev. James A. (Jim) Hammond	Retired
The Rev. Dr. Valentine Seung-gyu Han	Retired
The Rev. Heewoo Daniel Han	Retired
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The Rev. Carol J. Hancock	St. John's, Centreville*†
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The Rev. Crystal Hardin	Non-Parochial*
The Rev. Torrence M. Harman	Farnham & St. John's, Warsaw*†
The Rev. Carl Harris	Retired
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The Rev. Linda Wofford Hawkins	Retired
The Rev. Randall H. (Randy) Haycock	St. Luke's, Simeon*
The Rev. Valerie J. Hayes	Calvary, Front Royal*†

The Rev. Christopher Thomas (Tom) Hayes III	Church of the Messiah, Fredericksburg
The Rev. Roger Hearn	Retired
The Rev. Dr. Thomas S. (Tom) Hendrickson	Retired
The Rev. Joseph H. (Joe) Hensley Jr.	St. George's, Fredericksburg*†
The Rev. Lynda S. Hergenrath	Retired
The Rev. Robert G. (Bob) Hetherington	Retired*†
The Rev. Catherine Hicks	St. Peter's, Port Royal*†
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The Rev. Deacon Harrison Higgins IV	St. James the Less, Ashland
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The Rev. John Edwin Hogg	All Saints', Richmond*†
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The Rev. Melissa K. Hollerith	Non-Parochial
The Rev. C. Thomas (Tom) Holliday	Retired
The Rev. Alan B. (Al) Hooker	Retired
The Rev. Martha J. Horne	Retired
The Rev. John D. Hortum	Retired
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The Rev. Tinh T. Huynh	Retired
The Rev. Laura D. Inscoc	Retired†
The Rev. James C. Iswariah	Retired
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The Rev. C. Thomas (Tom) Jackson	Retired
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The Rev. Dr. Candine E. Johnson	St. John's, Tappahannock*†
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The Rt. Rev. Shannon S. Johnston	Retired
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The Rev. Herbert H. Jones	St. Thomas', Richmond*†
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The Rev. Marion Kanour	Holy Cross, Batesville†§
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The Rev. David Keill	Christ Ascension, Richmond*†
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The Rev. Paula S. Kettlewell	Retired

The Rev. Charles E. Kiblinger	Retired
The Rev. Jennifer W. (Jen) Kimball	Non-Parochial*†
The Rev. Warren P. Klam	Non-Parochial
The Rev. Pierce W. Klemmt	Retired
The Rev. Deacon Joseph Klenzmann	Holy Comforter, Richmond*†
The Rev. David H. Knight	St. Stephen's, Richmond
The Rev. Melody Dawn Knowles, Ph.D.	Virginia Theological Seminary, Alexandria
The Rev. Deacon Karulynn T. Koelliker	Emmanuel, Greenwood*
The Rev. Sara Amanda (Amanda) Kotval	St. Paul's, Ivy*†
The Rev. R. Scott Krejci	Retired
The Rev. Emily J. Krudys	Church of Our Saviour, Montpelier*†
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The Rev. Howard A. La Rue	Retired
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The Rev. Deacon Grace Lee	St. Francis Korean, McLean
The Rt. Rev. Peter James Lee	Retired
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The Rev. Sandra (Sandi) Levy-Achtemeier	St. Martin's, Richmond
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The Rev. Melanie Lewis	Non-Parochial*†
The Rev. Dr. Eric J. Liles	Non-Parochial
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The Rev. Elizabeth Locher	Non-Parochial
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The Very Rev. Dr. John F. Maher	St. Francis', Goochland*†
The Rev. Thomas G. (Gustavo) Mansella	St. David's, Aylett*†
The Rev. Anne L. Manson	Retired
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The Rev. Barbara B. Marques	St. John's, West Point*†
The Rev. McAlister Marshall	Retired
The Rev. Ann F. Martens	Retired
The Rev. Jeanie Martinez-Jantz	Non-Parochial*†
The Very Rev. Edward W. (Weston) Mathews	Grace, The Plains*†
The Rt. Rev. F. Clayton (Clay) Matthews	Resigned
The Rev. Joan Mattia	Retired
The Rev. Louis J. (Lou) Mattia	Retired
The Rev. David H. May	St. Mary's, Goochland*†
The Rev. Roma W. Maycock	Retired
The Rev. Sara Chandler Maypole	Retired
The Rev. Dr. John McCard	St. James's, Richmond*†
The Rev. Charles C. (Chuck) McCoart	Emmanuel, Alexandria†
The Rev. Theodore H. (Ted) McConnell	Retired
The Rev. Thomas B. (Tom) McCusker III	Retired

The Rev. Eleanor Becker (Becky) McDaniel	St. Catherine's School, Richmond
The Rev. Janet S. McDonald	Non-Parochial
The Rev. Stephen Y. McGehee	St. Stephen's, Richmond†
The Rev. Justin M. McIntosh	St. Paul's, Ivy*†
The Rev. Cynthia McKenna	Trinity, Fredericksburg†
The Rev. Jennifer G. McKenzie	Non-Parochial
The Rev. Catherine R. (Cathy) McKinney	Retired
The Rev. Dr. Stephen Dexter McWhorter	Retired
The Rev. Jeremy Means-Koss	Non-Parochial†
The Rev. Dr. Brent Melton	All Saints', Richmond
The Rev. Christine Love Mendoza	Church of the Good Shepherd, Burke*†
The Rev. C. Robert (Rob) Merola	St. Matthew's, Sterling*†
The Rev. Claudia W. Merritt	St. Stephen's, Richmond*†
The Very Rev. Andrew T.P. Mellow	St. Mary's, Arlington*†
The Rev. Christopher H. (Chris) Miller	Immanuel Old Church, Mechanicsville*†
The Rev. Sarah H.T. Miller	St. Paul's, Millers Tavern*†
The Rev. W. Terry Miller	St. Matthew's, Richmond*†
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The Rev. Edward O. (Ed) Miller Jr.	St. Andrew's, Burke*
The Rev. Dr. Jean L. Milliken	Retired†
The Rev. Bollin M. (Bo) Millner Jr.	Retired
The Rev. Paul B. Moberly	St. Alban's, Annandale*†
The Rev. Michael C. Mohn	Retired
The Rev. Deacon Peg Moncure	Non-Parochial†§
The Rev. Dr. Jennifer G. (Jenny) Montgomery	Retired*†
The Rev. Andrew Y. Moore	St. Andrew's, Richmond*†
The Rev. Roberto Morales	Retired
The Rev. Jay Morris	Aquia, Stafford*†
The Rev. Robert Lee (Rob) Morris III	Non-Parochial*
The Rev. James Morton III	Non-Parochial†
The Rev. W. Brown Morton III	Retired
The Rev. Kelly P. Moughty	The Falls Church, Falls Church†
The Rev. Charles F. (Chuck) Mullaly Jr.	Retired
The Rev. Deacon Linda E. Murphy	St. Peter's, Oak Grove
The Rev. Dr. Diane G. Murphy	Retired
The Rev. Dr. Jo-Ann Murphy	Retired
The Rev. Kathleen (Kathy) Murray	Emmanuel, Woodstock*†
The Rev. William F. (Bill) Myers	Retired
The Rev. Penny A. Nash	Non-Parochial*†
The Rev. Robyn Neville-Reeder	Non-Parochial
The Rev. Deborah Newcomb	Retired
The Rev. Duane Nettles	Grace and Holy Trinity, Richmond†§
The Rev. J. David Niemeyer	St. Mark's, Richmond*†
The Rev. Marlee R. Norton	Non-Parochial
The Rev. Peter Eric (Pete) Nunnally	St. Mary's, Arlington*†
The Rev. John Ohmer	Non-Parochial
The Rev. Dr. Ronald S. (Ron) Okrasinski	Retired
The Rev. Roberto Orihuela	La Iglesia de Santa Maria, Falls Church*†
The Rev. Deacon Stephen Pace	Non-Parochial†§
The Rev. William L. (Will) Packard	St. David's, Ashburn*†
The Rev. Dr. Laurence K. (Larry) Packard	Retired
The Rev. James A. (Jim) Papile	Retired

The Rev. Philip Paradine	Retired
The Rev. Betsee Parker	Retired
The Rev. Caroline Smith Parkinson	Retired†
The Rev. Pilar F. Padron Parnell	St. Stephen's, Heathsville*†
The Rev. Scott D. Parnell	Vauters, Loretto*†
The Rev. Joan L. (Joani) Peacock	Emmanuel, Alexandria*†
The Rev. Margaret E. Peel	St. Margaret's, Woodbridge
The Rev. William P. (Will) Peyton	St. Paul's Memorial, Charlottesville*†
The Rev. Dr. Craig A. Phillips	St. Peter's, Arlington*†
The Rev. Robert S. (Bob) Phipps Jr.	Retired
The Rev. William (Bill) Pickering	Retired
The Rev. Jane D. Piver	Church of the Incarnation, Mineral*†
The Rev. David H. Poist	Retired
The Rev. Margaret C. Pollock	Retired
The Rev. Carl Praktish	Retired
The Rev. Grace A. Pratt	The Episcopal High School, Alexandria
The Rev. Sarah Kye Price	St. Mark's, Richmond*†
The Rev. Dr. Robert W. (Bob) Prichard	Retired*
The Rev. Randall L. Prior	Retired
The Rev. Judith H. Proctor	Retired
The Rev. Cherian P. Pulimootil	Non-Parochial
The Rev. William L. (Bill) Queen Jr.	Non-Parochial*†
The Rev. Kent D. Rahm	Retired*†
The Rev. Gaynelle M. (Gay) Rahn	Retired
The Rev. B. Cayce Ramey	All Saints Sharon Chapel, Alexandria*†
The Rev. Robin Razzino	Church of St. Clement, Alexandria*†
The Rev. Elizabeth Rees	St. Paul's, Alexandria*†
The Rev. Alwin (Al) Reiners Jr.	Emmanuel Brook Hill, Richmond
The Rev. Andrew C. Reinholz	Church of the Epiphany, Richmond*†
The Rev. Kimberly A. (Kim) Reinholz	Grace & Holy Trinity, Richmond*†
The Very Rev. Matthew W. (Matt) Rhodes	Cunningham Chapel Parish, Millwood*†
The Rev. John F. Rice Jr.	Retired†
The Rev. James R. Rickenbaker	Aquia, Stafford*†
The Rev. Rachel Amelia Rickenbaker	Non-Parochial†
The Rev. Dr. Anne G. Ritchie	Church of the Good Shepherd, Burke
The Rev. Jason Roberson	Grace, Alexandria*†
The Rev. Dr. William Bradley (Bill) Roberts	Retired†
The Rev. Dr. Lynn Petri Ronaldi	Pohick, Lorton*†
The Rev. Sean K. Rousseau	St. Paul's, Haymarket*†
The Rev. Emily E. Rowell Brown	St. James, Louisa*†
The Rev. Dr. Stephen Paul (Paul) Rowles	Retired
The Rev. Bradford (Brad) Rundlett	Retired
The Rev. Deborah W. (Debbie) Rutter	Retired*†
The Rev. William (Bill) Sachs	Emmanuel, Delaplane
The Rev. Jamie S. Samilio	Non-Parochial
The Rev. Stuart E. Schadt	Trinity, Manassas*†
The Rev. Warren A. Schaller Jr.	Retired
The Rev. Roger Schellenberg	Retired
The Rev. Colleen Schiefelbein	Non-Parochial*†
The Rev. Stephen (Steve) Schlossberg	St. Matthew's, Richmond†
The Rev. Jeffrey H. (Jeff) Seiler	Retired
The Rev. Barbara H. Seward	Emmanuel, Harrisonburg*†

The Rev. Jeffrey S. (Jeff) Shankles	St. Alban's, Annandale*†
The Very Rev. John Thomas Sheehan	Retired
The Rev. John Bolin Shellito	St. Barnabas', Annandale*†
The Very Rev. Benson E. (Ben) Shelton	St. Stephen's, Culpeper*†
The Rev. Stephen G. Shepherd	St. Dunstan's, McLean*†
The Rev. Sam Sheridan	Immanuel on-the-Hill, Alexandria*†
The Rev. James H. (Jim) Silcox Jr.	Wicomico Parish, Wicomico Church
The Rev. Thomas W. (Tom) Simmons IV	St. Peter's, Purcellville†
The Rev. Kira Skala	Emmanuel, Delaplane
The Rev. G. Miles Smith	Non-Parochial*†
The Very Rev. Dr. Hilary B. Smith	Holy Comforter, Richmond*†
The Rev. David Hayes Smith	Non-Parochial
The Rev. John M. Smith	Retired
The Rev. Shirley E. Smith Graham	Christ Church, Glen Allen*†
The Rev. Katherine (Kate) Sonderegger	Virginia Theological Seminary, Alexandria
The Rev. Dr. Haywood B. Spangler	Non-Parochial
The Rev. Charles B. (Charlie) Spigner	Retired†
The Rev. Mary L. Staley	Non-Parochial
The Rev. William Staley	St. Stephen's, Richmond†§
The Rev. Darren Steadman	St. Christopher's School, Richmond
The Rev. Canon Leslie Nunez Steffensen	Non-Parochial
The Rev. J. Bruce Stewart	Goodwin House, Alexandria*†
The Rev. David M. Stoddart	Church Of Our Saviour, Charlottesville*†
The Rev. Jon Strand	Holy Comforter, Vienna*†
The Rev. Gabor (Gabe) Strasser	Non-Parochial
The Rev. Dr. Jennifer R. (Jenn) Strawbridge	Non-Parochial
The Rev. Hilary B. Streever	St. James's, Richmond*†
The Rev. Anna J. (Ann) Stribling	Retired
The Rev. Jess H. Stribling Jr.	Retired
The Rev. Kathleen Sturges	Church of Our Saviour, Charlottesville*†
The Rev. Canon Rosemary Graughan Sullivan	Retired*†
The Rev. Jack T. Sutor Jr.	Retired
The Rev. Catherine Williams (Kaki) Swann	Retired*†
The Rev. Charles R. Sydnor Jr.	Retired
The Rev. Nicholas S. (Nick) Szobota	St. Mary's, Colonial Beach*†
The Rev. Gregory B. Taylor	Retired
The Rev. Robert L. (Bob) Tedesco	Retired
The Rev. Deacon Kathryn Thomas	Piedmont/Bromfield Parish, Madison*†
The Rev. John T. (JT) Thomas	Retired*†
The Rev. Marilu J. Thomas	Christ Church, Charlottesville*
The Rev. John A. Thomas	Retired
The Rev. Carla E. Thompson	Non-Parochial
The Rev. Jacqueline C. (Jackie) Thomson	Retired*
The Rev. Canon Mary B. Thorpe	Diocese of Virginia, Richmond*†
The Very Rev. Cathy Tibbetts	Christ Church, Luray*†
The Rev. Ann Black Tollison	Retired
The Very Rev. Kyle Tomlin	Messiah, Fredericksburg*†
The Rev. Elizabeth W. (Liz) Tomlinson	St. Paul's, Bailey's Crossroads*†
The Rev. Ann H. Truitt	St. Paul's on-the-Hill, Winchester
The Rev. Frederick R. (Fritz) Trumbore	Retired
The Rev. Malcolm E. Turnbull	Retired
The Rev. Anne M. Turner	St. Thomas', McLean*†

The Rev. Linnea S. Turner	Retired†
The Rev. Gardner W. Van Scoyoc	Retired
The Rev. Sven L. vanBaars	Abingdon, White Marsh*†
The Rev. Daniel Velez-Rivera	St. Gabriel's/San Gabriel, Leesburg*†
The Rev. Alyse E. Viggiano	St. Paul's, Alexandria*
The Rev. Stephen H. Wade	Retired
The Rev. Paul N. Walker	Christ Church, Charlottesville*
The Rev. Seldon Matthew Walker	Non-Parochial
The Rev. Dr. Ruth D. Walsh	Retired
The Rev. Josh Walters	St. John's, McLean*
The Rev. Frederick S. (Fred) Wandall	Retired
The Rev. Edwin M. (Ed) Ward	Retired
The Very Rev. Oran E. Warder	St. Paul's, Alexandria*†
The Rev. Philine Ware-Dunn	Non-Parochial*†
The Rev. Dr. Heather Warren	St. Paul's Memorial, Charlottesville†
The Rev. Lynne E. Washington	Non-Parochial
The Rev. David F. Wayland	Retired
The Rev. John Weatherly	Retired
The Rev. Pamela (Pam) Webb	Retired
The Rev. Joseph T. (Joe) Webb III	Retired
The Very Rev. Cornelia (Corry) Weierbach	Church of the Spirit, Alexandria*†
The Rev. Joie Clee Weiher	Non-Parochial
The Rev. William Weiler	Retired
The Rev. Eleanor Lee Smith Wellford	Retired*
The Rev. William S. (Bill) Wells Jr.	Retired
The Rev. Anne West	Grace, Stanardsville*†
The Rev. Hillary T. West	Retired
The Rev. Elisa D. Wheeler	Retired
The Rev. Dr. Dorothy A. White	St. Mark's & St. John's, Richmond*†
The Rev. R. Ellen White	Cople Parish, Hague*†
The Rev. Harold N. (Hal) White	Retired
The Rev. Kristin Price Robinson Wickersham	St. Peter's, New Kent*†
The Rev. Dina E. Widlake	St. John's, McLean*
The Rev. John Douglas (Doug) Wigner Jr.	Retired
The Rev. Shearon Williams	St. George's, Arlington*†
The Rev. Stacy R. Williams-Duncan	Little Fork, Rixeyville*
The Rev. Barbara C. (Bambi) Willis	Trinity, Fredericksburg*†
The Rev. Dr. Ann Bagley Willms	Non-Parochial*†
The Rev. Amelie Wilmer	St. John's, Richmond*†
The Rev. Deacon Dan Wilmoth	Goodwin House, Alexandria*†
The Rev. Ronald S. (Ron) Winchell	Retired
The Rev. Dr. Marian K. Windel	Retired*†
The Rev. Anne Lane Witt	St. John's, Richmond
The Rev. Stuart C. Wood	Christ Church Parish, Christchurch*†
The Rev. Hunter H. Wood	Retired
The Rev. Sarah Anne Wood	Non-Parochial
The Rev. Karen B. Woodruff	Retired†
The Rev. Daniel O. (Peter) Worthington Jr.	Retired
The Rev. Dorota Wright-Pruski	St. Andrew's, Arlington*†
The Rev. George W. Wyer	Retired
The Rev. Dr. Noelle M. York-Simmons	Christ Church, Alexandria*†

Lay Delegates and Alternates

** Indicates attended 226th Annual Convention.*

† Indicates attended the 2021 Special Convention to Pass the Budget

§ Indicates delegates were elected between conventions and therefore were delegates to Special Convention only.

*If no * or †, the member did not attend either convention.*

<i>Church</i>	<i>Name</i>	<i>Status</i>
Abingdon, Gloucester	Keith Webb†	Delegate
	Linda Tjossem*†	Alternate
All Saints, Richmond	James Forsythe*	Delegate
	Bruce Russell*	Delegate
All Saints Sharon Chapel, Alexandria	Karen Peterson*†	Delegate
	Allison Talyor	Alternate
All Souls, Mechanicsville	No certificates of election received for 226 th Convention.	
	Patricia Williams†§	Delegate
Aquia, Stafford	Christopher Arey*†	Delegate
	Mary Nixon*†	Delegate
	Michael Golasz*†	Delegate
	William Hoffman	Alternate
	Charles Bingay	Alternate
Buck Mountain, Earlysville	Ruth Gibson*	Delegate
Calvary, Front Royal	Jean Mary Taylor*†	Delegate
Calvary, Hanover	Marvin Tillman†	Delegate
	Teresa Tillman	Alternate
Christ Ascension, Richmond	Eve Davis*†	Delegate
	Rick Linker	Alternate
Christ Church, Alexandria	John Wilmer, III*†	Delegate
	Russ Randle*†	Delegate
	Cindi Bartol*†	Delegate
	Elizabeth Trigg*†	Delegate
	Andrew Floyd*†	Delegate
Christ Church, Brandy Station	Sharon Church*	Delegate
Christ Church, Charlottesville	No certificates of election received.	
Christ Church, Glen Allen	Kay Holmes*†	Delegate
	Jim Sowers*	Delegate
	Kathy Duckworth*†	Delegate
	Garway Bright*†	Delegate
Christ Church, Gordonsville	No certificates of election received.	
Christ Church, Luray	Roberta Arcand*†	Delegate
Christ Church, Saluda	Lydia Dudley*†	Delegate
Christ Church, Spotsylvania	Gregory Hall*	Delegate
	Charlie Hilderbrand	Alternate
Christ Church, Winchester	Harold White*†	Delegate
	Larry Pettinger*†	Delegate
Christ Church, Lucketts, Leesburg	Brett Wiseman*†	Delegate
	Paul Muench	Alternate
Christ Church/ Cunningham Chapel Parish, Millwood	Jeffrey Harris	Delegate
	Macon Uskurait*†	Alternate
Church of Our Redeemer, Aldie	Steve Cochran*	Delegate
	Laura Harrigan	Alternate

Members of the 226th Annual Convention

Church of Our Saviour, Charlottesville	Ellen Osborne*†	Delegate
	Carolyn Voldrich	Alternate
Church of Our Saviour, Montpelier	Robert Lewis*†	Delegate
	Michael Leiter	Alternate
Church of St. Clement, Alexandria	Deborah Tatum Johnson	Delegate
	Martha Crawley*†	Alternate
Church of the Creator, Mechanicsville	Lenore Barron*†	Delegate
Church of the Epiphany, Richmond	W. Gray Corbett*†	Delegate
Church of the Good Shepherd, Bluemont	Judy Hall*†	Delegate
Church of the Good Shepherd, Burke	Charlotte Vincent*	Delegate
	Howard Lincoln*	Delegate
	Ingrid Sides	Alternate
Church of the Holy Comforter, Richmond	E. Terry Long*†	Delegate
Church of the Holy Comforter, Vienna	Daniel Gri*†	Delegate
	Susan McGuire*†	Delegate
	Ashley Boam*†	Delegate
	Susan van der Veer	Alternate
	Racquel Orenick	Alternate
	Cassandra Bosco	Alternate
Church of the Holy Cross, Batesville	Dale Weigel*†	Delegate
Church of the Holy Cross, Dunn Loring	Kate Hayes*	Delegate
	Adam Kline†	Alternate
Church of the Incarnation, Mineral	Susan Turney*†	Delegate
Church of the Messiah, Fredericksburg	D. Murray Cheston*	Delegate
Church of the Resurrection, Alexandria	Elizabeth Faga*†	Delegate
	W. Robert Reeves	Alternate
Church of the Spirit, Alexandria	Rishabh Bajekal*†	Delegate
	Stephen Miller	Alternate
Cople Parish, Hague	Deborah Stafford*†	Delegate
	J. Boyd Spencer	Alternate
Emmanuel, Alexandria	Elizabeth Frank*†	Delegate
	Joseph Dresen	Alternate
Emmanuel, Delaplane	William Smith*	Delegate
Emmanuel, Greenwood	Mary Elizabeth Via*†	Delegate
Emmanuel, Harrisonburg	David Penrod*†	Delegate
Emmanuel, King George	John Meyers	Delegate
	Charles Pasto	Alternate
Emmanuel, Middleburg	Robert Pettit*†	Delegate
	Alexandra Wilson	Alternate
Emmanuel, Rapidan	Lura Wharton*†	Delegate
Emmanuel, Woodstock	Katherine Morrison*†	Delegate
Emmanuel, Brook Hill, Richmond	Marilyn Malone*	Delegate
	Susan Northrop	Alternate
Church of the Epiphany, Herndon	Wilbert Forbes*†	Delegate
The Falls Church, Falls Church	Amanda Dupree*†	Delegate
	Paul Rosbolt	Alternate
Farnham Church, Farnham	Ed Marks*†	Delegate
The Fork Church, Doswell	Paul Newell*†	Delegate
	John Berry	Alternate
Good Shepherd-of-the-Hills, Boonesville	No certificates of election received.	
Grace & Holy Trinity, Richmond	Shelli Lord-Pawson*†	Delegate
	Frederick Sollog, III	Alternate

Members of the 226th Annual Convention

Grace Church, Alexandria	Mike Jones*†	Delegate
	June Huber*†	Delegate
Grace Church, Berryville	Carolyn Gordon*†	Delegate
	Terrence Preston	Alternate
Grace Church, Bremo Bluff	No certificates of election received.	
Grace Church, Casanova	T. Bryan Jacobs	Delegate
Grace Church, Goochland	No certificates of election received.	
Grace Church, Kilmarnock	Deborah Lockhart*†	Delegate
	Tripp Bugg*†	Delegate
	Walter Kolos	Alternate
	Susan Patnaude	Alternate
Grace Church, Stanardsville	Linda Robbins*	Delegate
	Ann Mingledorff	Alternate
Grace Church, The Plains	Keith Stroud*	Delegate
Grace Church, Cismont, Keswick	William Adams*†	Delegate
Grace Memorial, Port Republic	No certificates of election received.	
Holy Cross, Korean, Falls Church	Robin Kwon*	Delegate
	John Kwon†§	Delegate
	Lucian Kang	Alternate
Immanuel, King & Queen Courthouse	No certificates of election received.	
Immanuel Church-on-the-Hill, Alexandria	Keith June*†	Delegate
	Ally Powell-Switaj*†	Delegate
	Mark Fearer*†	Delegate
Immanuel, Old Church, Mechanicsville	Alexander Wilson*	Delegate
	Mary Elmore†	Alternate
Kingston Parish, Mathews	Mary Chapman*†	Delegate
	Paul Gibson	Alternate
La Iglesia de Cristo Rey, Arlington	Norka Antelo*†	Delegate
La Iglesia de San Jose, Arlington	Sonia Sevilla*†	Delegate
La Iglesia de San Marcos, Alexandria	Gabriella Pineda*	Delegate
La Iglesia de Santa Maria, Falls Church	Maribel Meruvia*	Delegate
	Roberto Gonzales	Alternate
Leeds, Markham	Ursula Baxley*†	Delegate
	Pernille Brandt	Alternate
Little Fork, Rixeyville	Gaylene Laimbeer*	Delegate
	Mandi Dillon	Alternate
McIlhany Parish, Charlottesville	No certificates of election received.	
Meade Memorial, Alexandria	Thomas Jones	Delegate
	Nelson Greene, Jr.	Alternate
Meade Memorial, White Post	No certificates of election received.	
Olivet, Alexandria	Jeff Underwood*†	Delegate
Piedmont/Bromfield Parish, Madison	Sharon Hicks*†	Delegate
Pohick, Lorton	Donald Brownlee*†	Delegate
	Glenn Larkin*†	Delegate
	Russell Booth	Alternate
	Beth Altman	Alternate
St. Aidan's, Alexandria	Edward Boling*†	Delegate
	Mary Jane Guffey	Alternate
St. Alban's, Annandale	Moira Skinner*†	Delegate
	Nick Huskins*†	Delegate
St. Andrew's, Arlington	Tom Cassidy*	Delegate
	Ana White	Alternate

Members of the 226th Annual Convention

St. Andrew's, Burke	Alice Roerig*	Delegate
	Martha Turner	Alternate
St. Andrew's, Marshall	No certificates of election received.	
St. Andrew's, Mount Jackson	Marcia Brownfield*†	Delegate
St. Andrew's, Richmond	Denise Bennett*†	Delegate
	Kathryn Eskridge	Alternate
St. Anne's, Reston	Raymond Copson*†	Delegate
	Richard Geissler*†	Delegate
	Paul Jones*†	Delegate
	Christine Cameron	Alternate
	Angela Gray	Alternate
	Evan Gray	Alternate
St. Anne's Parish, Scottsville	Pam Townsend*†	Delegate
	Cecelia McGurk	Alternate
St. Asaph's, Bowling Green	No certificates of election received.	
St. Barnabas, Annandale	Katherine Westerlund*†	Delegate
	Elizabeth Harper	Alternate
St. Bartholomew's, Richmond	Jill Wood*†	Delegate
	Ruth Jones	Alternate
St. Christopher's, Springfield	Mark Ingebretsen*†	Delegate
	Mike Snyder*†	Delegate
	Donald Knox	Alternate
St. David's, Ashburn	Darren Prosper*	Delegate
	Philip Martin	Delegate
	H. Lillian Vogl*†	Alternate
St. David's, Aylett	Floranne Snyder*†	Delegate
	Denise Bagnall	Alternate
St. Dunston's, McLean	Elizabeth Lee*†	Delegate
	David Lindsay	Alternate
St. Francis, Great Falls	Scott Perkins*†	Delegate
St. Francis', Manakin Sabot	Richard Lloyd*†	Delegate
	Richard Walter	Alternate
St. Francis Korean, McLean	Yong-Sil Kim	Delegate
St. Gabriel's/San Gabriel, Leesburg	Clair (Chuck) Mitchell*†	Delegate
St. George's, Arlington	Donald George*†	Delegate
	Nina Janopaul*†	Delegate
	Michael Woods	Alternate
	Eliza Lowe	Alternate
St. George's, Fredericksburg	Jack Farrington, III*†	Delegate
	Jessica Atkinson*†	Delegate
	Anne Beals*†	Delegate
	Craig Raines	Alternate
	Jeanette Cadwallender	Alternate
	Casey Hu	Alternate
St. George's, Stanley	No certificates of election received.	
St. James', Leesburg	Dorothy Brannock*†	Delegate
	George Garlick*	Delegate
	Trudy Gross	Alternate
St. James, Louisa	Sharon Boivin*†	Delegate
	Linda Barnett	Alternate
St. James', Montross	David Johnson	Delegate
	Bonnie Chandler*†	Alternate

St. James', Warrenton	Aileen Laing*	Delegate
	George Burgwyn	Alternate
St. James the Less, Ashland	William Harrison, III*†	Delegate
	Ian Sutton	Alternate
St. James', Mt. Vernon, Alexandria	Michael Morgan*	Delegate
	David Batcheller	Alternate
St. James's, Richmond	Thomas Baker*	Delegate
	Michael Smith*†	Delegate
	Robert Reed*	Delegate
	Wilson Trice*†	Delegate
	Richard Rumble	Delegate
	M. Pierce Rucker, II*	Delegate
	F. Willson Craigie*†	Alternate
	Laura McCoy†§	Alternate
St. John's, Arlington	Debbie Carter	Delegate
	Cassandra Winger†§	Alternate
St. John's, Centreville	Walter Cooner*†	Delegate
	Robert Faithful	Alternate
St. John's, Columbia	Leanora Johnson	Delegate
	Melanie Mitchell	Alternate
St. John's, King George	Linda Kramer*	Delegate
	Nancy Roan Grapes	Alternate
St. John's, McLean	James Howell*	Delegate
	Margaret Keller*	Delegate
	Kevin Swanson*	Delegate
	Margaret Vanderhye	Alternate
St. John's, Richmond	Susan White*	Delegate
	Mary DeVoe	Alternate
St. John's, Tappahannock	Wanda Musselman*†	Delegate
	Susan Fogg	Alternate
St. John's, Warsaw	Mark Jenkins*†	Delegate
St. John's, West Point	Frank Herrin*†	Delegate
	Martha Edwards	Alternate
St. John-the-Baptist, Charlottesville	No certificates of election received.	
St. Luke's, Remington	No certificates of election received.	
St. Luke's, Simeon, Charlottesville	Joanne Rawls*	Delegate
St. Luke's, Alexandria	Robert Lamb*†	Delegate
	George Omohundro	Alternate
St. Margaret's, Woodbridge	Winnie Gilmore*†	Delegate
St. Mark's, Alexandria	James Bailes*†	Delegate
	David Walton	Alternate
St. Mark's, Richmond	Denis Riva*	Delegate
	Ryn Kennedy†	Alternate
St. Martin's, Richmond	David Mix*†	Delegate
St. Mary's, Arlington	Mike Gilliland*	Delegate
	John Keith*†	Delegate
	Dianne Simmons*†	Delegate
	Dennis Carter-Chand*†	Delegate
	Rebecca Wueste*†	Delegate
St. Mary's, Berryville	Edwina Mason*†	Delegate
	Maurita Powell	Alternate
St. Mary's, Colonial Beach	Beth Peed*†	Delegate
St. Mary's, Goochland	No certificates of election received.	

Members of the 226th Annual Convention

St. Mary's, Fleeton, Reedville	No certificates of election received.	
St. Mary's, Whitechapel, Lancaster	Jane Fortin*† William Pennell	Delegate Alternate
St. Matthew's, Richmond	No certificates of election received.	
St. Matthew's, Sterling	Fred Brittain Neil McPhie† Susannah Harding*† Tom Leary Barbara Thomas Candice Timmons	Delegate Delegate Delegate Alternate Alternate Alternate
St. Michael's, Arlington	Terry Katon*† Mary Cushing	Delegate Alternate
St. Patrick's, Falls Church	Victoria Kennedy* Joe Hiller	Delegate Alternate
St. Paul's, Alexandria	Karen Grane*† Larry Campbell*† Robert Long David Brown Heidi Schneble* Cindy Brack*† Andrew Blair*† Cathy Sachs Carole Clyod Dale Clyod James Norman Robert Steventon†§	Delegate Delegate Delegate Delegate Delegate Delegate Alternate Alternate Alternate Alternate Alternate Alternate Delegate
St. Paul's, Hanover	No certificates of election received.	
St. Paul's, Haymarket	Kelly Carson*† David Carson	Delegate Alternate
St. Paul's, Ivy	Kyle Enfield* Karen Smith	Delegate Delegate
St. Paul's, Miller's Tavern	Lucy Baker*† Estie Thomas	Delegate Alternate
St. Paul's, Richmond	Sheena MacKenzie* Christopher West	Delegate Alternate
St. Paul's, West Point	No certificates of election received.	
St. Paul's Memorial, Charlottesville	Steve Bevis*† Lara Hall*† Jennifer Minetree William Taylor	Delegate Delegate Alternate Alternate
St. Paul's on-the-Hill, Winchester	W. Robert Lovan*†	Delegate
St. Paul's, Bailey's Crossroads	Gregory King* David Wright†§	Delegate Alternate
St. Paul's, Ingham, Shenandoah	No certificates of election received.	
St. Paul's, Nomini Grove, Warsaw	Maria Clark† Linda Hutt*	Delegate Alternate
St. Paul's, King George	Stephanie Hanchey* Gayle Hock	Delegate Alternate
St. Peter's, Arlington	Kathleen O'Neill*† William Montgomery*† Patric Link*† Susan Bentley	Delegate Delegate Delegate Alternate

Members of the 226th Annual Convention

St. Peter's, New Kent	Matt Danielson*	Delegate
St. Peter's, Port Royal	Tucker Fisher*†	Delegate
	Elizabeth Heimbach	Alternate
St. Peter's, Richmond	Ronald Carey*†	Delegate
St. Peter's, Purcellville	Jeremiah Lorrig	Delegate
St. Peter's in the Woods, Fairfax Station	Susan Lee-Merrow*†	Delegate
	Marilyn Weischenbach	Alternate
St. Peter's, Oak Grove	Cyrus Murphy†	Delegate
	Tom Smallwood	Alternate
St. Philip's, Richmond	Thomas Beatty*†	Delegate
	Kenneth Anderson	Alternate
St. Stephen's, Catlett	Leslie Cox*	Delegate
	Ten Anders	Alternate
St. Stephen's, Culpeper	Philip Surber, Sr.*	Delegate
	Amy McCabe†	Alternate
St. Stephen's, Heathsville	Mary Palmer Legare*†	Delegate
	Sandra Kirkpatrick	Alternate
St. Stephen's, Richmond	Auguste Bannard*†	Delegate
	Allison Koschak*†	Delegate
	Michael Koschak	Delegate
	James Price*	Delegate
	Alison Fauls	Delegate
	Alphonzo Ivey, III*†	Delegate
	Blair Nelsen	Delegate
St. Stephen & the Good Shepherd, Elkton	No certificates of election received.	
St. Thomas, McLean	Stephen Wickman*†	Delegate
St. Thomas's, Orange	Barry Barr*	Delegate
	Graham Barton†	Alternate
St. Thomas', Richmond	Radcliffe Burt*	Delegate
	N. Lane Lenzi	Alternate
St. Timothy's, Herndon	Sandra Wright*	Delegate
	Robert Beury, Jr.*	Delegate
	Carolyn Hamm	Alternate
Trinity, Arlington	Elizabeth Lofgren*†	Delegate
	Joy Warburton	Alternate
Trinity, Charlottesville	Stephanie Commander*†	Delegate
	Amy Griffith	Alternate
Trinity, Fredericksburg	Lois Clingenpeel*†	Delegate
	Rosemary Arneson	Alternate
Trinity, Lancaster	Frances Callaghan*†	Delegate
	Christine Cammarata	Alternate
Trinity, Manassas	Teresa Anderson	Delegate
	John McCracken*†	Delegate
	Jeffrey Schneider*†	Delegate
	Pamela Cribbs	Alternate
	Rachel Strohman	Alternate
Trinity, Upperville	Rebecca Hoecker	Delegate
	James Hoecker	Alternate
Trinity, Washington	Carolyn Emerick*†	Delegate
Varina, Henrico	William Brooks*†	Delegate
Vauter's, Champlain	Margaret Hester*	Delegate

Members of the 226th Annual Convention

Ware, Gloucester	Virginia Roane*†	Delegate
Westover Church, Charles City	Kathy Whitbeck*	Delegate
	Hunt Whitbeck	Alternate
Wicomico Parish Church, Wicomoco Church	No certificates of election received.	

Lay Members *Ex Officio*

** Indicates attended 226th Annual Convention.*

† Indicates attended the 2021 Special Convention to Pass the Budget.

Indicates delegates completed their terms between conventions and therefore were delegates to the 226th Convention only.

§ Indicates delegates were elected between conventions and therefore were delegates to Special Convention only.

*If no * or †, the member did not attend either convention.*

<i>Position</i>	<i>Name</i>	<i>Church</i>	
Chancellor	J.P. Causey*†	St. John's, West Point	
Collegiate Delegate	Maeve Costello*	George Mason University, Delegate	
	Rebecca Shannon*†	James Madison University, Delegate	
	Kaelie Jager**†	James Madison University, Alternate	
	Elizabeth Eareckson*	University of Virginia, Delegate	
	Sophie Gibson*†	University of Virginia, Alternate	
	Anne Penrod*†	Virginia Commonwealth University, Delegate	
	ECW President	Cindy Helton*†	St. George's, Fredericksburg
	Executive Board	Garway Bright†§	Christ Church, Glen Allen
		Karl Colder†§	St. David's, Ashburn
		Mary Ann Cowherd*†	St. Stephen's, Culpeper
Cheryl Groce-Wright†§		Holy Comforter, Richmond	
Sergio Gutierrez†§		La Iglesia de Santa Maria, Falls Church	
Roger Inger*‡		St. Paul's on-the-Hill, Winchester	
Sandy Kirkpatrick†§		St. Stephen's, Heathsville	
Bruce LeLacheur*‡		Grace, The Plains	
Barbara McMurry†§		Grace, Keswick	
Ken Royston*†		Christ Church, Glen Allen	
Jack Schick*‡		St. Peter's, Arlington	
Bob Steventon*‡		St. Paul's, Alexandria	
Preston Sudduth		St. George's, Stanley	
Alda White†§		Trinity, Fredericksburg	
Standing Committee		Jessica Atkinson†§	St. George's, Fredericksburg
		Ashley Cameron*	St. Mary's, Goochland
		Deborah Gandy*†	St. Mary's, Arlington
		Diane Miller*	St. Timothy's, Herndon
		Christie Thomas*†	St. Paul's Memorial, Charlottesville
	Steve Walker*‡	Cople Parish, Hague	
	Diane Wright*‡	St. Mary's, Arlington	
Margaret Woody†§	St. Thomas, Richmond		

Regional President

Alexandria Region	Susan Hahn*†	Christ Church, Alexandria
Arlington Region	Peter Wehmann*	St. Andrew's, Arlington
Central Richmond Region	Mickie Jones†	St. Mark's, Richmond
Charlottesville Region	Barbara McMurray*‡	Grace, Keswick
Culpeper Region	Cady Soukup*†	Trinity, Washington
Fredericksburg Region	Harry Dickinson*†	Trinity, Fredericksburg
North Fairfax Region	June Harper*†	Holy Comforter, Vienna
North Richmond Region	George Spagna*†	St. James the Less, Ashland
Northern Neck Region	Becky Marks*‡	North Farnham, Farnham
	Linda Hutt†§	St. Paul's, Nomini Grove
Northern Piedmont Region	Janet Lyman*‡	Christ Church, Lucketts
	Bruce LeLacheur†§	Grace, The Plains
Potomac Region	Scott Caulkins*†	Olivet, Alexandria
So. Shenandoah Valley Region	Helen Penrod*†	Emmanuel, Harrisonburg
South Fairfax Region	Cindy McLaughlin*†	St. Barnabas, Annandale
Upper Tidewater Region	Mary Galloway*	Ware, Gloucester
West Richmond Region	Tom Crockett*	Christ Church, Glen Allen
Winchester Region	Nadine Pluchinsky*†	Grace, Berryville
Youth Delegate	J. Brendan Wommack*†	Alexandria Region, Delegate
	Hannah Rees*	Charlottesville Region, Delegate
	Noah Nye*	Culpeper Region, Delegate
	Summer Garcia†	Northern Piedmont Region, Delegate
	Maeve Korengold*†	Potomac Region, Delegate
	Ariyanna Watts	Potomac Region, Alternate
	Kaelie Jager*†	So. Shenandoah Region, Delegate

Committees of Convention

Committee on Budget

The Rev. Andrew Moore, St. Andrew's, Richmond, Chair

Mr. Jack Schick, St. Peter's, Arlington
The Rev. Barbara Marques, St. John's, West Point
Mr. Bob Steventon, St. Paul's, Alexandria
The Rev. David Lucey, St. Francis, Great Falls
The Rev. Jay Morris, Aquia, Stafford
The Rev. Chris Miller, Immanuel, Old Church, Mechanicsville

Committee on Constitution & Canons

Mr. J.P. Causey, Jr., St. John's, West Point, Chair

The Rev. Kim Coleman, Trinity, Arlington
Mr. Tom Baker, St. James's, Richmond
Ms. Elizabeth Faga, Church of the Resurrection, Alexandria
The Rev. Charles Cowherd, Good Shepherd, Burke
Mr. Thomas Beatty, St. Philip's, Richmond
The Rev. Kristin Wickersham, St. Peter's, New Kent

Committee on Credentials

Ms. Terry Long, Holy Comforter, Richmond, Chair

Mr. Bruce LeLacheur, Executive Board Member
The Rev. Chuck McCoart, Emmanuel, Alexandria

Committee on the Journal

Mr. Mark Eastham
Ms. Nancy Chafin
Ms. Erin Monaghan Kamran

Committee on Related Organizations

The Rev. Emily Krudys, Church of Our Saviour, Montpelier, Chair

Mr. James Bailes, St. Mark's, Alexandria
The Rev. Kathleen Murray, Beckford Parish, Mt. Jackson & Woodstock

Committee on Resolutions

The Rev. Deacon Katherine Ferguson, La Iglesia de Santa Maria, Falls Church, Chair

Mr. Russ Randle, Christ Church, Alexandria

Ms. Sharon Boivin, St. James, Louisa

Dr. George Spagna, Regional President, North Richmond Region

The Rev. Will Packard, St. Andrew's, Burke

The Rev. Marlene Forrest, St. Philip's, Richmond

The Rev. Daniel Velez-Rivera, St. Gabriel's/San Gabriel, Leesburg

Mr. Ron Carey, St. Peter's, Richmond

List of Clergy in Order of Reception into Canonical Residence

List of Clergy of the Diocese of Virginia in Order of Reception into Canonical Residence

As of 12/31/2020

<i>Bishops</i>	<i>Date of Consecration</i>	<i>Received from</i>	
Lee, Peter James	5/19/84	North Carolina	
Matthews, F. Clayton	9/11/93	East Carolina	
Jones, David C.	6/24/95	Virginia	
Johnston, Shannon S.	5/26/07	Mississippi	
Gulick, Jr., Edwin F.	4/17/1994*	Kentucky	*Transferred 1/1/2011
Goff, Susan E.	7/28/12	Virginia	
Brooke-Davidson, Jennifer	7/29/17*	West Texas	*Transferred 11/1/2019
<i>Priests/Deacons</i>	<i>Date of Reception/Ordination</i>	<i>Received from/ Ordained in Virginia</i>	
Frank, William G.	5/20/54	Kentucky	
Marshall, McAlister C.	5/16/57	Ordained	
Van Scoyoc, Gardner W.	6/13/58	Ordained	
Brown, III, W. Hill	11/24/62	Ordained	
Aiken, Jr., Charles D.	6/15/63	Ordained	
Harris, Carl B.	1/1/65	Washington	
Wood, Hunter H.	6/12/65	Ordained	
Campbell, Benjamin P.	11/12/66	Ordained	
Stribling, Jr., Jess H.	1/1/67	Washington	
Dickey, Jr., Robert W.	1/1/69	Delaware	
La Rue, Howard A.	10/1/69	Southern Virginia	
Sydnor, Jr., Charles R.	6/20/70	Ordained	
Wandall, Frederick S.	9/1/70	Southwestern Virginia	
Dols, William L.	4/2/72	Massachusetts	
Praktish, Carl	4/15/72	Ordained	
Prior, Randall L.	10/6/72	Central Gulf Coast	
Coffey, E. Allen	5/26/73	Ordained	
Hobson, III, Jennings W.	5/26/73	Ordained	
Hodge, Vincent S.	5/26/73	Ordained	
Myers, William F.	11/1/73	Central New York	
Wyer, George W.	2/27/74	South East Florida	
Prichard, Robert W.	5/24/74	Ordained	
Bayfield, Ralph W.	12/10/74	Pennsylvania	
Morton, III, W. Brown	1/15/75	Convocation of Episcopal Churches in Europe	
Dols, Timothy W.	4/1/75	Maryland	
Smith, John M.	9/2/75	North Carolina	
Thomas, John A.	5/13/76	Ordained	
Worthington, Jr., Daniel O.	5/22/76	Ordained	
Turnbull, Malcolm E.	6/4/77	Southwestern Virginia	
Biddle, III, Craig	8/1/77	Connecticut	
Poist, David H.	9/1/77	Maryland	
White, Harold N.	9/13/77	West Virginia	
Jones, David C.	1/1/78	West Virginia	
Klam, Warren P.	6/16/78	Ordained	
Brake, Mary W.	8/18/78	Ordained	
Knight, David H.	10/15/78	Western Massachusetts	

Clergy of the Diocese in Order of Reception

McCusker, III, Thomas B.	4/6/79	Pittsburgh
Hergenrather, Lynda S.	6/23/79	Ordained
Holliday, C. Thomas	6/23/79	Ordained
Stewart, J. Bruce	9/4/79	Newark
Matthews, F. Clayton	1/1/80	East Carolina
Okrasinski, Ronald S.	2/6/80	Ordained
Kettlewell, Paula S.	6/14/80	Ordained
Taylor, Gregory B.	7/18/80	Ohio
Lee, David E.	1/26/81	Michigan
Kunz, Jr., Andrew G.	5/15/81	Missouri
Merrow, Andrew T. P.	6/7/81	Ordained
Goff, Susan E.	6/23/81	Newark
Hallock, Jr., Harold H.	9/1/81	Tennessee
Ward, Edwin M.	9/10/81	Connecticut
Miller, John E.	12/12/81	Ordained
Bryan, Jonathan R.	6/9/82	Ordained
Stribling, Anna J.	6/9/82	Ordained
Carter, J. Currie M.	6/15/82	Southern Virginia
Windel, Marian K.	6/28/82	Washington
Reiners, Jr., Alwin	11/20/82	Missouri
Horne, Martha M. J.	6/11/83	Ordained
Maycock, Roma W.	6/11/83	Ordained
Rutter, Deborah W.	8/6/83	Pittsburgh
Gray, Peter H.	9/1/83	Western Michigan
Milliken, Jean L.	12/12/83	Atlanta
Johnston, Philip G.	1/1/84	Lexington
Blair, Jr., Thom W.	2/1/84	Missouri
Mohn, Michael	3/1/84	Western North Carolina
Hetherington, Robert G.	5/11/84	Western New York
Lee, Peter James	5/19/84	North Carolina
Phipps, Jr., Robert S.	7/1/84	Texas
Chippis, Kathleen D. M.	7/25/84	Ordained
Trumbore, Frederick R.	10/12/84	Central Florida
Elder, Robert M.	3/13/85	Maryland
Tedesco, Robert L.	8/22/85	Ordained
Lubelfeld, Nicholas P. N.	3/31/86	Michigan
Manson, Anne L. Y.	6/11/86	Ordained
Friend, Robert D.	1/1/87	Maryland
Seiler, Jeffrey H.	1/15/87	Maine
Wells, Jr., William S.	2/15/87	North Carolina
Schaller, Jr., Warren A.	2/17/87	Minnesota
Epes, Gail E. A.	6/13/87	Ordained
Gustin, Peter R.	6/13/87	Ordained
Gray, Bruce A.	6/22/87	Albany
Davis, Alice D.	9/13/87	Maryland
Webb, III, Joseph T.	5/12/88	Maryland
Wood, Stuart C.	6/18/88	Ordained
Mansella, Thomas G. A.	3/1/89	Argentina/Uruguay
Cangialosi, Grace L.	6/10/89	Ordained
Turner, Linnea S.	6/10/89	Ordained
Malm, Robert H.	6/15/89	New Hampshire
Hearn, Roger D.	1/1/90	Easton

Clergy of the Diocese in Order of Reception

Schadt, Stuart E.	2/1/90	Texas
Morales, Roberto	2/25/91	New York
Maypole, Sara J. Chandler	12/1/91	Connecticut
Walsh, Ruth D.	12/10/91	Ordained
Eaves, Susan N.	12/12/91	Ordained
Alley, Charles D.	1/21/92	Alabama
Papile, James A.	6/13/92	Ordained
Strasser, Gabor	6/13/92	Ordained
Winchell, Ronald S.	7/6/92	Utah
Jackson, Brad L.	11/23/92	Kansas
May, David H.	6/12/93	Ordained
Klemmt, Pierce W.	1/1/94	West Missouri
Rundlett, Bradford A.	1/1/94	Maryland
Hunter, Jr., H. Miller	2/1/94	Alabama
Huynh, Tinh T.	6/11/94	Ordained
Mullaly, Jr., Charles F.	6/11/94	Ordained
Peacock, Joan L.	6/11/94	Ordained
Woodruff, Karen B.	6/11/94	Ordained
Kempell, Jr., Howard F.	7/1/94	Massachusetts
Lord, Richard A.	8/15/94	Connecticut
Fishwick, Jeffrey P.	1/1/95	South Carolina
Ohmer, John R.	1/23/95	Indianapolis
Eaves, Lindon J.	1/27/95	Oxford, UK
Ritchie, Anne Gavin	6/19/95	Washington
Hammond, James A.	6/27/95	Easton
Krejci, Scott	7/31/95	Michigan
Greenwood, April Trew	10/10/95	Rhode Island
Rice, Jr., John F.	11/1/95	Massachusetts
Wade, Stephen H.	11/1/95	Massachusetts
Moore, Melvin L.	11/27/95	Ordained
Merritt, Claudia W.	5/22/96	North Carolina
Wayland, David F.	5/25/96	Southern Ohio
Parker, Betsee	7/31/96	Massachusetts
Hortum, John D.	9/8/96	Received, Roman Catholic Church
Miller, Jr., Edward O.	10/18/96	Massachusetts
Hancock, Carol	11/22/96	Upper South Carolina
Spigner, Charles B.	11/22/96	Upper South Carolina
Packard, Laurence K.	1/1/97	Atlanta
Faeth, Margaret A.	1/7/97	Ordained
Jackson, C. Thomas	1/14/97	West Texas
Dunlap, G. Edward	1/25/97	Eastern Carolina
Crocker, Ronald	3/18/97	Rhode Island
Burk, William H.	5/5/97	Northern California
Levy, Sandra	5/30/97	Southwestern Virginia
Thompson, Carla E.	6/14/97	Ordained
Rahm, Kent	7/11/97	Long Island
Weatherly, John A.	7/15/97	East Carolina
deGavre, Susan W.	8/16/97	Pennsylvania
Schellenberg, Roger	9/1/97	Western Massachusetts
Parkinson, Caroline S.	9/18/97	Washington
Sturges, Kathleen M.	10/15/97	Olympia
Hummel, Thomas C.	12/26/97	Newark

Clergy of the Diocese in Order of Reception

Cobb Anderson, Vienna	1/26/98	Washington
Caldwell, George M.	6/13/98	Ordained
Simmons, IV, Thomas W.	6/13/98	Ordained
Thomson, Jacqueline C.	6/13/98	Ordained
Birnbaum, Rachelle E.	6/15/98	Arkansas
Weiler, William L.	1/22/99	Upper South Carolina
Murphy, Jo-Ann	1/26/99	Newark
Keill, David	6/14/99	New Jersey
McDonald, Janet S.	6/19/99	Ordained
Baker, John M.	8/31/99	West Tennessee
Gibson, Webster	10/1/99	Southern Virginia
Warder, Oran E.	1/15/00	Delaware
Han, Valentine	2/1/00	Korea
Pollock, Margaret C. F.	3/29/00	Honduras
Smith, Hilary B.	6/24/00	Ordained
Webb, Pamela	7/1/00	Southern Virginia
Newcomb, Deborah J.	9/8/00	Maryland
Hollerith, Melissa K.	12/1/00	Georgia
Lainson, Vinnie	12/7/00	Ordained
Kiblinger, Charles E.	12/28/00	Colorado
Huntington, Frederic D.	1/1/01	South East Florida
Wheeler, Elisa D.	5/10/01	Washington
Coleman, Kim L.	6/23/01	Ordained
Fichter, Jr., Richard E.	6/23/01	Ordained
Hawkins, Linda	6/23/01	Ordained
Sheehan, John	6/23/01	Ordained
Skala, Kira	6/23/01	Ordained
Piver, Jane	8/23/01	East Carolina
Lockey, Laura	9/11/01	Mississippi
Baker, Rhonda W.	10/1/01	Chicago
Binder, Donald	10/1/01	Dallas
Dickson, Patricia	11/17/01	Ordained
Andres, Anthony	1/1/02	Indiana
Merola, C. Robert	1/1/02	Central Florida
Gray, Michael	1/7/02	Southeast Florida
Inscoc, Laura	6/15/02	Ordained
Shepherd, Stephen	6/15/02	Ordained
Iswariah, James	8/6/02	Perth, Australia
Rowles, S. Paul	10/5/02	Ordained
Phillips, Craig A.	10/21/02	Pennsylvania
Haddix, Jr., Theodore	11/11/02	Restored
Millner, Jr., Bollin	2/17/03	North Carolina
Sonderegger, Katherine	4/11/03	Vermont
Murphy, Diane G.	6/14/03	Ordained
Neville-Reeder, Robyn	6/14/03	Ordained
Proctor, Judith H.	7/25/03	Missouri
Howell, S. Caitlin	8/21/03	Maine
Spangler, Haywood B.	10/7/03	Western New York
Agnew, Christopher M.	11/1/03	Delaware
Queen, William L.	11/6/03	Southern Virginia
Brenneis, Michael	1/14/04	Ordained
Harman, Torrence M.	1/14/04	Ordained

Clergy of the Diocese in Order of Reception

Turner, Anne M.	1/28/04	Washington
Sutor, Jack	4/15/04	West Virginia
Hutchson, Lee	5/14/04	Florida
White, Ellen	6/1/04	Southwestern Virginia
Johnson, Candine	6/26/04	Ordained
Kimball, Jennifer	6/26/04	Ordained
Morris, Jay	6/26/04	Ordained
West, Hillary T.	6/26/04	Ordained
Walker, Paul N.	7/1/04	Alabama
Cavanaugh, Sean	9/8/04	Atlanta
Hayes, C. Thomas	9/21/04	Central New York
Wood, Sarah A.	11/22/04	Ordained
Barr, Jane W.	12/1/04	Central Pennsylvania
Swann, Catherine W.	12/2/04	Southern Virginia
Gaventa, Sarah Kinney	6/18/05	Ordained
Martens, Ann	6/18/05	Ordained
Staley, Mary	6/18/05	Ordained
Willis, Barbara	6/18/05	Ordained
Jones, Gary D.	8/31/05	West Tennessee
Stoddart, David	9/29/05	Western Massachusetts
Gonzalez del Solar, Mario	12/22/05	Southern Virginia
Campbell, Catherine	1/4/06	Northern California
Andersen, Paul J.	1/10/06	Western Massachusetts
Andrews, Pati Mary	1/16/06	Upper South Carolina
Geddes, Douglas	2/1/06	Southern Virginia
Carroll, Diane P.	5/10/06	Southern Virginia
Becker, Robert A.	6/24/06	Ordained
Hinson, Michael B.	6/24/06	Ordained
Peyton, William P.	6/24/06	Ordained
Wellford, Eleanor L.	6/24/06	Ordained
Strawbridge, Jennifer	6/29/06	Southwestern Virginia
Cadaret, J. Michael	7/6/06	Florida
Shankles, Jeffrey	8/28/06	Idaho
Sachs, William	9/15/06	Connecticut
Rahn, Gaynelle M.	10/31/06	Western Massachusetts
Tollison, Ann B.	11/8/06	Upper South Carolina
Cirillo, James H.	12/1/06	Pennsylvania
Johnston, Shannon S.	5/26/07	Mississippi
Banse, Robert L.	6/16/07	Ordained
Han, Heewoo Daniel	6/16/07	Ordained
Holland, C. Lynn	6/16/07	Ordained
Holloway-Ponsodolt, Megan L.	6/16/07	Ordained
Marques, Barbara B.	6/16/07	Ordained
Norton, Marlee	6/16/07	Ordained
Rees, Elizabeth	6/16/07	Ordained
McKenzie, Jennifer	10/15/07	Washington
Weiher, Joie C.	12/12/07	Texas
Markham, Ian S.	1/23/08	Connecticut
Hutton, Linda V.	1/24/08	Northern Indiana
Beatty, Stephan P.	3/8/08	New Jersey
Brown, Mary Kay	5/24/08	Ordained
Tibbetts, Catherine J.	5/24/08	Ordained

Clergy of the Diocese in Order of Reception

vanBaars, Sven L.	5/24/08	Ordained
Niemeyer, J. David	6/7/08	Received, Roman Catholic Church
Eberle, William	1/1/09	Central Pennsylvania
Jenkins, Kathryn	5/4/09	Southern Virginia
Montgomery, Jennifer	6/3/09	Central New York
Pulimootil, Cherian	6/6/09	Ordained
Thorpe, Mary	6/6/09	Ordained
Beales, Rosemary	8/20/09	Maryland
Gillespie, Ann	9/16/09	Los Angeles
Kane, E. Ross	11/14/09	Ordained
McIntosh, Justin	11/14/09	Ordained
Coupland, Geoffrey	12/8/09	West Virginia
Paradine, Philip	1/18/10	Southwestern Virginia
Asonye, Collins	3/29/10	Ohio
Clark, Constance	4/30/10	Wyoming
Hicks, Catherine	6/5/10	Ordained
Weierbach, Cornelia	6/5/10	Ordained
Witt, Anne Lane	6/5/10	Ordained
Bailey, B. Cass	6/17/10	Hawaii
Smith, David	7/6/10	Southern Virginia
Gulick, Jr., Edwin F.	1/1/11	Kentucky
Martinez-Jantz, Jeanie	1/10/11	Southeast Florida
Mattia, Joan	2/1/11	Florida
Ambrose, Barbara	2/5/11	Ordained
Hager, Marty	2/5/11	Ordained
Murphy, Linda	2/5/11	Ordained
Bryant, Katherine	2/10/11	New York
Willms, Ann Bagley	2/23/11	East Carolina
Williams, Shearon	3/25/11	Washington
Mattia, Louis	3/28/11	Florida
Rousseau, Sean	4/3/11	Received, Roman Catholic Church
Choi, Young Kwon	6/4/11	Ordained
Guin, Kathy	6/4/11	Ordained
Jones, Herbert	6/4/11	Ordained
Kelly, Tracey	6/4/11	Ordained
Wilmer, Amelie	6/4/11	Ordained
Brock, Charles	6/7/11	Olympia
Pickering, William	7/26/11	Connecticut
Hendrickson, Thomas	10/11/11	Connecticut
Orihuela, Roberto	11/20/11	Received, Roman Catholic Church
Forti, K. Nicolas	11/21/11	Southern Virginia
Garcia, Christine	2/11/12	Ordained
Garza, Frederico	2/11/12	Ordained
Liles, Eric J.	3/26/12	Alabama
McConnell, Theodore H.	5/30/12	East Carolina
Belser, Jo	6/2/12	Ordained
Cochran, Laura	6/2/12	Ordained
Crosby, David	6/2/12	Ordained
Ramey, B. Cayce	6/2/12	Ordained
Steffensen, Leslie	6/2/12	Ordained
Limburg, Megan	6/9/12	Ordained
Morris, Robert	6/9/12	Ordained

Clergy of the Diocese in Order of Reception

Dunks, Andrew	7/31/12	Southwestern Virginia
Velez-Rivera, Daniel	11/2/12	Massachusetts
Silcox, Jr., James H.	11/27/12	Southeast Florida
Hooker, Alan B.	12/19/12	Southern Virginia
Shelton, Benson E.	1/22/13	Southwestern Virginia
McCoart, Charles C.	2/9/13	Received, Roman Catholic Church
Beane, Emmetri M.	2/23/13	Ordained
Connors, Carey Dougherty	2/23/13	Ordained
Hanback, Holly	2/23/13	Ordained
Higgins, IV, Harrison	2/23/13	Ordained
Jones, Edward W.	2/23/13	Ordained
Thomas, Kathryn	2/23/13	Ordained
Wilmoth, Dan	2/23/13	Ordained
Maas, Benjamin W.	3/5/13	Kentucky
Truitt, Ann	6/8/13	Ordained
Barker, Gary J.	6/11/13	Southern Virginia
Higgins, Jeffrey	7/27/13	Ordained
Maher, John F.	8/1/13	Arizona
Sullivan, Rosemary G.	9/25/13	Washington
Melton, Brent A.	10/8/13	East Carolina
McKinney, Catherine R.	11/4/13	Southern Virginia
Hayes, Valerie J.	11/25/13	Southern Virginia
Smith, G. Miles	11/25/13	Western North Carolina
Wigner, J. Douglas	11/27/13	Southwestern Virginia
Alexander, Jr., J. Randolph	1/23/14	New York
Feather, Mark R.	1/23/14	Kentucky
Tomlinson, Elizabeth	2/22/14	Ordained
Davis, Judith	6/7/14	Ordained
Keeler, Elizabeth	6/7/14	Ordained
LeCouteur, Eugene	6/7/14	Ordained
Correll, Ruth E.	7/14/14	Pittsburgh
White, Dorothy A.	9/13/14	Ordained
Peel, Margaret	12/2/14	Tennessee
Hensley, Joseph H. Jr.	1/21/15	North Carolina
MacDonald, Susan	3/19/15	West Virginia
Tomlin, Kyle	6/5/15	Pennsylvania
Ivatts, Justin	6/6/15	Ordained
Miller, Christopher	6/6/15	Ordained
Pratt, Grace King	6/6/15	Ordained
Samilio, Jamie S.	6/6/15	Ordained
Shellito, John	7/22/15	New Hampshire
Nash, Penny	10/10/15	Southern Virginia
Smith Graham, Shirley	10/26/15	Southern Virginia
Dunevant, Emily	11/21/15	Ordained
Roberts, William	11/21/15	Ordained
Hartzell, Susan	12/3/15	New York
Lucey, David	1/21/16	Rhode Island
West, Anne	2/16/16	West Virginia
Curtis, David	4/16/16	Ordained
Gunn, Sally	4/16/16	Ordained
Klenzmann, Joseph	4/16/16	Ordained
Lee, Grace	4/16/16	Ordained

Clergy of the Diocese in Order of Reception

Lewallen, Theresa	4/16/16	Ordained
Rickenbaker, Rachel	6/11/16	Ordained
Hall, John C. N.	8/19/16	Southwest Florida
Reinholz, Andrew	9/1/16	Bethlehem
Streever, Hilary	10/3/16	Southwestern Virginia
Goldsborough, Charles	11/29/16	Central Gulf Coast
Rowell Brown, Emily	1/10/17	Alabama
Reinholz, Kimberly	1/19/17	Bethlehem
York-Simmons, Noelle	1/23/17	Atlanta
Razzino, Robin	1/25/17	Washington
Gandiya, Lee	1/26/17	England
Thomas, Marilu J.	2/1/17	Received, Evangelical Church of America
Bascom, Joshua C.	6/10/17	Ordained
Dougherty, Katherine	6/10/17	Ordained
Packard, William	6/10/17	Ordained
Rhodes, Matthew	6/10/17	Ordained
Belanger, Fanny	7/16/17	Convocation of Episcopal Churches in Europe
Gardner-Smith, Francine	9/12/17	California
Mathews, Edward Weston	9/18/17	Southwestern Virginia
Mendoza, Christine Love	10/5/17	Texas
Bardusch, Richard E.	10/31/17	Massachusetts
McCard, John	10/31/17	Atlanta
Warren, Heather	11/28/17	North Carolina
Murray, Kathleen	11/29/17	New Jersey
Hughes, James Anthony	12/10/17	Received, Roman Catholic Church
Rickenbaker, James	12/15/17	East Carolina
Kaval, Lura	1/4/18	Maryland
Franklin, Elizabeth Magill	1/18/18	Texas
Brion, Theresa M.	1/22/18	Maryland
Moughty, Kelly	1/23/18	Maine
Brockenbrough, Sarah	3/12/18	Southern Virginia
McGehee, Stephen	5/15/18	Upper South Carolina
Hogg, John Edwin	6/2/18	Ordained
Cowherd, Charles Robison	6/9/18	Ordained
Forrest, Marlene Eudora	6/9/18	Ordained
Krudys, Emily Judin	6/9/18	Ordained
Lenow, Joseph Earl	6/9/18	Ordained
Steadman, Darren Franklin	6/9/18	Ordained
Walker, Seldon Matthew	6/9/18	Ordained
Widlake, Dina Elaine	6/9/18	Ordained
Strand, Jon	7/18/18	Massachusetts
Moberly, Paul	7/31/18	Vermont
Edwards, Whitney Z.	9/4/18	Connecticut
Parnell, Scott D.	9/11/18	West Texas
Moore, Andrew York	9/13/18	West Tennessee
Wright-Pruski, Dorota	9/18/18	Milwaukee
Szobota, Nicholas S.	9/21/18	Maryland
Augustine, Anne Logan	9/29/18	Ordained
Elliott, Lawrence	9/29/18	Ordained
Ferguson, Katherine V.	9/29/18	Ordained
Hunt, Karla Westfall	9/29/18	Ordained
Baggett, Heather Kathleen	10/23/18	North Dakota

Clergy of the Diocese in Order of Reception

Price, Sarah Kye	11/10/18	Ordained
Miller, Sara Holland Taylor	12/20/18	Texas
Haight, Margaret Ann	1/10/19	Albany
Schlossberg, Stephen K. Kelly	1/30/19	Albany
Parnell, Pilar F. Padron	2/20/19	Western New York
Hardin, Crystal J.	3/2/19	Ordained
Johnson, Daniel Edward	3/2/19	Ordained
Kotval, Sarah Amanda	3/2/19	Ordained
Wickersham, Kristin Price R.	3/2/19	Ordained
Knowles, Melody D.	3/18/19	Chicago
Koeliker, Karulyyn	3/18/19	Georgia
Haycock, Randall H.	6/18/19	Chicago
Williams-Duncan, Stacy	6/25/19	Washington
Thomas, John Taliaferro	7/29/19	Georgia
Viggiano, Alyse Elizabeth	8/29/19	Pittsburgh
Walters, Joshua David	8/29/19	Rochester
Ronaldi, Lynn	9/10/19	Mississippi
Seward, Barbara Harrison	9/24/19	Chicago
Casey, David	10/3/19	Southeast Florida
McDaniel, Eleanor	10/14/19	Southwestern Virginia
Brooke-Davidson, Jennifer	11/1/19	West Texas
Glenn, Kimberly Baker	11/6/19	Southwestern Virginia
Lukens, Susan Ackley	11/6/19	Central Tanganyika
Dupree, Charles Thomas	12/4/19	Indianapolis
Choi, Sang Seok (Athanasius)	12/16/19	Anglican Church of Korea
Gardner, Elizabeth Bonforte	1/23/20	Washington
Bourne, Amanda	3/7/20	Ordained
Crichton, Gwynn	3/7/20	Ordained
Dickinson, William	3/7/20	Ordained
Dumont-Machowski, Matthew	3/7/20	Ordained
Elser, Claire	3/7/20	Ordained
Lazzuri, Jennifer	3/7/20	Ordained
Morton, James	3/7/20	Ordained
Nunnally, Peter	3/7/20	Ordained
Schiefelbein, Colleen	3/7/20	Ordained
Sheridan, Samuel	3/7/20	Ordained
Bacas, Nina	6/15/20	Ordained
Harber, Rachel	6/15/20	Ordained
Lewis, Melanie	6/15/20	Ordained
Means-Koss, Jeremy	6/16/20	Ordained
Ware-Dunn, Philene	6/16/20	Ordained
Baker, Johanna	8/31/20	Arizona
Robertson, Jason D.	9/8/20	South Carolina
Adams, Jonathan	9/29/20	Texas
Miller, W. Terry	9/29/20	Florida
Geiger, Martin T.	9/30/20	Missouri
Kanour, Marion	12/15/20	Southwestern Virginia

Clergy who have transferred canonical residence out of the Diocese of Virginia

As of 12/31/2020

<i>Priest</i>	<i>Date of Transfer</i>	<i>Transferred to</i>
Newlun, Connor J,	1/18/20	Maryland
Bowerfind, Ellis Tuck	3/19/20	Southwestern Virginia
Locher, Elizabeth	3/19/20	Pittsburgh
Mansfield, Robert Grant	3/19/20	Newark
Foughty, Donna L.	5/15/20	Massachusetts
Welsch, Matthew A.	7/2/20	New York
Barker, Ann	7/19/20	Atlanta
Terry, Andrew	8/6/20	Texas
Schroeder, Cecelia	9/30/20	Los Angeles
Travis, Veronika	9/30/20	Pennsylvania
Washington, Lynne	12/1/20	Atlanta
McWhorter, Stephen	12/14/20	Alabama

Clergy who have died

As of 12/31/2020

White, Hugh C. III	2/6/20
Davis, Gordon	2/10/20
Desaulniers, John J.	8/26/20

Clergy who have been removed

As of 12/31/2020

Riffee, Charles Alexander	10/22/20
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Necrology

MRS. JANICE ALMIRA MULLEN COOKE

January 15, 1930 – November 26, 2020

Mrs. Janice Mullen Cooke, widow of the Rev. Bruce Henry Cooke, passed away in West Lafayette, Indiana, on November 26, 2020.

Janice Almira Mullen was born on January 15, 1930, to Kenneth Duncan and Hazel MacArthur Mullen of Newton, Massachusetts. After education in Boston public schools, she graduated from DePauw University in 1951 and later earned an additional degree from Lindenwood University. Shortly after her graduation from DePauw University, she married John M. Warner, with whom she had three children: David M. Warner, Judith Warner and Carol Warner Golden. Mr. Warner predeceased her February 12, 1972. She also taught middle school mathematics in St. Louis, Missouri, for many years.

On July 14, 1984, at Lake Charles, Missouri, Janice Mullen Warner married the Rev. Bruce H. Cooke, Assistant Rector, St. Peter's, Arlington, since 1983. Moving to Virginia, she also became stepmother to Mr. Cooke's six children, Sari Cooke Hawkins, Alison Cooke Lantz, Bruce D. Cooke, Dana S. Cooke, Kristin Cooke Crafton and Katrina Cooke Loving. When Mr. Cooke retired from St. Peter's, Arlington, in 1988, the Cookes relocated to Smith Mountain Lake in the Diocese of Southwestern Virginia, where he ministered in Trinity Ecumenical Parish, helping to establish an Episcopal-Lutheran-Presbyterian congregation.

In 2009 the Cookes relocated to University Place Senior Retirement Community, West Lafayette, Indiana, where Mr. Cooke predeceased her on March 6, 2017.

Mrs. Cooke's ashes were interred beside those of her husband in a private service on September 19, 2021, at the Bruce H. Cooke Memorial Garden, Trinity Ecumenical Parish, Moneta, Virginia.



MRS. ANNABELL BARNER HART CORKRAN

August 20, 1922 – August 3, 2020

Mrs. Annabell Barner Hart Corkran, widow of the Rev. Richard LeRoy Corkran, Jr., passed away in Henrico, Virginia, August 3, 2020.

Annabell Barner Hart was born in Norfolk, Virginia, the daughter of Norman and Annie L. Barner Hart and graduated from Maury High School, Norfolk, Virginia, in 1940. On August 8, 1942, she married 1941 U.S. Naval Academy graduate, Richard LeRoy Corkran, Jr.

Following his retirement from the U.S. Navy with the rank of Captain, Mr. Corkran entered Virginia Theological Seminary, Alexandria, graduating with an MDiv in 1972. Mr. Corkran first ministered as Curate, St. John's, Stamford, Connecticut, before receiving a call to the rectorship of the Church of St. Clement, Alexandria, in 1974. While in Alexandria, Annabell was known as Bert the Clown, a volunteer for Clowning Around of Northern Virginia, visiting schools, children's hospitals, churches and nursing homes in the Washington, DC, area. She also volunteered for the American Cancer Society through the Reach For Recovery program supporting breast cancer patients.

When Mr. Corkran retired from St. Clement, Alexandria, in 1986, the Corkrans retired to Bradenton, Florida, where, at St. Mary's, Palmetto, Mrs. Corkran continued her lifelong membership in Episcopal Church Women and active altar guild ministry.

Mrs. Corkran was predeceased by her husband on July 16, 2005. She is survived by their three children, Mollie C. Mucker, Richard L. Cockran, III and David P. Cochran, five grandchildren and two great-grandchildren. When COVID-19 schedules permit, a private memorial service and interment beside her late husband will be held for Mrs. Corkran at Arlington National Cemetery, Arlington, Virginia.



THE REVEREND GORDON BELL DAVIS

January 3, 1926 – February 10, 2020

The Rev. Gordon Bell Davis, retired priest of the Diocese of Virginia, died peacefully at his Richmond, Virginia, home on February 10, 2020.

Born at Beaufort, North Carolina, the son of Clarence Leslie and Claudia Morris Davis, he graduated from East Carolina University with a BS in 1948, then taught history and English at Hopewell High School. He entered Virginia Theological Seminary, Alexandria, in 1951, graduating in 1954. The Rt. Rev. George P. Gunn, Bishop of Southern Virginia, ordained him to the diaconate June 4, 1954, and to the priesthood June 1, 1955.

Mr. Davis's initial ministry was in the Diocese of Southern Virginia, first as Deacon-in-Charge, then Rector, St. John's, Chester, 1954-1957; and Rector, Grace, Yorktown, 1957-1964. In 1965 he accepted a call to the Diocese of Virginia as Associate, All Saints, Richmond, serving there until his 1971 call to the rectorship of Christ Church, Gordonsville. While Rector at Christ Church, Gordonsville, Mr. Davis also served the wider Diocese of Virginia on the Diocesan Stewardship Committee 1984-1988 and on the Executive Board, 1986-1988. After his 1989 retirement from Christ Church, Gordonsville, he remained canonically resident in the Diocese of Virginia, while living in Norfolk for a number of years and ministering as an Associate at Christ and St. Luke's, Norfolk, 1992-2006.

A Service of Thanksgiving for the life of Mr. Davis, was held at St. Stephen's, Richmond, on February 14, 2020, at 2 p.m. He is survived by his wife of 56 years, Virginia Mary Ritchie Davis; their two children, Isabella Worrell and Nicholas; four grandchildren and one great grandchild.



THE REVEREND JOHN JOSEPH DESAULNIERS

June 16, 1931 – August 26, 2020

The Rev. John Joseph Desaulniers, a retired priest of the Diocese of Virginia residing in Milford, Delaware, died August 26, 2020 at Bayhealth Hospital, Camden, Delaware.

Born in Boston, Massachusetts, the son of George Edward and Genevieve Catherine Rowen Desaulniers, he was a graduate of Boston Latin School. During the Korean Conflict, he entered the United States Army, serving in Korea, Greece, Saudi Arabia, Vietnam and various stateside posts, as well as earning a BS from the University of Maryland in 1972. John Desaulniers retired from the U.S. Army in 1974 as a Lt. Colonel. After a short career as a feature writer, editor and high school history and English teacher, he entered the Virginia Theological Seminary in 1982, graduating with a Master in Divinity in 1985. The Rt. Rev. Peter James Lee, Bishop of Virginia, ordained him to the diaconate June 22, 1985, and to the priesthood April 1, 1986.

Mr. Desaulniers ministered in the Diocese of Virginia at Little Fork Church, Rixeyville, 1985-1999, serving first as Deacon-in-Charge, and later, Rector of the congregation. In addition, he was an Assistant at St. Stephen's, Culpeper, 1985-1989. Wider participation in the Diocese of Virginia included service on the Diocesan Communications Committee, 1987-1992, and the Diocesan Committee on Parish Youth Ministry, 1987-1988.

After retirement from Little Fork, Rixeyville, Mr. Desaulniers moved to Milford, Delaware. He remained canonically resident in the Diocese of Virginia, but continued to minister at local Delaware churches, including All Saints, Delmar, 2000-2003; St. Stephen's, Harrington, 2003-2009; and St. Paul's, Camden, 2011-2017.

The Rev. Desaulniers is survived by his children M. Patricia Willard, L. Elizabeth Storm and John Desaulniers, Jr.; his stepchildren, Ken Murphy, Kerry Murphy, Kathleen Murphy, Martha Apuan and Michael Murphy; as well as many grandchildren and great-grandchildren. After COVID-19 gathering restrictions are relaxed, his ashes and those of his wife, Charlotte Elizabeth Caldwell Desaulniers, will be interred at the memorial gardens of St. Paul's, Camden, Delaware. Mrs. Desaulniers, his wife of 39 years, predeceased him in 2017, but Mr. Desaulniers requested their interments take place together after his passing.



THE REVEREND EDWIN MICHAEL WARD

October 13, 1927 – October 29, 2019

The Rev. Edwin Michael Ward, retired canonically resident clergyman of the Diocese of Virginia, passed away peacefully at his home on Hilton Head Island, South Carolina, on October 29, 2019.

He was born in Richmond, Virginia, the son of Varney Stuart and Virginia Michael Ward, and was raised in Atlanta, Georgia. After graduation from Middle School, Concord, Massachusetts, 1945, Mr. Ward entered the U.S. Army, and attended Emory University, Atlanta, Georgia, graduating in 1950. Receiving a call to the ordained ministry, he entered Virginia Theological Seminary, Alexandria, where he was president of the student body and graduated in 1955. On June 3, 1955, he was ordained to the diaconate by the Rt. Rev. Frederick D. Goodwin, Bishop of Virginia, and on December 15, 1955, he was ordained a priest by the Rt. Rev. George Mosley Murray, Bishop Suffragan of Alabama.

Mr. Ward commenced his ministry in the Diocese of Alabama, as Vicar of St. Mark's, Troy, 1955-1959. Episcopal Church boys schools, however, became the focus of his ministry for the next thirty years. He was chaplain, teacher and coach at St. Mark's School, Southborough, Massachusetts, 1959-1965, followed by service as Headmaster of Salisbury School, Salisbury, Connecticut, 1965-1981, and President of the National Association of Episcopal Schools, 1970-1973. Mr. Ward was called to Virginia to minister as Headmaster of St. Stephen's School, Alexandria, in 1981. Enrollment challenges in the 1980s eventually led to the contentious merger of all boys St. Stephen's School with nearby all girls St. Agnes School into coeducational St. Stephen's and St. Agnes School, Alexandria, in 1990 and the selection of Mrs. Joan Holden, Head of St. Agnes, as the Head of the merged school. At that time Mr. Ward became Head of Flint Hill School, Oakton, Virginia, recently acquired and reorganized by Mr. John T. Hazel, Jr., former President of the Board of Trustees of St. Stephen's School.

In 1992 Mr. Ward retired from school ministry and relocated to Hilton Head Island, South Carolina, but remained canonically resident in the Diocese of Virginia. Ministry continued, however, as Associate Rector of St. Luke's, Hilton Head, 1993-2001, where he remained an active parishioner until his death.

A celebration of Mr. Ward's life was held at St. Luke's, Hilton Head, at 11 a.m. Saturday, November 23, 2019. Mr. Ward was predeceased in 2015 by his wife of 61 years, Frances Allein White Ward, but is survived by their children Edwin Michael Ward, Jr. and Juliet Ward Flood; and three grandchildren, Elizabeth Ballard Ward, Edwin Michael Ward III and Catherine Westbrook Flood.



THE REVEREND HUGH COUCH WHITE III

May 4, 1938 – February 6, 2020

The Rev. Hugh Couch White, III, canonically resident retired clergyman of the Diocese of Virginia, died at his home in Norfolk, Virginia, on February 6, 2020.

Born in Nashville, Tennessee, the son of Hugh Couch White, Jr., and Martha Hazelle Summitt White, he graduated in 1961 with a BS from Virginia Polytechnic Institute and State University. After his 1966 graduation from Virginia Theological Seminary, he was ordained to the diaconate June 29, 1966 and to the priesthood June 1, 1967, by the Rt. Rev. William Henry, Marmion, Bishop of the Diocese of Southwestern Virginia.

Mr. White has ministered in all three of the Virginia Dioceses. His earliest ministries took place in the Diocese of Southwestern Virginia, where he served as Vicar of Emmanuel, Covington, St. Mark's, Fincastle, and Trinity, Buchanan, 1966-1968; Rector, Christ Church, Pulaski, 1968-1971; and Rector, Emmanuel, Staunton, 1971-1982. During this period, he was elected to represent the Diocese of Southwestern Virginia at the General Conventions of 1973, 1976 and 1979. He was called to the Diocese of Southern Virginia in 1982, where he ministered as Rector of St. Paul's, Norfolk, until 1996, and represented the Diocese of Southern Virginia at the 1991 General Convention. Mr. White was called to the Diocese of Virginia in 1996, where he ministered as Rector of Grace, Kilmarnock, until 2004. Under his leadership, the Grace Church Trust was established in 1998 to provide a general endowment fund for the congregation. In retirement, he continued the traditional close relationship of Grace, Kilmarnock, rectors with the colonial Historic Christ Church, Lancaster County, serving as vice-president, and subsequently president of the Foundation for Historic Christ Church.

A memorial service for Mr. White took place at St. Paul's, Norfolk, at 1:00 p.m., Saturday, February 15, 2020, with interment at Historic Christ Church Cemetery, Lancaster County, on Saturday, February 22, 2020. Mr. White is survived by his wife of forty years, Laurie B. Winchester-White; their three sons Charles, David and Adam; and two grandsons.



MRS. NANCY HANNAH FOWLER CORREIA WHITE

February 24, 1942 – October 3, 2020

Mrs. Nancy Hannah Fowler Correia White, widow of the Rev. James Tracy White, died of congestive heart failure at her Alexandria, Virginia, home on October 3, 2020.

She was born February 25, 1942, in Missoula, Montana, the daughter of Frances and Helen Solberg Fowler. After graduating from Missoula County High School, she attended Whitman College, Walla Walla, Washington, then graduated with a BA Degree in 1964 from the University of Montana, Missoula. In 1966 she married Raymond Correia and the couple settled in the Washington, DC, area, where she worked for the U.S. Coast Guard and later for the Department of Transportation. The Correias were divorced in 1989 and she retired from the Department of Transportation in 1992.

On October 23, 1999, she married the Rev. James Tracy White, Associate Rector, Pohick Church, Lorton, since 1992. After Mr. White's retirement from Pohick, the Whites relocated to Sierra Vista, Arizona. Mr. White died on December 7, 2001, and Mrs. White returned to Northern Virginia where she was active in United Community Ministry charity and Pohick Church's Community of Hope Group providing Pastoral Care.

Due to COVID-19 pandemic safeguards, Mrs. White's funeral service was livestreamed from Pohick Church on Facebook, November 7, 2020, celebrated by the Rev. Lynn Ronaldi, with subsequent interment at Pohick Church Cemetery next to her late husband.



MRS. JACQUELYN ANN HICKLIN DODGE WOMBLE

April 4, 1932 – October 20, 2020

Mrs. Jacquelyn Ann “Jacque” Hicklin Dodge Womble, widow of the Rev. Rufus J. Womble, died in Richmond, Virginia, October 20, 2020.

Jacquelyn Ann Hicklin was born in Washington, DC, on April 4, 1932, the daughter of William Raymond and Lucille Virginia Craig Hicklin. After graduation from Academy of Holy Names, Silver Spring, Maryland, and Anne Laughlin College for Medical Secretaries, she married Joseph Alexander Dodge, III, on August 11, 1951, in Washington, DC. The couple subsequently relocated to Burlington, New Jersey, where Mr. Dodge passed away May 7, 1986.

On January 18, 1987, Mrs. Dodge married the Rev. Rufus J. Womble, at All Saints, Richmond, Virginia. After the 1980 death of his first wife, Lucy LeGallais, Mr. Womble had retired as Rector of Christ Church, Little Rock, Arkansas, and had relocated to Richmond, Virginia. Since 1981 he ministered as a Priest Associate at All Saints, Richmond, in charge of the church’s healing ministry. Like her husband, Jacque Womble, was active in the International Order of St. Luke the Physician, an order emphasizing spiritual, mental and physical well-being in the Christian church. She was also a working member of the Healing Prayer and Praise Service at River Road United Methodist Church, Henrico, Virginia.

Due to COVID-19 concerns, a virtual memorial service was held for Mrs. Womble Thursday, December 20, 2020, at 10 a.m. by the River Road United Methodist Church. An additional memorial service is anticipated at All Saints, Richmond, after indoor COVID-19 limitations have ended.



Alphabetical Listing of Churches and Missions

Alphabetical Listing of Churches, Missions, Schools, Centers and Homes

List current as of the 226th Annual Convention

Churches

<i>Name</i>	<i>Location</i>	<i>Region</i>
Abingdon Church	White Marsh	Upper Tidewater
All Saints Church	Richmond	West Richmond
All Saints Sharon Chapel	Alexandria	Potomac
Aquia Church	Stafford	Fredericksburg
Calvary Church	Front Royal	Winchester
Christ Ascension Church	Richmond	Central Richmond
Christ Church	Alexandria	Alexandria
Christ Church	Charlottesville	Charlottesville
Christ Church	Glen Allen	West Richmond
Christ Church	Gordonsville	Charlottesville
Christ Church	Luray	So. Shenandoah
Christ Church	Spotsylvania	Fredericksburg
Christ Church	Winchester	Winchester
Christ Church Parish	Saluda	Upper Tidewater
Church Of Our Redeemer	Aldie	Northern Piedmont
Church Of Our Saviour	Charlottesville	Charlottesville
Church of St. Clement	Alexandria	Alexandria
Church Of The Creator	Mechanicsville	North Richmond
Church Of The Epiphany	Richmond	North Richmond
Church Of The Good Shepherd	Burke	South Fairfax
Church of the Holy Cross	Dunn Loring	North Fairfax
Church of the Messiah	Fredericksburg	Fredericksburg
Church of the Resurrection	Alexandria	Alexandria
Church of the Spirit	Alexandria	Potomac
Cople Parish	Hague	Northern Neck
Cunningham Chapel Parish	Millwood	Winchester
Emmanuel Church	Alexandria	Alexandria
Emmanuel Church	Delaplane	Northern Piedmont
Emmanuel Church	Greenwood	Charlottesville
Emmanuel Church	Harrisonburg	So. Shenandoah
Emmanuel Church	King George	Fredericksburg
Emmanuel Church	Middleburg	Northern Piedmont
Emmanuel Church	Woodstock	So. Shenandoah
Emmanuel Church	Rapidan	Culpeper
Emmanuel Church	Richmond	North Richmond
Grace & Holy Trinity Church	Richmond	Central Richmond
Grace Church	Alexandria	Alexandria
Grace Church	Berryville	Winchester
Grace Church	Casanova	Culpeper
Grace Church	Goochland	West Richmond
Grace Church	Kilmarnock	Northern Neck
Grace Church	The Plains	Northern Piedmont
Grace Church	Keswick	Charlottesville
Grace Memorial Church	Port Republic	So. Shenandoah

Alphabetical Listing of Churches and Missions

Holy Comforter Church	Richmond	Central Richmond
Holy Comforter Church	Vienna	North Fairfax
Immanuel Church Old Church	Mechanicsville	North Richmond
Immanuel Church-on-the-Hill	Alexandria	Alexandria
Kingston Parish	Mathews	Upper Tidewater
Leeds Church	Markham	Northern Piedmont
Little Fork Church	Rixeyville	Culpeper
Meade Memorial Church	Alexandria	Alexandria
North Farnham Parish	Farnham	Northern Neck
Olivet Church	Alexandria	Potomac
Piedmont/Bromfield Parish	Madison	Culpeper
Pohick Church	Lorton	Potomac
St. Aidan's Church	Alexandria	Potomac
St. Alban's Church	Annandale	South Fairfax
St. Andrew's Church	Ada	Northern Piedmont
St. Andrew's Church	Arlington	Arlington
St. Andrew's Church	Burke	South Fairfax
St. Andrew's Church	Mount Jackson	So. Shenandoah
St. Andrew's Church	Richmond	Central Richmond
St. Anne's Church	Reston	North Fairfax
St. Anne's Parish	Scottsville	Charlottesville
St. Asaph's Church	Bowling Green	Fredericksburg
St. Barnabas' Church	Annandale	South Fairfax
St. Bartholomew's Church	Richmond	West Richmond
St. Christopher's Church	Springfield	South Fairfax
St. David's Church	Ashburn	Northern Piedmont
St. Dunstan's Church	McLean	North Fairfax
St. Francis Church	Great Falls	North Fairfax
St. George's Church	Arlington	Arlington
St. George's Church	Fredericksburg	Fredericksburg
St. James Church	Louisa	Charlottesville
St. James' Church	Leesburg	Northern Piedmont
St. James' Church	Montross	Northern Neck
St. James' Church	Warrenton	Culpeper
St. James' Church Mt Vernon	Alexandria	Potomac
St. James the Less Church	Ashland	North Richmond
St. James's Church	Richmond	Central Richmond
St. John's Church	Arlington	Arlington
St. John's Church	Centreville	South Fairfax
St. John's Church	King George	Fredericksburg
St. John's Church	McLean	North Fairfax
St. John's Church	Richmond	Central Richmond
St. John's Church	Tappahannock	Upper Tidewater
St. John's Church	Warsaw	Northern Neck
St. John's Church	West Point	Upper Tidewater
St. Luke's	Alexandria	Potomac
St. Luke's	Simeon	Charlottesville
St. Margaret's Church	Woodbridge	Potomac
St. Mark's Church	Alexandria	Potomac
St. Mark's Church	Richmond	Central Richmond
St. Martin's Church	Richmond	West Richmond
St. Mary's Church	Arlington	Arlington

Alphabetical Listing of Churches and Missions

St. Mary's Church	Berryville	Winchester
St. Mary's Church	Colonial Beach	Fredericksburg
St. Mary's Church	Reedville	Northern Neck
St. Mary's Church	Richmond	West Richmond
St. Mary's Whitechapel Church	Lancaster	Northern Neck
St. Matthew's Church	Richmond	West Richmond
St. Matthew's Church	Sterling	Northern Piedmont
St. Michael's Church	Arlington	Arlington
St. Patrick's Church	Falls Church	South Fairfax
St. Paul's Church	Alexandria	Alexandria
St. Paul's Church	Falls Church	South Fairfax
St. Paul's Church	Hanover	North Richmond
St. Paul's Church	Haymarket	Northern Piedmont
St. Paul's Church	Ivy	Charlottesville
St. Paul's Church	King George	Fredericksburg
St. Paul's Church	Millers Tavern	Upper Tidewater
St. Paul's Church, Nomini Grove	Warsaw	Northern Neck
St. Paul's Church	Richmond	Central Richmond
St. Paul's Church-on-the Hill	Winchester	Winchester
St. Paul's Memorial Church	Charlottesville	Charlottesville
St. Peter's Church	Arlington	Arlington
St. Peter's Church	New Kent	Upper Tidewater
St. Peter's Church	Oak Grove	Northern Neck
St. Peter's Church	Port Royal	Fredericksburg
St. Peter's Church	Purcellville	Northern Piedmont
St. Peter's In The Woods Church	Fairfax Station	South Fairfax
St. Philip's Church	Richmond	Central Richmond
St. Stephen & The Good Shepherd Church	Elkton	So. Shenandoah
St. Stephen's Church	Catlett	Culpeper
St. Stephen's Church	Culpeper	Culpeper
St. Stephen's Church	Heathsville	Northern Neck
St. Stephen's Church	Richmond	Central Richmond
St. Thomas Church	McLean	North Fairfax
St. Thomas' Church	Richmond	Central Richmond
St. Thomas's Church	Orange	Charlottesville
St. Timothy's Church	Herndon	North Fairfax
The Falls Church Episcopal	Falls Church	South Fairfax
The Fork Church	Doswell	North Richmond
Trinity Church	Arlington	Arlington
Trinity Church	Charlottesville	Charlottesville
Trinity Church	Fredericksburg	Fredericksburg
Trinity Church	Lancaster	Northern Neck
Trinity Church	Manassas	South Fairfax
Trinity Church	Upperville	Northern Piedmont
Trinity Church	Washington	Culpeper
Vauter's Church	Champlain	Upper Tidewater
Ware Church	Gloucester	Upper Tidewater
Westover Church	Charles City	Upper Tidewater
Wicomico Parish Church	Wicomico Church	Northern Neck

Parishes with Several Churches

Each parish listed below has one vestry, one Convention delegate and is a single canonical unit, but uses more than one church building. They are included in the previous list.

<i>Parish/Church</i>	<i>Location</i>	<i>Region</i>
Cople Parish		
Nomini Grove	Mt. Holly	Northern Neck
St. James'	Tidwells	Northern Neck
Yeocomico	Tucker Hill	Northern Neck
Cunningham Chapel Parish		
Christ Church	Millwood	Winchester
Emmanuel	Boyce	Winchester
Old Chapel	Millwood	Winchester
Hanover with Brunswick Parish		
Emmanuel	King George	Fredericksburg
St. John's	King George	Fredericksburg
Lamb's Creek	King George	Fredericksburg
Kingston Parish		
Christ Church	Mathews	Upper Tidewater
Trinity	Mathews	Upper Tidewater
McIlhany Parish		
Good Shepherd, Church of the	Hickory Hill	Charlottesville
Grace Church	Red Hill	Charlottesville
Piedmont Parish		
Emmanuel Parish	Delaplane	Culpeper
Trinity	Marshall	Culpeper
St. Anne's Parish		
Christ Church	Glendower	Charlottesville
St. John's	Scottsville	Charlottesville
St. Stephen's	Esmont	Charlottesville

Diocesan Missions

<i>Name</i>	<i>Location</i>	<i>Region</i>
All Souls Church	Mechanicsville	North Richmond
Buck Mountain Church	Earlysville	Charlottesville
Calvary Church	Hanover	North Richmond
Christ Church	Brandy Station	Culpeper
Christ Church, Lucketts	Leesburg	Northern Piedmont
Church Of Our Saviour	Montpelier	North Richmond
Church Of The Good Shepherd	Bluemont	Winchester
Church of the Holy Cross	Batesville	Charlottesville
Church of the Incarnation	Mineral	Charlottesville
Epiphany Church	Oak Hill	North Fairfax
Good Shepherd of the Hills Church	Boonesville	Charlottesville
Grace Church	Bremo Bluff	Charlottesville
Grace Church	Stanardsville	Charlottesville
Holy Cross Korean Church	Falls Church	South Fairfax
Immanuel Church	King And Queen Court House	Upper Tidewater
La Iglesia de Cristo Rey	Arlington	Arlington
La Iglesia de San Jose	Arlington	Arlington
La Iglesia de San Marcos	Alexandria	Potomac
La Iglesia de Santa Maria	Falls Church	South Fairfax
McIlhany Parish	Charlottesville	Charlottesville
Meade Memorial Church	White Post	Winchester
St. Andrew's Church	Marshall	Northern Piedmont
St. David's Church	Aylett	Upper Tidewater
St. Francis' Church	Manakin Sabot	West Richmond
St. Francis Korean Church	McLean	North Fairfax
St. Gabriel's Church	Leesburg	Northern Piedmont
St. George's Church, Pine Grove	Stanley	So. Shenandoah
St. John the Baptist	Charlottesville	Charlottesville
St. John's Church	Columbia	Charlottesville
St. Luke's Church	Remington	Culpeper
St. Paul's Church	West Point	Upper Tidewater
St. Paul's Church, Ingham	Shenandoah	So. Shenandoah
St. Peter's Church	Richmond	Central Richmond
Varina Church	Henrico	Upper Tidewater

Missions of Founding Churches

These are included on the previous list.

<i>Mission</i>	<i>Location</i>	<i>Region</i>
Christ Church Founding Church: St. James', Leesburg	Lucketts	Northern Piedmont
Holy Cross, Church of the Founding Church: Emmanuel, Greenwood	Batesville	Charlottesville
St. Gabriel's Church Founding Church: St. James', Leesburg	Leesburg	Northern Piedmont

Existing Churches not having Weekly Services

<i>Church</i>	<i>Location</i>	<i>Region</i>
All Saints'	Albemarle	Charlottesville
Christ Church	Lancaster	Northern Neck
Clifton Chapel	Stafford	Fredericksburg
Grace	Caroline	Fredericksburg
Graves Chapel	Madison	Culpeper
Lambs Creek	King George	Fredericksburg
Old Chapel	Millwood	Northern Piedmont
Old St. John's	King William	Upper Tidewater
Our Saviour	Fauquier	Northern Piedmont
St. James' Chapel	Albemarle	Charlottesville
St. John's Chapel	Louisa	Charlottesville
St. John's	Spotsylvania	Fredericksburg
St. Margaret's	Caroline	Fredericksburg
St. Martin's	Doswell	North Richmond
St. Paul's	Culpeper	Culpeper
Trinity	Beaverdam	North Richmond
Wickliffe	Clarke	Winchester

Churches Used by Other Communions

<i>Church</i>	<i>Location</i>	<i>Region</i>
All Saints'	Culpeper	Culpeper
Trinity	Mathews	Upper Tidewater
Trinity	Highland Springs	North Richmond

Diocesan Schools

<i>School</i>	<i>Location</i>	<i>Region</i>
Christchurch School	Christchurch	Upper Tidewater
St. Catherine's School	Richmond	Central Richmond
St. Christopher's School	Richmond	Central Richmond
St. Margaret's School	Tappahannock	Upper Tidewater
St. Stephen's & St. Agnes School	Alexandria	Alexandria
Stuart Hall	Staunton	

Other Schools

<i>School</i>	<i>Location</i>	<i>Region</i>
Episcopal High School	Alexandria	Alexandria
The Protestant Episcopal Theological Seminary in Virginia	Alexandria	Alexandria

Diocesan Centers

<i>Center</i>	<i>Location</i>	<i>Region</i>
The Mayo Memorial Church House	Richmond	Central Richmond
Virginia Diocesan Center at Roslyn	Richmond	West Richmond
Shrine Mont Conference Center	Orkney Springs	So. Shenandoah

Diocesan Homes

<i>Home</i>	<i>Location</i>	<i>Region</i>
Goodwin House West	Falls Church	Southern Fairfax
Goodwin House	Alexandria	Alexandria
Westminster-Canterbury of Richmond	Richmond	Central Richmond
Westminster-Canterbury of the Blue Ridge	Charlottesville	Charlottesville
Westminster-Canterbury of the Rappahannock	Irvington	Northern Neck
Shenandoah Valley Westminster-Canterbury	Winchester	Winchester

Rules of Order

Rules of Order of the 226th Annual Convention of the Episcopal Diocese of Virginia

Amended October 20, 2020 to reflect new provisions in sections 5B and 5C to require that amendments be filed at least five days in advance of Convention.

1. There shall be an appropriate worship service at each regular meeting of the Convention.
2. On the first day of Convention the Presiding Officer, having taken the Chair, shall declare a quorum present, if such be the case, or he may direct that the roll of the members of the clerical and lay orders be called to determine a quorum. Each delegate registered and attending the 226th Annual Convention by the use of, or a means of, communication by which all members participating in the Convention may simultaneously hear each other shall be deemed to be present in person. The presiding officer or the Chair of the Committee on Credentials may make reasonable accommodations for members of Convention to attend and participate in Convention, but each member shall be responsible for his or her access to the meeting and no action shall be invalidated by the loss of or poor quality of a member's individual connection. Attendance shall be limited to registered delegates and invited guests.
3. On the first day of Convention, a Program of Convention shall be adopted.
4. On the first day of each regular meeting of Convention, the Presiding Officer may appoint assistant secretaries to the Secretary of the Convention.
5. Prior to each regular meeting of Convention, the Presiding Officer shall appoint the following Committees of Convention to serve until their successors have been appointed.
 - A. Committee on Credentials
 - B. The Committee on Constitution and Canons, to which all proposed amendments to the Constitution and Canons shall be referred. The Committee on Constitution and Canons shall conduct an open hearing at or prior to the Convention and thereafter make a report to Convention. Notice of such hearing shall have been announced at least thirty days prior to Convention.

Notice having been given that amendments to the Constitution and Canons should be submitted not less than three days prior to the first open hearing of the Committee on Constitution and Canons, no additional amendments to the Constitution and Canons shall be received and acted upon at the Convention without a two-thirds vote of the Convention, unless they shall be reported by a Committee of Convention.

Except for amendments to or substitutes for amendments to the Constitution or the Canons made by the Committee, no amendment to or substitute for a proposed amendment to the Constitution or the Canons shall be in order unless it shall have been submitted in writing, in such electronic or written format as is specified by the Diocesan Office, at least five days in advance of Convention.

- C. The Committee on Resolutions, to which may be referred all written resolutions, except those referred to the Committee on Budget.

All resolutions shall be introduced in writing in such electronic or written format as is

specified by the Diocesan Office. Resolutions shall identify the proposers of the resolution and provide contact information for at least one proposer to whom questions or comments about the resolution may be addressed. Resolutions shall be introduced no later than three days before the first open hearing of the Committee on Resolutions, which may occur prior to the Convention, provided that the date of such open hearing shall have been announced at least thirty days prior to Convention. All resolutions shall be submitted not less than three days before the first open hearing of the Committee on Resolutions.

Other than Courtesy Resolutions, no additional resolutions shall be received and acted upon at the Convention without a two-thirds vote of the Convention, unless it shall be reported by a Committee of Convention. Unless a resolution addresses circumstances arising after the deadline for submission of resolutions, it may be ruled out of order.

Courtesy Resolutions are those expressing thanks, congratulations, or condolences to individuals, families, or organizations, as may be appropriate for the occasions of retirement, departure, achievement, anniversary, or death. Courtesy Resolutions may be introduced as late as the seventh day prior to Convention. A Courtesy Resolution thanking or commending service at Convention may be introduced at any time.

The Committee shall conduct an open hearing or hearings at or prior to Convention and thereafter report its recommendations on all resolutions submitted.

Except for amendments to or substitutes for resolutions made by the Committee, no amendment to or substitute for a resolution shall be in order unless it shall have been submitted in writing, in such electronic or written format as is specified by the Diocesan Office, at least five days in advance of Convention.

- D. The Committee on Budget, to which shall be referred (a) the Executive Board's recommended program and proposed funding, and (b) such resolutions related thereto as shall have been filed in writing with the Convention.

The Committee on Budget shall conduct an open hearing at or prior to Convention. Notice of such open hearing shall have been announced at least thirty days prior to Convention and the Committee shall thereafter report to Convention by presenting:

1. The Executive Board's budget
2. The resolutions or recommendations referred to it by Convention with the Committee's recommendation(s) to Convention regarding adoption or rejection of each.
3. Such other changes in the Executive Board budget as the Committee shall recommend, said changes to be presented in the form of a resolution or resolutions.

No floor amendment to the proposed budget will be considered unless the subject matter of the proposed amendment has been presented and made known to the Committee on Budget prior to or during open hearings.

4. No amendment to the proposed diocesan budget, as presented by the Committee on Budget, shall be received unless the amendment includes provision for offsetting changes in other expenditures or revenues.
5. All proposed amendments to the budget shall be submitted not less than three days prior to the open hearing.

- E. The Committee on Church Status, to which shall be referred all petitions for church status prepared and presented as prescribed by Canon.
 - F. The Committee on Related Organizations, which shall study, review and report to Convention the relationship existing between the Diocese and any organization, institution, corporation, board or other group which by charter or custom or for any reason may be considered to have a relationship with the Diocese or a desire to have such a relationship. All requests to change or create such relationship shall be referred to this Committee. This Committee is charged with presenting to Convention, or to the Executive Board between meetings of Convention, nominations or elections for confirmation of officers or board members of all related organizations whose articles of incorporation or bylaws require such action.
 - G. The Committee on the Journal of the Convention, composed of three persons of whom the Secretary of the Diocese shall be one, and of either order, to whom shall be referred all matters to be printed in the Annual Journal of the Convention, which said Committee shall have power to act during recess of the Convention, and report to the Convention.
- 6. The Presiding Officer shall appoint such other committees of Convention as the Convention may direct or the Presiding Officer may determine and he may designate the chairman of any committee.
 - 7. The size and composition of every committee of Convention shall be in the sole discretion of the Presiding Officer, except where otherwise provided by the Constitution and Canons.
 - 8. The Presiding Officer may appoint a parliamentarian for any meeting of Convention.
 - 9. Elections: Balloting may be conducted using a virtual voting system approved by the Secretary of the Convention. With the approval of the Chief Judge of Election, or his designee(s), appropriate provisions shall be made for assistance to delegates who do not have access to the system or require technical assistance in voting. Ballots cast using the virtual voting system shall be deemed the equivalent of individual, paper ballots. Ballots shall be deemed to be anonymous if the identity of the voter is available only to the voting system administrator or the Head Teller.

In every election where more persons are nominated than are to be elected, the balloting shall be:

- A. On each ballot, the nominee(s) receiving the highest number of votes, but not less than a majority of valid ballots cast, shall be declared elected. A ballot on which there is indicated a clear preference by the voter, in the sole judgment of the Head Teller, to vote for at least one person and not more than the number of persons to be elected on the ballot shall be a valid ballot.
- B. If any office remains to be filled after the first ballot, second and subsequent ballots shall be taken. On each later ballot, the number of nominees shall be reduced by one-half, but such reduction shall always provide for two more nominees than offices to be filled. In the event of a single vacancy, the number of nominees shall be reduced to two. Depending upon the distribution of votes, the Presiding Officer may, on the advice of the Chief Judge of Election and with the approval of Convention, authorize the retention of three more names than offices to be filled.
- C. In the event of an impasse, declared to be such by the Presiding Officer, the Convention may change or modify Section A and B of this rule by a majority vote of members present, notwithstanding the requirement for a two-thirds vote to suspend a Rule of Order. Notwithstanding paragraph 9(B), where a Special Convention is electing a bishop, a nominee may be removed from the ballot only at a nominee's request.

D. Whenever the Convention must fill a vacancy on the Standing Committee, the order of election shall be

- (1) The member for a regular term;
- (2) The member or members for the longest vacancy to be filled;
- (3) The member or members for the remaining vacancy to be filled.

10. When a motion is made and seconded, it shall be stated by the Presiding Officer, and, if in writing, be read by the Secretary. After a motion is so stated or read, it shall be deemed in possession of the Convention, but may be withdrawn by the mover at any time before amendment or decision, with the consent of the second.
11. Every motion shall be reduced to writing if the Presiding Officer or any member requires it.
12. A. When a motion is pending, the following amendments shall be in order:
 - (1) One amendment may be made to each independent or separable portion thereof; and
 - (2) one motion to amend that amendment shall be in order; and it shall be in order also
 - (3) to offer a further amendment by way of substitute to which may be offered
 - (4) one amendment.
- B. No proposition not germane to the subject under consideration shall be received under color of an amendment or a substitute. Neither the substitute nor its amendment shall be voted on (except to lay on the table) until the original matter is perfected. An amendment or a substitute may be withdrawn by the mover with the consent of his seconder before amendment thereof or before decision is had thereon.
- C. The amendment or the substitute shall be debatable only when the main question is debatable.
- D. The adoption of an amendment by way of substitute or otherwise shall not displace the main resolution, which, after being amended, shall be the question before the Convention.
- E. The following questions cannot be amended:
 - (1) The call for the Order of the Day,
 - (2) an appeal from the decision of the Chair,
 - (3) an objection to consideration of any question, or the motions
 - (4) to adjourn,
 - (5) to lay on the table,
 - (6) to take from the table,
 - (7) for leave to continue speaking,
 - (8) to postpone indefinitely,
 - (9) to reconsider,
 - (10) to suspend rules,
 - (11) to take up business out of order or
 - (12) for leave to withdraw a motion.
- F. The order of decision of a question before the Council shall be:
 - (1) Amendment to the amendment of the main question;
 - (2) Amendment to the main question;
 - (3) Amendment to the substitute motion;
 - (4) The substitute motion;
 - (5) If the substitute fails, then the main question.

13. When a question is under debate no motion shall be received but to
 - (1) adjourn,
 - (2) to lay on the table,
 - (3) for the previous question,
 - (4) to take at a certain time,
 - (5) to commit or recommit,
 - (6) to amend or substitute,
 - (7) to postpone to a certain day, or
 - (8) to postpone indefinitely, which several motions shall have precedence in the order enumerated and be settled by a majority vote.
14. A motion for the previous question shall be put in this form: "Shall the previous question or questions before the Convention now be put?" If the previous question is voted, only the immediately pending questions before the Convention shall be put without debate.
15. In addition to voice voting, voting may be conducted using virtual voting systems approved by the Secretary of the Convention. Votes cast using the virtual voting system shall be deemed the equivalent of votes cast in person and deemed to be anonymous if the identity of the voter is available only to the voting system administrator or the Head Teller.
16. The Presiding Officer, with the consent of the chair of the relevant legislative committee as to proposals referred to a legislative committee, may group one or more legislative actions, including but not limited to resolutions, Constitutional and Canonical amendments, elections and ratifications of appointments, for action on a Consent Calendar. The Consent Calendar shall be voted on in one vote and approval of the Consent Calendar shall be deemed the equivalent of a two-thirds vote to approve each item on the Consent Calendar. A negative vote on the Consent Calendar rejects all the proposals on the Consent Calendar. Notice of the proposed Consent Calendar shall be given to all delegates not less than three days prior to the opening of Convention. Any item placed on the Consent Calendar may be removed from the Consent Calendar by (a) the Presiding Officer, (b) the chair of the relevant legislative committee as to proposals referred to a legislative committee, (c) the proposer(s) of the action, or (d) any three delegates.
17. A motion to adjourn, or lay on the table, shall always be in order and shall be decided without debate.
18. When two or more members of Convention indicate a wish to speak, the Presiding Officer shall decide who is entitled to the floor. The Presiding Officer may mute members as needed for good order in the meeting.
19. Except by leave of the Convention, no member shall speak more than twice in the same debate, nor longer than two minutes at one time. No applause shall be permitted when a question is under debate.
20. The vote on all questions shall be taken by orders whenever as many as five members request it.
21. Reports of all committees shall be in writing. Statistical and other reports of officers and committees which require no action by Convention may be read by title only, and any report may be read in part only when the Presiding Officer shall, without obligation, so direct, or when the Convention shall so require.
22. No member shall absent himself from the meetings of the Convention without leave, unless he be sick or unable to attend.

23. All persons elected as officials of the Diocese by the Convention or by the Executive Board of the Convention, Presidents of the Regions, and members of the Executive Board-elect who will take office at the conclusion of the regular meeting of Convention, shall by virtue of their respective offices, be entitled to a seat and voice, but no vote, at all meetings of the Convention.
24. These rules may be amended or special orders for the conduct of business adopted at any time by a two-thirds majority of the members present.
25. In all matters not specifically covered by these Rules of Order or by the Constitution and Canons of the Diocese, Robert's Rules of Order, Revised, shall govern the Convention in all cases to which they are applicable.
26. Rules in force. At the meetings of the Annual Convention, the rules and the orders of the previous meeting shall be in force until they are amended or repealed by the Convention, EXCEPT that these rules for the 226th Annual Convention shall be effective only for the 226th Annual Convention, and any adjournments thereof.

Program of the 226th Annual Convention

“One Together”
The 226th Annual Convention
of the Episcopal Diocese of Virginia
November 14, 2020 Online

Saturday, November 14

- 8:30 - 9:00 a.m. Gathering online
- 9:00 a.m. Call to Order
Land Acknowledgement
Election of the Standing Committee, Class of 2023
The Pastoral Address –
The Rt. Rev. Susan Goff, Bishop Suffragan and Ecclesiastical Authority
Report of the Ministry for Racial Justice and Healing – Ms. Carolyn Lanier
- 11:00 a.m. Report of the Committee on Resolutions
- 12:00 - 1:30 p.m. Offline Break for Lunch
- 1:30 p.m. Continuing General Session
Assisting Bishop’s Address – The Rt. Rev. Porter Taylor
Report of the Secretary of the Diocese – Mr. Mark Eastham
- 2:00 p.m. Report of the Committee on Amendments to the Constitution and Canons
- 2:30 p.m. Report of the Resourcing God’s Mission Task Force – The Rev. Sven vanBaars
- 3:00 p.m. Report of the Treasurer of the Diocese – Mr. Ted Smith
Report of the Budget Committee
Assistant Bishop’s Address – The Rt. Rev. Jennifer Brooke-Davidson Closing
- 3:55 p.m. Remarks
- 4:00 p.m. 226th Annual Convention Worship Service
Guest Preacher: The Rt. Rev. Phoebe Roaf, Bishop of West Tennessee

Consent Agenda

This year, we are using a Consent Agenda. This will allow for one vote to be taken for a group of non-controversial items that require action by Convention. The use of the Consent Agenda will expedite the proceedings.

The items on the Consent Agenda are:

- Disciplinary Board members election
- Commission on Ministry members election
- Report of the Related Organizations Committee
- Courtesy Resolutions
- C-1 Constitutional Amendment

Disciplinary Board Election

According to Canon 27.2(c), the Standing Committee nominates members of the Disciplinary Board to be elected by Convention. The Disciplinary Board consists of 11 persons, 6 clergy and 5 lay persons, and is the canonical body of record for dealing with matters pertaining to Ecclesiastical Discipline. At this regular meeting of Convention, the Convention shall elect four members to the Disciplinary Board, for a three-year term ending at Convention in November, 2023. The Standing Committee nominates:

- The Rev. Daniel Johnson, Christ Church, Spotsylvania;
- The Rev. Elizabeth Gardner, St. Mark's, Alexandria;
- The Rev. Stephen Schlossberg, St. Matthew's, Richmond; and
- Ms. Karen Grane, St. Paul's, Alexandria;

to serve on the Disciplinary Board for a three-year term ending at the 229th Annual Convention in 2023.

In addition, the Rev. Crystal Harden, St. George's, Arlington, is nominated to serve on the Disciplinary Board for a one-year term ending at the 227th Annual Convention in 2021, serving the remaining year of the unexpired term of the Rev. Bollin Millner.

Commission on Ministry Appointments

Per diocesan Canon 22, Section 1 (b), the Bishop may annually appoint not more than 10 members for one-year terms, subject to confirmation by Convention.

One Year Appointments:

- The Rev. Randy Alexander; Immanuel Church-on-the-Hill, Alexandria
- The Ven. Holly Hanback; St. Gabriel's/San Gabriel, Leesburg
- The Rev. Megan Limburg; Trinity, Lancaster & St. Mary's, Whitechapel
- The Rev. Dr. Craig Phillips; St. Peter's, Arlington
- Ms. Elizabeth Ward; Christ Church, Alexandria
- The Rev. Bambi Willis; Trinity, Fredericksburg

In addition, the following are nominated to serve three-year terms ending at the 229th (2023) Annual Convention:

- Dr. Craig Anderson; Holy Comforter, Richmond
- The Rev. Marlene Forrest; St. Philip's, Richmond
- The Rev. Cayce Ramey; All Saints Sharon Chapel, Alexandria

Report of the Committee on Related Organizations

The Committee on Related Organizations has met to review the information submitted to the committee and based upon review of that information, it presents the slates of nominees to be approved for later election by their respective boards.

For the **Virginia Diocesan Homes**, three names are being brought forward for consideration:

- Ms. Kathleen D.M. Chipps of St. Andrew's, Burke;
- Ms. Helen Plaisance of Trinity, Charlottesville; and
- Ms. Joy Yvonne Warburton of Trinity, Arlington.

Ms. Chipps seeks to serve the beneficiaries of the mission of the Virginia Diocesan Homes, including those in need of a caring retirement community and housing assistance. An active member in her congregation, Ms. Plaisance has a passion for seniors and others seeking affordable housing, health care and justice. Ms. Warburton brings extensive administrative skills, a servant's heart and a thirst to learn more about the work and mission of the Virginia Diocesan Homes.

For the **Trustees of the Funds**, five people have expressed an interest in serving on the TOTF board. Three of them are running for their second term on the board. They are:

- Mr. Philip S. Brown of Christ Church, Saluda;
- Mr. Alan M. Gayle of Emmanuel, Greenwood; and
- Mr. John Milleson of Grace Church, Berryville.

Mr. Brown is a Chartered Financial Analyst with experience managing large institutional portfolios. Mr. Gayle has expertise in asset allocation and investment management. Mr. Milleson has extensive background in banking and investment management. All three of these candidates possess experience that would be beneficial to the TOTF.

Two additional nominees have submitted their names for consideration to serve on the Trustees of the Funds. They are:

- Mr. Robert (Bob) W. Clarke, of St. George's, Arlington; and
- Mr. Alan J. Foster, Sr. of St. Philip's, Richmond.

Mr. Clarke brings a vast experience in finance, business and customer relations. While at St. George's he has worked with the TOTF and he recognizes the importance of its work and mission. Mr. Foster has a strong accounting, financial and managerial background, and he is looking forward to bringing his skills and service to the Trustees of the Funds.

The Committee on Related Organizations formally places these nominees before Convention for later election by their respective boards.

SUBMITTED BY THE COMMITTEE ON RELATED ORGANIZATIONS: THE REV. EMILY KRUDYS, CHAIR;
THE REV. KATHLEEN MURRAY; MR. JAMES BAILES.

Courtesy Resolutions

Five Courtesy Resolutions were submitted this year. The courtesy resolutions are listed below.

CR-1 Mr. Alex Slaughter, St. James's, Richmond

CR-2 The Rev. Vincent Hodge, St. Paul's, West Point & Grace, Millers Tavern

CR-3a Ms. Gladys Lewis, St. Philips, Richmond

CR-4 The Rev. Canon Carol Flanagan, St. Barnabas, Annandale

CR-5a Ms. Jean Mary Taylor, Calvary, Front Royal

CR-1 Honoring the Christian Service of the late Alexander Hoke Slaughter, parishioner of St. James's Episcopal Church, Richmond

Whereas, Alexander Hoke Slaughter was an active and devoted member of St. James's Episcopal Church and a servant leader of the first order, having served his church as vestry member, Search

Committee member and Search Committee Chair, and, more than once, as Senior Warden; and

Whereas, Alex guided St. James's through the reconstruction of its sanctuary following its destruction by fire in 1994 and the planning for the expansion of its facilities in subsequent years; and

Whereas, Alex lent his considerable skills to his Diocese as a member of the Committee on Constitution and Canons, as delegate to no less than 10 diocesan Conventions, through service on two Bishop Search Committees and as a member of the Standing Committee; and

Whereas, he lived out his baptismal covenant in service to the disadvantaged in our community through his leadership of the St. James's Children's Center, the Daily Planet, the Anna Julia Cooper School, and the Peter Paul Development Center, and his quiet support of countless other charitable organizations; and

Whereas, his life of service and devotion to his Lord and Savior was exemplary and worthy of a perpetual memorial; now therefore be it

Resolved, that this 226th Annual Convention of the Diocese of Virginia joins with the clergy, laity and staff of St. James's Episcopal Church, Richmond, in honoring the Christian service of Alexander Hoke Slaughter.

SUBMITTED BY THE REV. JOHN McCARD AND THE VESTRY OF ST. JAMES'S EPISCOPAL CHURCH, RICHMOND.

CR-2 Resolution for the Rev. Vincent Hodge

Whereas, the Reverend Captain Vincent Hodge, Vicar of St. Paul's Episcopal Church, West Point, who has faithfully served the Diocese of Virginia for fifty-five years, is retiring at the end of December 2020; and

Whereas, Father Hodge was born and educated in Anguilla, British West Indies, commissioned Captain in The Church Army in 1966, studied at The University of the Virgin Islands, St. Thomas, V.I., The Church Army Training Center, New York, the College of William and Mary, and Union Theological Seminary, and Clinical Pastoral Education MCV, Richmond; and

Whereas, Father Hodge began his service in the Diocese of Virginia in 1965 as a Lay Evangelist at Grace Church, Miller's Tavern, and St. Paul's, West Point, and then became Vicar of those two churches after his ordination to the priesthood in 1974; and

Whereas, Father Hodge also served at Calvary Church, Hanover, from 1993 to 2004, having three widely dispersed parishes in his charge; and

Whereas, Father Hodge served as Dean of Region Two (1977-1984), served on the Commission on Congregational Ministries (1977-85), was Secretary of the Diocesan Missionary Society Board of Directors (1977), served on the Diocesan Commission on Evangelism (1983), and several committees at diocesan Council, including Chair of the Committee on Credentials; and

Whereas, Father Hodge served on two national Episcopal task forces: one on Poverty (1967-69), and another on Recruitment, Training, and Deployment of Blacks for the Ordained Ministry (1981-84), and attended the Ecumenical Institute program on Spectrum of Ministry, Bossey, Switzerland, 1992, initiated by Bishop Peter Lee; and

Whereas, Father Hodge undertook a preaching mission in the Diocese of Kinkizi, Uganda, in 2001, representing Bishop David Jones; and

Whereas, Father Hodge conducted the following programs for over fifty years at Grace, Miller's Tavern, St. Paul's, West Point, and Calvary Church, Hanover: Annual revivals, Youth revivals, Women and Men's services, and Homecoming to fit in with local Baptist churches. Father Hodge led didactic preachings as well as provided pastoral care and outreach, and helped oversee the Annual Miss Winter Melody Pageant sponsored by St. Paul's ECW. Father Hodge also used his skills as a chef in the annual Indonesian Rice Table buffet and Caribbean Steel Band celebration. Lastly, Father Hodge was a founding member and President of the Community Development Association of West Point and Vicinity, Inc.; and

Whereas, Father Hodge's love of the gospel and hymns was manifest in his repertoire for weekly services; now therefore be it

Resolved, that the 226th Annual Convention of the Diocese of Virginia thanks the Reverend Captain Vincent Hodge for his exemplary lifelong service to his three parishes and hopes that his commendable service to the church and to his community will continue for many years to come; and be it further

Resolved, that a copy of this resolution be provided to Father Hodge and that it be recorded in the minutes of the 226th Annual Convention.

SUBMITTED BY THE VESTRY OF ST. PAUL'S, WEST POINT.

CR-3a Honoring the Christian Service of the late Gladys Lewis, parishioner of St. Philip's Episcopal Church, Richmond (amended)

Whereas, Gladys Lewis was an active and devoted member of St. Philip's Episcopal Church and a committed leader of the first order, having served the Episcopal Church at the parish, regional, national and international levels. Gladys represented the Diocese of Virginia in her travels to South Africa and Liverpool, England. The Union of Black Episcopalians (UBE) was also dear to her heart. In 2004, Gladys received the National Achievement Award from the UBE; and

Whereas, Gladys faithfully led the Girl Scouts Troop with Anna Washington at St. Philip's for more than 50 years. She began in 1957 and held positions at all levels of scouting for the Commonwealth of Virginia. Her awards included Commissioners Award, Legacy Award Thanks-2 Badge, and numerous certificates of appreciation and other commendations. The Campus Girl Scouts at Virginia Union University were organized and certified under her leadership; and

Whereas, Gladys lent her considerable skills to her Diocese and community as a member of the Diocesan Race and Reconciliation Committee, on the Executive Board of the Episcopal Church Women, Virginia Chapter of the National Caucus on Black Aged (Senior Connections), Church Women United, and Society of the Companions for the Holy Cross; and

Whereas, she was a longtime and faithful member of the Ecumenical and Interfaith Relations Commission of the Diocese of Virginia; and

Whereas, she lived out her baptismal covenant in service to girls in our Northside Richmond community through her leadership of the St. Philip's Girl Scouts Troop, and her humble support of numerous other charitable organizations; and

Whereas, her life of service and devotion to her Lord and Savior was exemplary and worthy of a perpetual memorial; now therefore be it

Resolved, that this 226th Annual Convention of the Diocese of Virginia joins with the clergy, laity and staff of St. Philip's Episcopal Church, Richmond, in honoring the Christian service of Gladys Lewis.

SUBMITTED BY THE REV. MARLENE E. FORREST AND THE VESTRY OF ST. PHILIP'S EPISCOPAL CHURCH, RICHMOND.

CR-4 The Rev. Canon Carol Cole Flanagan

Whereas, the Reverend Canon Carol Cole Flanagan served the congregation of St. Barnabas' Church for more than three years as Interim Rector, strengthening the congregation and its spiritual ties to the community; and

Whereas, Canon Flanagan supported the congregation with her kind pastoral care, provided wise guidance with the vestry, and shared her inspiring congregational development expertise; and

Whereas, Canon Flanagan ensured that meetings ended on time, oversaw improvements to the chancel, and supervised the resurfacing of the parking lot; and

Whereas, while serving at St. Barnabas', Canon Flanagan was steadfast in her faith and ministry through a time of extraordinary personal loss and bereavement; and

Whereas, Canon Flanagan shared with the congregation her joy and passion for stewardship, which was among her first great joys in faith as a young girl; and

Whereas, Canon Flanagan generously provided help to those in need through her Discretionary Fund as well as through her support for other ongoing outreach ministries with St. Barnabas' Church, including Annandale Christian Community for Action; let it now be

Resolved, that this 226th Convention of the Episcopal Diocese of Virginia give thanks for the ministry of the Reverend Canon Carol Cole Flanagan, former Interim Rector of St. Barnabas', Annandale, and wish her well in her next chapter; and be it further

Resolved, that we send her our best wishes, and offer our prayers for her continuing ministry in retirement, in the Diocese of Washington.

SUBMITTED BY THE REV. JOHN BOLIN SHELLITO, RECTOR, ST. BARNABAS' CHURCH, ANNANDALE.

CR-5a For Mrs. Jean Mary Taylor: Upon her retirement after thirty years of service to Christ, to the Diocese of Virginia, and to Calvary Episcopal Church, Front Royal, Virginia (amended)

Whereas, Jean Mary Taylor retired on September 15, 2020 as the Lay Assistant at Calvary Episcopal Church in Front Royal after 30 years of steadfast, faithful service to Christ our Lord and His church; and

Whereas, the Episcopal Church upholds the ministry of all baptized persons and believes in the priesthood of all believers; and

Whereas, she has served three rectors and two interim rectors during her tenure; and

Whereas, her deep and unapologetic faith, her forthrightness, her corporate knowledge, her friendship and her sense of humor have been invaluable to the rectors she has served; and

Whereas, she has been integral to the past partnership with and the success of multiple mission trips to the Pine Ridge Episcopal Mission in South Dakota; and

Whereas, her ministry with youth, especially on mission trips, has made life-long, lasting impressions on their faith development into adulthood and their life in Christ; and

Whereas, over her tenure she has taken on a wide variety of ministries, programs, and projects where the rector and parish had need, requiring any number of gifts and skills; and

Whereas, she was a longtime and faithful member of the Ecumenical and Interfaith Relations Commission of the Diocese of Virginia; and

Whereas, she continues to be the co-chairperson of Native American ministries in the Diocese of Virginia; and

Whereas, she is an active member of Coming to the Table (North Shenandoah Valley Chapter) and is utterly committed to the work of racial justice, reconciliation and healing for Black, Indigenous, and other people of color; and

Whereas, she has been faithful in the apostles' teaching and fellowship, in the breaking of bread, in the prayers and in stewardship to Christ's church; and

Whereas, she has lived into her Baptismal Covenant to the fullest extent: seeking and serving Christ in all persons, loving her neighbor as herself, striving for justice and peace among all people and respecting the dignity of every human being; and

Whereas, she is the embodiment of the priesthood of all believers and of the value, importance and impact of the ministry and leadership of the laity; and

Whereas, her humility, selflessness, and utter lack of desire for recognition or accolades will have her cringing at this resolution; let it be

Resolved, that the 226th Annual Convention of the Diocese of Virginia recognize and honor Jean Mary Taylor's steadfast service to God, to the Diocese of Virginia, and to Calvary Episcopal Church, and to all her neighbors by adopting this resolution; and be it further

Resolved, that copies of this resolution be shared throughout the Diocese in order to inspire others to such ministry; and that prayers be offered in support of her continuing work with the Native American Ministries of the Diocese, her ongoing involvement and work toward racial justice, reconciliation and healing, and as a member of Calvary Episcopal Church.

SUBMITTED BY: MS. NELLIE ADKINS, CO-CHAIRPERSON, NATIVE AMERICAN MINISTRIES; THE REV. VALERIE J. HAYES, RECTOR, CALVARY, FRONT ROYAL; DR. JUDITH JAMES AND MR. IRA CHALEFF, CO-FACILITATORS, COMING TO THE TABLE; THE REV. JANE PIVER, INTERIM RECTOR, CALVARY, FRONT ROYAL; THE REV. DEBORAH RUTTER, FORMER RECTOR, CALVARY, FRONT ROYAL; ON BEHALF OF THE VESTRY AND PARISHIONERS OF CALVARY, FRONT ROYAL, ESPECIALLY MS. ANNE COBB; AND ON BEHALF OF THE MANY YOUTH SO DEEPLY IMPACTED BY MISSION TRIPS TO PINE RIDGE AND JEAN MARY'S MINISTRY.

Constitutional Amendments

C-1 is a Constitutional Amendment to change the official name of the Diocese of Virginia to be consistent with other dioceses and The Episcopal Church. It must be present at two consecutive conventions. This is its first reading at Convention. It will be on next year's Convention agenda for consideration and final action. Bold words are sections to be added.

C-1 Amend Article I of the Constitution as follows:

ARTICLE I

Order, Government and Discipline.

The order, government and discipline of the **Diocese of Virginia, formerly and otherwise known as** the Protestant Episcopal Church in the Diocese of Virginia, shall be vested in the Bishop, and in the Convention of the Diocese, constituted as provided in Article III hereof, which shall have power to adopt Canons, and take any other action for the conduct of its affairs not in conflict with this Constitution.

SUBMITTED BY: J.P. CAUSEY JR., CHANCELLOR.

Rationale: This amendment effectively conforms the name of the Diocese of Virginia to the name of The Episcopal Church and the terminology of the 1979 Book of Common Prayer. Debate at General Convention about expunging the word "Protestant" from the name of The Episcopal Church had persisted for 90 years before the 1967 General Convention amended the preamble to the Constitution to say that the Protestant Episcopal Church in the United States of America is "... otherwise known as The Episcopal Church (which name is hereby recognized as also designating the Church)..." (White & Dykman's *Annotated Constitution and Canons* notes that this issue "had a longer life in [General] Convention discussions than any other in the history of the Church.") Similar changes were also made in the 1979 Book of Prayer and the Declaration of Conformity.

This amendment also conforms Article I to the Preamble of the Constitution which refers to the Diocese of Virginia. The supplemental reference in the proposed amendment to the "Protestant Episcopal Church" is retained to reference the continuity of the organization.

Proceedings

Saturday, November 14, 2020

Opening Session

The Rt. Rev. Susan E. Goff (Bishop Suffragan and Ecclesiastical Authority): Good morning and welcome to this 226th Convention of the Episcopal Diocese of Virginia. We will officially begin in just a few moments. We'll wait to allow a few more people to click in. Some announcements as we do that waiting: If you haven't already changed your screen name, please do so that it has the name by which you want us to call you, your first and last name or the name that you go by and your last name so that we can call upon you properly, should you raise your hand to speak. Also, if you haven't already, please sign in as clergy or laity. You will have received an email. Check that email and select that you are here and whether in the clergy or lay order.

This gathering is being translated. It will be in three languages: Spanish, Korean and English. If you haven't already, please go to the bottom of your Zoom screen to the language button and click on the language of your choice. It is important that you click either English, Spanish or Korean. If you leave it off, you will only hear the language of the speaker and not the translation at the times when you might need that translation. Closed captioning is also available for this meeting. If you need that, click on closed captioning at the bottom of your Zoom screen.

As we wait just a few more minutes before the opening gavel, we will have our first video story of the Diocese. This year all of our stories are produced in video form and they will be available for you on the diocesan website after this meeting, as well as on our social media. Our first story is about the work of the Underground Kitchen in Richmond.

Stories of the Diocese: Underground Kitchen Community First

A video Story of the Diocese from Underground Kitchen Community First played.

The Rt. Rev. Jennifer Brooke-Davidson (Assistant Bishop): When COVID hit in early March in Virginia, everything we knew about how to be and do church shifted. We had to learn how to connect as a community of faith with one another and we had to learn how to connect with the communities that we serve in the name of Christ in a new way, and we had to do it fast.

Mr. Michael Sparks (Founder, CEO Underground Kitchen): Underground Kitchen is an experiential dining company giving chefs of color and women an opportunity that they don't get in the regular world, a possibility for chefs to come together and cook without boundaries.

Bishop Brooke-Davidson: One of the things that's wonderful about UGK is how the work aligns with our diocesan priorities: care of creation in the form of gardens and urban farming; with racial justice and healing; and in telling the good news of what the possibilities might be.

Mr. Sparks: Community First came about at the beginning part of COVID. We had a refrigerator full of food and a bunch of chefs who couldn't work, so we decided to make soups. When the restaurants started closing, chefs had no place to cook, we ran out of kitchens. I was thinking of what we could do to find another kitchen and I said to Barbara Ambrose, my neighbor who is a deacon in the Episcopal Church, "We need kitchens. We need to feed the hungry during this period," and she said, "Give me 24 hours."

Bishop Brooke-Davidson: When I got a phone call to talk about the possibility of the Episcopal Church partnering with Underground Kitchen in their feeding ministries across Richmond, I knew the Holy Spirit was right in the middle of it. I knew we had to do something and we didn't know how, they knew how to do something but needed space to do it.

Mr. Sparks: The next day, we had nine Episcopal churches. All jumped in feet first, including Roslyn as a part of that team.

Bishop Brooke-Davidson: When Jesus and the disciples were caught in the countryside with a lot of hungry people, the disciples asked, “Where will we get food to feed them?” And Jesus said, “You feed them.” With the partnership with the Underground Kitchen and the Episcopal Church, the story of the feeding of the 60,000 began in Richmond.

Governor Ralph Northam (via news clip): For essential workers, such as our doctors, nurses and first responders, these people keep our communities functioning. We have 1.2 million children under age 12 in our Commonwealth, 80,000 of them may be the children of health care workers. Today I’m calling on our local communities who are continuing to make meals accessible to students during these closures. We must rally together to fill this pressing need across the Commonwealth while following strict public health protocols to keep our children safe.

News Reporter: Seniors are one of the most at-risk populations during the coronavirus pandemic.

Ms. Pearl Quick (Underground Kitchen Community First Meal Recipient): This is to the Underground Kitchen. I’m 75 years old and my husband, 81, has dementia. You’ll never know how grateful I am for your kindness. When I feel the loneliest, I need only to remember that I’ll get a visit from you and all is okay again. God will bless you, I know. Love and appreciation, Pearl Quick.

News Reporter 2: A sea people from all over protesting the death of George Floyd.

Mr. Sparks: In your most hopeless times, you have to just let go and give to God to bring people together. All folks aren’t out to get each other or hating each other, but we’re here to help each other. There are so many good people at Roslyn and at the Episcopal Church who have helped us get here. Bishop Brooke-Davidson: In the Episcopal tradition, we make vows at our baptism that we will strive for justice and peace, and respect the dignity of every human being. So when tensions boil over, it gets difficult to find a way forward, but we have made vows to do it.

Mr. Sparks: June, 17 of 2015, nine members of the Mother Emmanuel Church were murdered during Bible study. Reverend Pinckney who is the preacher who died at Mother Emanuel Church, his dream was to feed the hungry folks of South Carolina. That tragedy happened five years ago. We’re talking about a lot of the same stuff, but there are great things out there towards the goodness of the kindness of people being human. There’s a reason for everything and we’ve helped over 60,000 people at this point and plan to do much much more for our community.

The video closed with a slide that read, “With the power of God and prayer the project has now evolved into an affiliated non-profit, UGK Community First, that provides direct relief in the community – we’re now focusing on urban farming, food justice, and culinary career training – and our traditional commercial venture, UGK, will help Community First with financial support and broad exposure.”

Call to Order and Land Acknowledgement

The Rt. Rev. Susan E. Goff: We are tremendously blessed to be a part of this ministry and to share in this ministry with others. Now I formally welcome you all to this 226th Convention of the Episcopal Diocese of Virginia and officially call us to order.

We begin this meeting by acknowledging that I am hosting this meeting on the unceded ancestral land of the Powhatan people. Others in the Diocese are participating on unceded ancestral territory

of the Manahoac and the Monacan people. We honor these lands and give thanks for the people who stewarded them through generations. We ask God's blessing upon the land and on the native peoples who live in our Diocese today, people of the Chickahominy, Eastern Chickahominy, Mattaponi, Upper Mattaponi, Rappahannock, Monacan, Pamunkey and Patowomeck tribes. God bless them. God bless us all as we acknowledge our past and live into God's future.

A few housekeeping items for this morning. If you haven't already, I remind you again, please change your screen name to your first and last name, or the name you go by and your last name so that we can call on you appropriately. Don't forget to check your emails for the first vote, where you register as either a clergy person or a layperson. After you've done that, that will enable you to receive the Standing Committee ballots later in the meeting. Please be sure to check-in and register yourself in the quorum vote that was sent to you this morning.

Your microphone will be muted all day unless you are called on to speak during the day. I invite everyone, in fact, I ask you and I urge you to turn on your video and leave it on all day, except for those odd moments when you might turn off your video to step away for a moment. Please, leave it on all day so that we can scroll through the different screens and see each other and have at least a little bit of a semblance of being together.

A note about chat, we will use the chat function later in the day as we listen to reports on Resolutions, amendments to the Constitution and Canon, and the Budget. The private chat feature today has been disabled because of the sheer number of us here. All comments that are typed into chat, therefore, would be visible to everyone. During debates, we will not use chat for debate and I will talk about that a little bit more before we enter into our resolutions. If you have technical issues, please don't use chat to notify us. We have a team standing by to assist you. You can contact them by emailing us at ksmith@thediocese.net, or by calling 804-643-8451 or 1-800-DIOCESE. That information will be posted in chat so that you can see it. If you have technical issues, please call us. We've got people standing by to help you.

Invocation

The Rt. Rev. Susan E. Goff: I now welcome the Rev. Pedro Cuevas of San Marcos in Alexandria, the Rev. Athanasius Choi of Holy Cross Korean in Fairfax, and the Rev. Canon Mary Thorpe to deliver our invocation.

The Rev. Canon Mary Thorpe: Let us pray. Lord God, Almighty and Everlasting Father: You have brought us in safety to this new day. Preserve us with Your mighty power that we may not fall into sin nor be overcome by adversity. In all that we do direct us to the fulfilling of your purpose, through Jesus Christ, our Lord. Amen.

The above prayer was also spoken in Korean by the Rev. Athanasius Choi and in Spanish by the Rev. Pedro Cuevas.

Determination of Quorum

The Rt. Rev. Susan E. Goff: I now call on Mark Eastham, the Secretary of the Diocese, for the determination of a quorum.

Mr. Mark Eastham (Secretary and Chief of Staff, Diocese of Virginia): Thank you, Bishop Goff. According to Article IV of the diocesan Constitution, one-third of the members of the clerical order and one-half of the members of the lay order shall constitute a quorum for the transaction of any business at any regular, or special meeting of the Convention.

There being 450 members of the clerical order, 150 are required for a quorum. There being 310 members of the lay order, 155 are required for a quorum. At 8:55 a.m., a quorum was achieved with 160 members of the clerical order and 187 members of the lay order registered.

Bishop Goff: Thank you very much, Mr. Secretary.

Adoption of Program

The Rt. Rev. Susan E. Goff: I now ask for a motion to adopt the program of the 226th Annual Convention. You will have received that material and that program. If you would like to make that motion, please click on the participant button at the bottom of your screen and click on the blue raised hand button. Is there a motion to adopt the program? I see that 24 people have raised their hands and it has been moved and seconded. Thank you very much. Now we need to vote on it. You will see a pop-up polling window on your screen. Please, choose your answer to adopt the Program of Convention. Thank you very much. The Program of Convention is adopted with 386 votes for and 1 vote against.

Appointment of Parliamentarian and Secretary

The Rt. Rev. Susan E. Goff: I appoint John Paul Causey Jr., Esq. of St. John's, West Point, as Parliamentarian of this 226th Annual Convention. I appoint Mark Eastham, the Secretary of our Diocese, as Secretary of Convention.

Adoption of Rules of Order

The Rt. Rev. Susan E. Goff: I now ask for a motion to adopt the Rules of Order of the 226th Annual Convention. Same thing to make a motion. It has been moved. Is there a second? Yes, it has been seconded. Thank you very much. You will now see a polling window pop-up on your screen. Please, choose your answer to adopt the Rules of Order for this Convention. Thank you very much. We have 389 votes for and 3 votes against. The Rules of Order are adopted.

Announcement of Committees of Convention

The Rt. Rev. Susan E. Goff: It is my pleasure to announce the committees of this Convention. The list of members of the committees has been sent to you and been posted on the diocesan website. I'd like to thank each one of the members of these committees for your important service and for your commitment to our work, one together as a Diocese. I recognize and thank especially the Chairs: Ms. Terry Long, of the Credentials Committee; Mr. J.P. Causey, of Constitution and Canons; the Rev. Deacon Katherine Ferguson, Resolutions; the Rev. Andrew Moore, Budget; the Rev. Emily Krudys, Related Organizations; and Mr. Mark Eastham, Convention Journal. Thank you all for this good work.

Report of the Credentials Committee

The Rt. Rev. Susan E. Goff: I call on Ms. Terry Long of Holy Comforter, Richmond, and the Chair of the Credentials Committee for the report of that committee.

Ms. Terry Long (Holy Comforter, Richmond, and Chair, Credentials Committee): Thank you. I have examined the Certificates of Election of the lay delegates, which are filed with the Secretary of the

Convention, as a list of those persons duly elected as delegates and alternate delegates to this meeting of the 226th Annual Convention.

Bishop Goff: Thank you very much. We are in order.

Adoption of Consent Agenda

The Rt. Rev. Susan E. Goff: We now turn to our Consent Agenda. This year we are using a Consent Agenda. This allows us to take one vote for a group of non-controversial items that require action by this Convention. We do this in order to expedite our meeting. According to the Rules of Order, items on the Consent Agenda may be removed and placed on the regular agenda for discussion at the request of three delegates. The items currently on the Consent Agenda are the election of the Disciplinary Board members, the election of the Commission on Ministry members, the report of the Related Organizations committee, courtesy resolutions and constitutional amendment C-1. All of these were sent to you on Thursday for your review and consideration.

I make a note about the first one, election of Disciplinary Board members. There is one slight change to what was sent to you and that is that the Rev. Daniel Johnson will be appointed for one year rather than for three years. Otherwise, that appointment for Disciplinary Board remains as it was sent to you. Is there anyone who requests to remove an item from the Consent Agenda? That will require three delegates to do so. If anyone would like to remove something from the Consent Agenda so that we can debate it during the Resolution's report, please type, "Speak" into chat and only the word, "Speak," and we will call on you.

Seeing no requests to remove something from the Consent Agenda, I ask for a motion to approve the Consent Agenda. It has been moved. Is there a second? It has been seconded, so, you will now see a polling window pop up on your screen. Please choose your answer, yes or no, to accept the Consent Agenda. Once you have voted the box will go away. Please vote now.

Thank you very much, we have well over a majority for this: 397 votes for and two votes against. The consent agenda is adopted.

Ballot One and Introduction of Standing Committee

The Rt. Rev. Susan E. Goff: We will now move to the first ballot for this year's election. Election of members of the Standing Committee. This year we are using a new electronic voting software called Election Runner. Your ballot will be emailed to you from the Episcopal Diocese of Virginia. Once you open that email, click on the "Click Here to Vote" button and your ballot will appear. Make your selections on the ballot and then click on the "Submit" button and that's all that it takes.

Now, let me say a word about the Standing Committee and introduce to you the candidates, the nominees for this year, as well as the people who have been serving on the Standing Committee. Per article 15 of the Constitution of the Diocese, each regular meeting the Convention shall elect to the Standing Committee two members of each order for a term of three years. The Standing Committee acts as a council of advice to the Bishop and, in the absence of the Bishop in a Diocese, is authorized to act as the diocesan Ecclesiastical Authority in accordance with the Canons of the Episcopal Church.

I introduce to you the current members of the Standing Committee, those who will be continuing in their terms:

Ms. Ashley Cameron of St. Mary's, Goochland
Ms. Christie Thomas of St. Paul's Memorial, Charlottesville

The Rev. Andrew Merrow of St. Mary's, Arlington
The Rev. Bambi Willis of Trinity, Fredericksburg
Ms. Deb Gandy of St. Mary's, Arlington
Ms. Diane Miller of St. Timothy's, Herndon
The Rev. Anne Turner of St. Thomas, McLean
The Rev. Dorothy White of St. Peter's, Richmond

I also thank the four members of the Standing Committee whose terms are expiring:

Ms. Diane Wright, President of the Standing Committee in the year 2020
Mr. Steve Walker
The Rev. David Niemeyer
The Rev. Deacon Katherine Ferguson

Thank you so much to the four of you for such faithful and effective ministry for all of the people of our Diocese and well beyond.

Four members of the clerical order and six members of the lay order have offered themselves for election to this office. To be elected one must receive a majority of all the ballots cast. The clerical nominees are:

The Rev. Kim Glenn of Grace, Kilmarnock
The Rev. Crystal Hardin of St. George's, Arlington
The Rev. Laura Lockey of JMU Campus Ministry, Harrisonburg
The Rev. Cayce Ramey of All Saints Sharon Chapel, Alexandria

The lay nominees are – and please note these will be on two screens:

Ms. Jessica Atkinson of St. George's, Fredericksburg
Mr. Tom Baker of St. James's, Richmond
Ms. Stephanie Hanchey of St. Paul's, Owens, King George
Mr. Roger Inger of St. Paul's on-the-Hill, Winchester
Mr. Rodney Page of St. John's, McLean
Ms. Margaret Woody of St. Thomas, Richmond

The ballot number one for Standing Committee has been sent to you via email. Please, open that email and vote as instructed. I just have received a note saying that ballot is not ready yet, so you will not have received it. Please hold on to all that I shared and we will announce to you and let you know when that has been sent to you and when we'll be ready to actually do the vote. Thank you very much, we'll keep everyone informed to make sure that we all have a chance to vote.

Stories of the Diocese: Grace Montessori School

The Rt. Rev. Susan E. Goff: We'll now hear a second story from the Diocese about youth formation occurring at Grace Montessori School at Grace, The Plains.

A video Story of the Diocese from Grace Montessori School played.

Ms. Micah Earle (Head of School, Grace Montessori): Grace Montessori School is a mission of Grace Episcopal Church in The Plains, and we're a faith-based Montessori School. We serve children 18 months through 6 years old. Because we're a faith-based school, we do academic work, as well as we have a very big faith-based element to our education in the classrooms.

Ms. Ginny-len Potter (Parent of Alden): Having been members here we just thought it was a natural progression, especially when we heard the school was opening. We were so excited that they were going to open Grace Montessori. It was such a wonderful opportunity to bring the spiritual formation that we were looking for in our child's education to light.

Ms. Kristy Colbert (Parent of Beniah): I like this church and the work that they do. I knew that what they are instilling in the community would also be instilled in Beniah, so I wanted him to have that opportunity.

Ms. Beverly Roca (Grandparent of George): I'm ecstatic that the school is here. I love the teachers, I love the classrooms. Everything about it is, you know, geared to the children and it's so loving.

Mr. Aurelio Roca (Grandparent of George): The ratio is phenomenal, and there's a lot of one-on-one with the teacher and the child.

The Rev. Weston Mathews (Grace, The Plains): When they come to this place, it's a place where they will be invited to be known by name and loved just the way they are, and given room to grow. We encourage children here to be independent, to think critically. We do that through the work of the classroom and through the catechesis lessons, which help draw out what is beautiful inside each child.

Ms. Colbert: When he first came here, actually I was very concerned about his speech and his speech pattern. There's been a great improvement in his delivery and his confidence, which his speech therapist said was part of the issue. He just didn't have the confidence to speak. Being here has helped him with the smaller classes, with the one-on-one.

Mr. Kevin Potter (Parent of Alden): Developmentally, you can just see a transformation from what he does at school to at home. You know he is very task-oriented, he wants to help. But just seeing from when he started to now, there has been such a huge improvement, and I think Grace and what Micah and Weston have done has been incredible for him.

Ms. Colbert: I believe what he is learning here, he's able to take it out into the world.

Mr. Potter: Every time we light a candle he sings *This Little Light of Mine*. From a spiritual perspective I mean he's definitely grown in the last year and a half now at Grace.

Ms. Potter: Aldan comes home and tells us about his field trips to the neighborhood. The other day they went on a scavenger hunt. They looked for pumpkins.

Mr. Potter: Going to the antique store, looking for things there. Getting out in the community and meeting the people.

Ms. Roca: He used to be a very messy child and you'd have to be on top of him to put toys away. He comes home and he wants to dust, vacuum and clean up his room. That is definitely Montessori training.

Ms. Earle: Every child is an individual. I think people forget that children need to move, and that's a big part of Montessori and catechesis, is that they're actually able to experience the materials hands-on. We're always tailoring everything to every individual child. The lessons really call to the children and they make it not such a scary place.

Mr. Mathews: Montessori and catechesis encourages us to slow down, by doing the work that a child is drawn to in a beautifully appointed classroom.

Ms. Earle: It makes it just a loving place to be. It's important that children know that they're loved these days and to love others. That's a very important part.

End of video.

Bishop Goff: Thank you people of Grace, and for all of our preschools and all of the wonderful work done in our congregations and parishes across the Diocese. We now will break for five minutes before returning for the pastoral address. We'll be back in five minutes.

Pastoral Address

The Rt. Rev. Susan E. Goff: Thank you very much. We are back. We do not yet have the ballots ready for Standing Committee. We will do that after the pastoral address. We will put up the pictures again of the nominees so that there's not that much of a lag time.

We turn now to the pastoral address, and for this portion of the meeting and only this portion, I'm going to remove my mask.

Dear friends in Christ, brothers, sisters and siblings.

I begin my address with a reading that gives me courage and hope. It is from letter to the Hebrews (12:1-3). *"Since we are surrounded by such a great cloud of witnesses, let us throw off everything that hinders and the sin that so easily entangles. And let us run with perseverance the race marked out for us, fixing our eyes on Jesus ... Consider him who endured such opposition from sinners, so that you will not grow weary and lose heart."*

With our eyes fixed on Jesus, we do not grow weary or lose heart. With our eyes fixed on Jesus, we are One Together in the Diocese of Virginia as we walk the way of Jesus' love through our current moment and into God's desired future. With our eyes fixed on Jesus, we go forward to be the Church.

At our Convention last year, we embarked on a time of intentional interim between Bishops Diocesan in the Diocese of Virginia. Inspired by the images of Light, Life, Joy and Love in Jesus, we began articulating a fresh vision for our life together across our 179 congregations, six diocesan schools, six diocesan homes, five campus ministries, two conference centers, vibrant summer camps and a wide variety of legislative bodies, committees, commissions and related organizations. After Convention we gathered to put flesh on the bones of the vision. Nearly 400 clergy and lay people took part in our Visioning Tour in five locations across our Diocese. Ms. Chris Cameron of St. Anne's, Reston, compiled and collated the ideas and suggestions, capturing every one. I thank her for this invaluable work.

By the last stop of our Visioning Tour on February 29, a crisp articulation of our priorities was emerging. Then our life and ministry dramatically shifted. Just two weeks after our Visioning Tour was complete, it became clear that the threat of the novel Coronavirus was profound and that protecting each other, particularly the most vulnerable, had to be our priority. We ceased gathering together in person for worship and began learning new skills for being together in other ways. In those early days that now seem so long ago, we thought we'd be out of our church buildings for maybe a month or so. Surely, we imagined, we'd be back for Easter! Here we are now, a full eight months later, still in the throes of a pandemic whose infection rate is spiking dramatically, prompting the Governor of Virginia to issue new restrictions that go into effect on Monday. Here we are, grieving nearly a quarter of a million people who have died of COVID-19 in this country alone. Here we are gathering for this Convention via Zoom, uncertain about when we'll see each other in person.

We have been in the throes of at least three other crisis points as well. The killing of George Floyd, Brionna Taylor, Ahmad Aubrey and other black men and women has shined a spotlight yet again on the racism that is endemic in America. Their deaths have exposed yet again the systems that deny dignity and justice to black persons, indigenous persons and persons of color. Many who are white are seeing the depths of racism and the pain it causes, perhaps for the first time – a pain that persons of color have long suffered.

We have been in the throes of dramatic changes in weather patterns due to global climate change. According to NASA, 2020 is likely to be the warmest year ever recorded on earth. We see the consequences of warming in dramatic ways. Fires across the west. Hurricane after hurricane in the Gulf. Unprecedented heat in the southwest. Floods in coastal areas and river towns. Lives and livelihoods are threatened.

We continue to live in a season of upheaval as sharp divisions between Democrat and Republican, red and blue, urban and rural remain exposed in a seemingly endless election year. Families are torn, communities are divided, congregations are strained.

It is no mere coincidence that these four crises points have converged in the same year. Each does not function independently, but all are interwoven. Coronavirus and race intersect as Indigenous, Black and Latino/Latina persons contract and die from the virus at disproportional rates. Climate change and race intersect as indigenous, black and persons of color often suffer first when storms rage and waters rise. The Coronavirus and climate change remain flash points as politicians and citizens politicize them. COVID-19, racism, climate crises and political polarization are interlinked.

With all that, we have been walking through painful territory these past eight months. We've been living what feels like a long, long Holy Saturday, suspended between the loss and grief we see around us and the resurrection we know will come. Like the women disciples who prepared the spices and the men disciples who ran away in fear, we experience grief and loss, confusion and anger. This is hard. We are exhausted.

And, our eyes fixed on Jesus, we walk together with perseverance the way of love. Our eyes fixed on Jesus, we walk together toward the new ways of being community that God is revealing to us. Our eyes fixed on Jesus, we walk forward one step at a time.

Forward. These days people often ask, "When can we go back to Church?" In this pandemic, that question typically means, "When can we regather in person in our beloved Church buildings?" The truth is, there is no going back to Church. There is no going back, because we never left the Church in the first place. Worship in person in our buildings has been suspended, but worship has not stopped. Church buildings are closed, but the Church is not closed. Ministry across the Diocese continues. Building community in Jesus' name continues. We'll see today just a few stories of profound mission and ministry in our video "Stories of the Diocese." We can't go back because we never left.

And there is no going back now because we are being changed. We are learning new skills. We are building community in new ways, community that is wider than it used to be as we connect virtually not only with people in our neighborhoods, but with people across the nation and around the world. We are seeing a bigger picture of ministry beyond the walls of our buildings, and experiencing excitement about what we have learned.

Some of our pre-pandemic habits were consumer oriented – "I go to Church for what I can get out of it." "I make an offering in return for what I receive." That consumer model of Church is crumbling in this time of change. The shift can be seen in many of our congregations when people give generously even when there are fewer programs and activities. People give when they receive nothing concretely

identifiable in return because they support what the Church is now and want the Church to thrive in the future. Their giving is all about relationship, not transaction.

In some of our congregations, people are not able to give at all because they have lost their jobs and struggle from day to day simply to feed their families. And in those places, relationships endure as people lift and support one another in worship, in prayer, and in other concrete action. We are replacing transactional with relational ways of being, building deeper relationships with God, with other people, with God's creation and with our deepest, truest selves. We are being changed so much that there is no going back. There is only going forward, One Together, with perseverance, our eyes fixed on Jesus.

Last year at Convention I named four priorities for our moving forward in common ministry in 2020. In early March, we added another set of new priorities.

The number one NEW priority became keeping all people safe during the pandemic. We suspended in-person worship and activities in our church buildings until it is safe for everyone to regather, and we developed guidelines, protocols and processes for protecting each other. Our Regathering Task Force has worked long and hard to provide needed information and support to congregations. My colleague, Bishop Jennifer Brooke-Davidson, put together a team of coaches to aid churches in this work. I am grateful to her and to the coaches, as I am to the Rev. Fran Gardner-Smith who trained the coaches, and to the Rev. Randy Alexander and the team he assembled to assess applications for regathering. I am grateful to the Rev. Canon Mary Thorpe who has managed this work with clarity and competence. It takes a village to protect the vulnerable; it takes a diocese, all of us together, and together we are faithful.

The number two NEW priority became supporting our clergy and lay leaders with the resources they need to lead their communities through multiple pandemics. To carry out that commitment, I invited clergy to meet with me and the other bishops every week for a clergy webinar. During these Zoom gatherings, we pray together, give updates on guidelines and procedures, answer questions about whatever is on peoples' minds, and hear from presenters on matters like self-care during a pandemic, resources for civil discourse in a time of political unrest, and helpful practices for worship and pastoral care. We continue those gatherings now every other week, and will do so for as long as they are helpful. All of the resources we've shared are posted on our diocesan website.

Our Treasurer, Mr. Ted Smith, and our Canon to the Ordinary, the Rev. Canon Mary Thorpe, have met with Wardens and Treasurers of our congregations, first weekly then biweekly, to share resources, to help congregations in such tasks as applying for the Payroll Protection Plan, and to support them in other areas of parish financial and administrative life. The meetings with Wardens and Treasurers will continue for as long as they are helpful. Resources shared in those meetings are also posted on our diocesan website.

We put together a Task Group on the Eucharist to reflect on our theology and recommend practices for sharing communion safely. I thank the Revs. Whitney Edwards, Ben Shelton, Shearon Williams and Charlie Dupree for their sound theology and leadership. I also thank my colleague, Bishop Porter Taylor, who coordinated these efforts.

In addition to these new priorities that emerged early in the year, I added the personal priority of becoming cancer free after receiving a diagnosis of breast cancer in February. I am grateful to the people of this Diocese for your encouragement and your prayers. I am blessed that I was able to work full time through the months of surgery, chemotherapy and radiation, and blessed that I am now cancer free. I thank God for the wonders of Healing Grace as I continue with follow up treatments to remain cancer free.

Even as these new priorities demand our focus, we have not abandoned the four priorities we named last year.

We shined a spotlight on our first priority, Healing Across Differences, last January. We brought Dr. Catherine Meeks, Executive Director of the Absalom Jones Center for Racial Healing, to Virginia. Leaders of the Diocese spent a day learning from her and beginning to reshape our diocesan work of racial healing. We formed a new Ministry for Racial Justice and Healing, chaired by Ms. Carolyn Lanier of St. Philip's, Richmond, who will report on the ministry right after this pastoral address. This ministry builds on the good work done by the previous Committee on Racial Reconciliation, to whom we remain grateful.

This new ministry team is working with me to articulate our diocesan strategy for Racial Healing and Justice. A piece of our common history in this Diocese is that we were not merely complicit in the sinful institution of slavery; we perpetuated it. We benefited from it – and we continue to benefit from it in ways that we have scarcely begun to name. We will be more intentional than ever in the coming year about articulating, lamenting and repenting our role in slavery and in ongoing systems of racism. We commit to doing all this in specific ways, including bringing on board a full-time staff person to coordinate diocesan-wide work of racial justice and healing. I hope that we will adopt a budget later today that will support the new staff position sometime in the second half of 2021, and that we will work together to ensure that this ministry will be sustained financially and in every other way by the entire Diocese for years to come.

Ms. Julia Randle, our diocesan Registrar and Historiographer, continues to work with congregations and organizations across the Diocese to support them in uncovering their histories.

Building on the chronicle of racism in the Diocese of Virginia that our previous Committee on Racial Reconciliation completed in 2012, Ms. Randle's research identifies at least 48 congregations in the Diocese of Virginia that currently worship in buildings constructed prior to 1865, buildings likely created through the labor of at least some enslaved people. Mayo Memorial Church House, our Diocesan headquarters in Richmond, was also built prior to 1865, likely with the labor of at least some enslaved people. We examine and name this past history as a first step on our journey of living truthfully today and creating a changed tomorrow.

Many in our Diocese take steps of this journey in Sacred Ground circles. Groups gather for ten sessions to explore and talk about a wide range of matters related to race and faith. We bishops in Virginia are in Sacred Ground Circles with other bishops from across the country. I find the work demanding, humbling, challenging and necessary as I face my privilege as a white person and begin to see so much that I have not seen before. From personal experience, I commend Sacred Ground to every congregation and organization in our Diocese.

Book discussion groups continue in congregations and across the Diocese. We bishops meet online with laity and clergy of the Diocese to discuss the book *Episcopalians and Race*. Book groups are nowhere near enough in response to the scourge of racism that infects our souls as individuals, as a society and as a Church. We can't read ourselves into justice, but education is a vital factor in the equation.

We continue these activities and undertake new initiatives because we respect the dignity of the descendants of slaves, the dignity of indigenous people and black people and persons of color as well as white people. We look back so that we can reshape the present and build a future on God's desire for justice and healing for every beloved child of God. Our eyes fixed on Jesus, we will not lose heart as we up our game for racial justice and healing.

Our priority area of Resourcing God's Mission has also continued strong through this year. Our Task Force is developing a plan that we anticipate will strengthen giving from congregations to the diocesan

Budget and allow us to continue to fund the ministries we believe are central to our life into the future. The Rev. Sven vanBaars, chair of the Task Force, will report on the work later in this Convention. I am grateful to him and the committed group.

In addition to a focus on how congregations give to the Diocese, we are also exploring how to increase revenue in other ways. We in the Diocese have significant resources; we cannot plead poverty. Most of our resources in endowments are restricted and therefore not readily available for our use. Most of our resources in property are the land and buildings of our active congregations, so they are not available for us to sell. We are actively at work to find ways to unrestrict some funds and to sell undeveloped land where we don't anticipate planting a new congregation. These efforts, along with strengthening giving from congregations, will put us in stronger financial health in years to come. I thank our diocesan Treasurer, Ted Smith, for his leadership in this vital work.

For the 2021 Budget, we had to make difficult choices. We have lost six staff members in the past 19 months, some through resignation or retirement, some through layoffs necessitated by the canonical requirement that we adopt a balanced budget. An additional staff member was moved from full time to part time. Letting staff go was painfully hard and no decision about staffing was made apart from intentional prayer and visioning. Our staff now consists of 19 people who work with one part time and two full time bishops to carry out our common mission and ministry in the Diocese of Virginia. The staff, while stressed in this time of multiple pandemics, is creative, energetic and strong. Mr. Mark Eastham, our Secretary and Chief of Staff, and the entire staff have worked for many months to prepare for this Convention and to make it run well. I give thanks for them as I pray for them every day. Our eyes fixed on Jesus, we will use our resources of people, money and other assets equitably and wisely as we move forward into God's intended future.

Creation Care is a third priority area that we named last year. Our Creation Care Task Force is working to reframe this ministry in ways that are needed in this season of our life. At the same time, local ministries of creation care continue to flourish around our Diocese. I asked one of our Candidates for ordination to the sacred order of deacons, Ms. Courtenay Evans, to flesh out a vision statement for community gardens after she wrote to me so eloquently on the topic in an Ember Day Letter. Her response included these words: "While tending gardens, we grow in reverence for God's goodness. We grow in deeper relationship with the earth and with each other...Garden ministry stirs up in us a thirst for justice that protects the earth and all its resources, that we may leave to our children's children the legacy of beauty and abundance that God has given us." Our eyes fixed on Jesus, we renew and strengthen our commitment to caring for God's creation in the coming year – for the sake of the earth itself and for the sake of all its creatures, including the human ones.

Our fourth priority is Evangelism – telling the story of our faith so that the transforming, life-giving power of Jesus will multiply in the world. This year our focus has been on raising up leadership in the Church that represents more fully the diversity in our communities. We are conscientiously aware that the bishops, clergy and lay leadership of this Diocese are overwhelmingly white. The proposed amendment to the Constitution and Canons will allow us to expand diversity of any needed kind on the Executive Board. The racial audit that the Commission on Ministry is doing on our ordination process will expose areas of unseen bias and help us raise up and form more persons of color for ordained ministry. Our eyes fixed on Jesus, we will expand leadership and coordination of our work of evangelism in the coming year.

With our eyes fixed on Jesus, we go forward to Church in this intentional interim time between Bishops Diocesan. We will vote on a resolution this morning to begin a process for the election of the 14th Bishop Diocesan of the Diocese of Virginia. The dates for the election and consecration of the next Bishop Diocesan will be set by the Standing Committee in consultation with the Office of the Presiding Bishop. We anticipate an election and consecration some time in 2022. It has been and will continue to

be an honor for me to serve as Ecclesiastical Authority between the last Bishop Diocesan and the next. It will be an honor to work with the next Bishop Diocesan for a time before I retire.

“Since we are surrounded by such a great cloud of witnesses, let us throw off everything that hinders and the sin that so easily entangles. And let us run with perseverance the race marked out for us, fixing our eyes on Jesus... Consider him who endured such opposition from sinners, so that you will not grow weary and lose heart.”

May it be so. And may we, as One Together in the Diocese of Virginia, do our part to make it so.

Ballot One (Continued)

The Rt. Rev. Susan E. Goff: Standing Committee Ballot Number One has been sent to you via email. Please go to that email if you haven't already. Pull it up and please vote for two lay nominees and two clergy. I ask Erin Kamran to show those pictures again of who the nominees are in the clergy order:

The Rev. Kim Glenn
The Rev. Crystal Hardin
The Rev. Laura Lockey
The Rev. Cayce Ramey

The lay order:
Ms. Jessica Atkinson
Mr. Tom Baker
Ms. Stephanie Hanchey
Mr. Roger Inger
Mr. Rodney Page
Ms. Margaret Woody

You have until 10:30 to submit your ballot. Please vote now.

Report of the Ministry for Racial Justice and Healing

The Rt. Rev. Susan E. Goff: I now introduce to you Ms. Carolyn Lanier of St. Philip's church in Richmond who will present the report of the Ministry for Racial Justice and Healing.

Ms. Carolyn Lanier (St. Philip's, Richmond, and Chair, Ministry for Racial Justice and Healing): Hello, I'm Carolyn Lanier of St. Philip's Church in Richmond, Virginia. I'm honored to serve as the Chair of the new Ministry for Racial Justice and Healing. I serve alongside the Rev. Justin McIntosh of St. Paul's, Ivy, he's our co-chair. The Rev. David Casey, our Campus and Young Adult Chaplain in Fredericksburg, Virginia serves as our Registrar. Along with eight others from around the Diocese, we are honored to have the opportunity to report to you today about the diligent work that we are doing to determine how the Diocese can strategically and effectively live our baptismal covenant in relationship to the ministry of racial justice.

We're thankful to all of you to have this opportunity to build on this ministry that was created by the former Racial Reconciliation Committee, and the work of many others who historically helped to work on the development of creating a community of like-minded Christians who wish to faithfully serve the Diocese of Virginia in the work of anti-racism.

For centuries, the sin of white supremacy has marked the body of Christ within our Diocese and throughout the Episcopal Church. Combating the demonic forces requires naming our complicity and ungodly structures that have intentionally and disproportionately benefited white people and advocating for anti-racist change in the church and wider society.

The protests that followed the extrajudicial killings of George Floyd, Breonna Taylor, Ahmaud Arbery, Trayvon Martin and many others, along with the disproportionate effects of COVID-19 on black and brown communities, have laid bare once again the intractable and insidious nature of racism in our country.

As a predominantly white denomination, historically and currently, we recognize that we have been and continue to be beneficiaries of the racist structures and practices in the Commonwealth of Virginia. Consequently, we affirm a sacred duty to use our privilege in witness to God's kingdom of unity, justice and wholeness for all. Thanks be to God, we see evidence of a righteous hunger among God's people in this Diocese for racial justice and healing. We know that God is not calling us to small symbolic efforts, but to true Christian discipleship, which entails nothing less than a deep and sustainable focus on embodying the vision of Galatians 3:28. "There is no longer Jew or Greek, there is no longer slave nor free, there is no longer male or female, for all of you are one in Christ Jesus."

Because this work must be intentional and anchored in a common vision, the Ministry in conjunction with our Bishop and Ecclesiastical Authority has developed a vision of a diocese filled with Christians boldly speaking truth to power and working for a world free from the evils of white supremacy, racism and colonialism. Our mission is to actively engage the Diocese of Virginia in creating sustainable programs to dismantle racism, white supremacy, and the legacy of colonialism through education and advocacy with societal, governmental and ecclesiastical systems. To achieve our mission and take steps towards our vision, we have drafted a strategic plan, which is grounded in three areas; truth, justice and healing.

While the plan is not yet in its final form, we can tell you that this work includes items such as working with supporting Ms. Julia Randle in her work to ensure that all congregations in our Diocese engage in truth seeking and truth telling by researching, discovering and acknowledging your complicity in perpetuating racism. Providing opportunities for congregants to participate in the Sacred Ground anti-racism curriculum cohort, and empowering participants to utilize the learnings to launch Sacred Ground cohorts in their own churches and regions. Working with Virginia Theological Seminary to provide educational and discussion opportunities related to anti-racism that go beyond the black versus white experience, and will take place throughout the church program year. Working with our bishops and governing bodies to make the canonical changes necessary to ensure that our churches and clergy continuously grow and learn more about the work of anti-racism. Working with our historic African-American, Latino and Asian congregations, to ensure that racism is no longer an obstacle to their growth and community building. Studying and analyzing our internal processes to ensure that we achieve more diversity in our staff, governing bodies, committees, and clergy, and seminarian recruitment. These points make up only part of a long list of items that strategically address as a Diocese, but we are looking forward to finalizing the plan and presenting to the Diocese as an official document by January 2021.

The members of this Ministry proclaimed to you are persistent and Christ-centered commitment towards racial justice and healing on behalf of the Diocese of Virginia. We know this is not work that can be done by a single committee or even solely by our bishops and diocesan leaders. This work requires the active engagement of lay and clergy leaders in our churches. While some congregants and clergy may express an urgency and a restlessness to find quick answers and easy fixes to the legacies of white supremacy in the church, we know that quick and easy solutions do not exist when it comes to correcting systemic ills. The true work of healing societal brokenness and creating lasting change is not only substantive but it's deliberate. It cannot be subjected to fads or trends. In the coming months, we hope to work with all of you to implement these recommendations and to expand our work with subcommittees of people devoted to racial justice and healing.

Dismantling structures of white supremacy will not happen overnight, but we confidently engage in this ministry because we are on God's side. God is anti-racist and God's will shall prevail in the end.

"Then I saw a new heaven and a new earth, and I heard a loud voice from the throne saying, 'The home of God is among mortals. He will dwell with them. They will be his peoples, and God himself will be with them. He will wipe every tear from their eyes. Death will be no more. Mourning and crying and pain will be no more. For the first things have passed away.'" Revelations 21.

I thank you for your time and I look forward to speaking with you and working with you in the future. Thank you.

Presentation of the Meet Me in Galilee Award

Ms. Carolyn Lanier: Now, it is my honor to present the Meet Me in Galilee Award. The Meet Me in Galilee Award is given in honor of the lifelong efforts of Mareea Wilson, Gladys Lewis, Joseph Royster and Maurice Spraggins as leaders of the Diocese for racial reconciliation, especially among those divided because of race and ethnicity. This award honors congregations and/or individuals in their church who are active in the ministries that support the charge of the baptismal covenant to, "strive for justice and peace among all people and respect the dignity of every human being." This year's recipients of the award are the Rev. Weston Mathews of Grace, The Plains, and posthumously, the Rev. Robert Dilday of St. Stephen's, Richmond.

Weston and Robert were and are indispensable leaders in the fight for environmental justice and against environmental racism. Together, they founded the Interfaith Alliance for Climate Justice, with a mission to be faithful stewards of creation by supporting resistance to its degradation and exploitation. Through the Interfaith Alliance, the Rev. Mathews and the Rev. Dilday worked tirelessly to stop the Atlantic Coast Pipeline, the Mountain Valley Pipeline, and to engage Episcopalians and people of all faiths in the ministry of activism. The Rev. Mathews and the Rev. Dilday emerged as leaders in what became a national movement to defend the historic African-American community of Union Hill in Buckingham County, Virginia, from plans to build a massive polluting industrial facility, a compression station that was part of the Atlantic Coast Pipeline, in the heart of a community founded by freed men and women after the Civil War. Through public events of all kinds and making connections with others around the country who were fighting for environmental justice, they helped expose the environmental racism at the heart of that project. It was in no small part as a result of their efforts that the Atlantic Coast Pipeline was canceled and Union Hill was saved. Today, the Rev. Mathews continues his work to ensure that the Mountain Valley Pipeline, which would likewise impose an environmental injustice and create serious health hazards for marginalized communities, will meet the same fate as the Atlantic Coast Pipeline. In recognition of this godly work, and in memory of the Rev. Robert Dilday's tireless fight against injustice, we are proud to present this award to the Rev. Weston Matthews.

The Rt. Rev. Susan E. Goff: You see on the screen now, before you, the award that will be presented to Weston. It is a pleasure and I'm so excited that we are able to do this, marking that it is bittersweet as we remember Robert in this way, and as we continue to mourn him. Thank you, Weston. Thank you, Robert. Thank you, God, for giving us such strong, clear, wonderful witnesses to your love and to your justice.

Stories of the Diocese: Racial Justice at St. Paul's, Richmond

The Rt. Rev. Susan E. Goff: Some folks, regarding the last ballot, said that they didn't get it. If you don't see a ballot in your mailbox, would you please check your junk folder or your clutter folder and see if it is there. We'll have a few more minutes for you to be able to submit your ballot. In fact, we'll

give you even a few more minutes by going right now to our next Story of the Diocese, a story of racial justice at St. Paul's, Richmond.

A video Story of the Diocese from St. Paul's, Richmond, played.

Ms. Barbara Holley (Vestry Member, St. Paul's, Richmond): In late June, when the names of George Floyd, Breonna Taylor and others were written on the steps of St. Paul's, along with "BLM" and "I can't breathe," my initial reaction was the graffiti won't stay. Why? Because this church is a church with predominantly white members.

In the past, it has been in the business of trying to understand our history, do a little truth telling, come to grips with today and move on to reconciliation of the past and justice in the future. I received comments from several longtime members who wanted to leave the graffiti as a memorial and the vestry, in discussion, agreed.

The Rev. Dr. Charlie Dupree (Rector, St. Paul's, Richmond): We discovered the graffiti on Pentecost morning. I was about to preach a sermon on the importance of breath. Pentecost is all about breathing, particularly the spirit breathing life into humanity. The gospel message was about Jesus moving into the upper room with the disciples, not only breathing onto them but breathing into them, the breath of life, which takes us all the way back to the Garden of Eden, when God breathed life into humanity.

On the front steps of St. Paul's was the message, "I can't breathe." I did a lot of thinking about that and some discussions with my vestry and we decided that we would leave these marks, these memorials on the front steps.

George Floyd, Trayvon Martin, Breonna Taylor, they're here to remind us that there's another sermon that needs to be preached.

Ms. Holley: Since 2003, I see the efforts of clergy and many members striving to bring truth to light. On September 27, the church, via Zoom, participated in a Reconciliation Sunday. It was the culmination of a four-year journey to study St. Paul's history of racial inequity, a litany of repentance, re-dedication of the Lee and Davis windows to the proclamation of God's love, and commit to the ministry of racial justice, healing and reconciliation.

After watching the Reconciliation Sunday video, a nephew in another city called to say, "St. Paul's has some serious activism going on. Awesome work is being done."

Mr. Dupree: I hope that when people walk by here, they'll hear a sermon. They'll hear a sermon from George Floyd, from Trayvon Martin, and from Breonna Taylor saying that the world needs a change and that every human being has a right to flourish and to experience equality.

End of video.

Bishop Goff: Thank you so much to the people of St. Paul's. I remind you again that if you still haven't received your ballot to check your junk or your clutter folder. We are extending voting until 10:45 because we want to count every single vote without exception. We'll extend voting until 10:45. For right now, we are going to take a five-minute break. See you back here in five minutes.

Report of the Resolutions Committee

The full text of the resolutions can be found on page 143.

The Rt. Rev. Susan E. Goff: Thank you very much. We are back. I ask us all to regather wherever you are, to sit back down and get ready for the next pieces of this Convention. The voting is still open, the first ballot for Standing Committee. Again, if you didn't receive a ballot, check your junk folder or your clutter folder. If you didn't register this morning, then you will not receive a ballot because there would be no way that we would know that you were here in order to send you a ballot. Voting will close at 10:45. Then the system needs about 15 minutes to process all of those votes. We will make a report as soon as we are able.

We turn now to the resolution calling for the election of a bishop diocesan. I ask the Rev. Deacon Katherine Ferguson, who is the chair of the Resolutions Committee, to present that resolution to Convention.

The Rev. Deacon Katherine Ferguson (Santa Maria, Falls Church): Thank you, Bishop Goff. The first resolution for consideration is Resolution R-3: Resolution to Authorize an Election of a Bishop Diocesan. This resolution was presented at the open hearing on October 31. There were several questions and comments, but no changes or amendments were proposed. During the meeting of the Resolutions Committee after the open hearing, a vote was held and the resolution has been approved for presentation to the delegates of this Convention for debate and vote. Thank you, Bishop.

Bishop Goff: Thank you very much, Katherine. The resolution is before us. If you wish to speak to the resolution, please, indicate so by typing the word, "Speak," into the chat function. I will call upon people in the order in which they type, "Speak," into the chat function. Please, type only the word, "Speak." The "speak system" is similar to what happens when we're together in a ballroom and people line up at the microphones. Typing anything other than "Speak," is tantamount to jumping the line, pushing everybody else out of the way, and grabbing that microphone, which, of course, is not something we would ever do in person. We won't do it here either.

We use the chat function only for the word, "Speak," if you wish to speak. When I call on you, you will see a pop-up window on your screen inviting you to unmute. At that point, you may begin speaking. Please, know that your comments will be only up to two minutes. Your mic will be muted at the two-minute time. Please, be careful and use your time well.

If you haven't already, please, select your language, either English, Korean or Spanish. If your language is set to none or off, then you'll hear the language of the actual speaker, but you won't hear any translations. I ask you to make sure you have your language selected, English, Spanish or Korean.

Are there any comments? Anyone, who wants to speak to Resolution R-3? I've seen no one having typed, "Speak," into the chat function; therefore we call for the vote. You will see a pop-up poll right there on your screen. Please, vote now, yes or no, for Resolution R-3: Authorizing the Election of a Bishop Diocesan.

We are watching as the vote comes in. We are well over halfway. We're at 83% of votes cast. The overwhelming majority is, yes 383 votes to 3 no votes, so the motion carries. Thank you all very much. We continue now and we'll use the same process for the other resolutions as well. Again, I call on the Rev. Deacon Katherine Ferguson, of La Iglesia de Santa Maria, for the Report of the Resolutions Committee.

Ms. Ferguson: Thank you, Bishop. The next resolution is Resolution R-1a: Resolution to Enhance Fairness for Virtual Meetings as amended. This resolution was presented at the open hearing on October 31. There were questions and comments, and amendments were proposed by the attendees.

During the meeting of the Resolutions Committee after the open hearing, final changes were incorporated into this resolution. A vote was held and this resolution has been approved as amended for presentation to the delegates of this Convention for debate and vote.

Bishop Goff: Thank you very much. The resolution as presented by the Committee as amended after the open hearing is now open for debate. I do remind you that we are not able to make any amendments to this now according to our Rules of Order. All amendments needed to be submitted five days prior to Convention. The discussion now is on the resolution as amended by the Committee and as presented. I call on Russ Randle.

Mr. Russ Randle (Christ Church, Alexandria): Thank you, Madam President. I'm one of the sponsors of the resolution. This resolution seeks to move us forward more smoothly in the wider use of virtual meetings, hearings and decision-making. To do it in a way that helps assure that everyone, in fact, will have a realistic chance to be heard. Making sure that both lay and ordained are really engaged in our decisions is a big part of our Episcopal identity and the theological reason for this resolution. This kind of genuine virtual collaboration is much harder to do well with many people, than is one-way virtual programming beamed out to many.

In order for virtual proceedings like this Convention to engage the full strength of our Diocese, these gatherings need extensive and intentional advance work so that voting members, in fact, engage. Our rules strive for fairness, but they weren't written for virtual environments. We'll need to adjust our rules to ensure that virtual proceedings are fair and fact, as well as named. These changes first require careful review of congregational and diocesan virtual experience, especially proceedings that did not go well, so we learn from mistakes. The work of seeking comments, lessons learned and appropriate improvements is the work proposed for the task force.

After the hearing, the Resolutions Committee heard concerns expressed there and made number of amendments to address problems of digital access and training. We want to make our aspirations for digital access, digital literacy and transparency, not just to the aspirations, but real features of our common life. The task force will also try to help us find ways to be better at blending in-person and virtual attendance of meetings. We have learned that we can engage more people if we do so together. Thank you.

Bishop Goff: Thank you very much, Russ. I see no other people who are asking to speak to this resolution. Therefore, you will now see our polling window pop-up on your screen. Please vote yes to approve this resolution or no to not approve it. Votes are coming in. Thank you very much.

If you haven't voted yet, please, do. Alright, R-1 is adopted with 386 votes for yes and 8 votes no. Thank you very much. We now turn to R-2, Deacon Katherine.

Ms. Ferguson: Thank you, Bishop. The last resolution is R-2a. Stipendiary clergy and lay parental leave equity amended. This resolution was presented at the open hearing on October 31. There were questions and comments, and amendments were proposed by the attendees. During the meeting of the Resolutions Committee, after the open hearing, final changes were incorporated into this resolution. A vote was held and this resolution has been approved as amended for presentation to the delegates of this Convention for debate and vote. Thank you, Bishop.

Bishop Goff: Thank you. R-2 as amended by the Committee based on input at the open hearing is now open for discussion and debate. If you would like to speak, please, write the word, "Speak," in the chat function. Again, please, write only the word, "Speak." I will call on you in the order in which you write, "Speak." I call the Rev. Pilar Parnell.

The Rev. Pilar Parnell (St. Stephen's, Heathsville): Bear with me. I'm taking care of our daughter right now. I'm just trying to make sure I can see everybody. I hope you can see me. We're in the midst of taking care of our little 16-month-old as I'm trying to read all this, so stop me, if I've not understood this correctly.

It talks about eight weeks of full compensation and that's parental leave. I'm not sure if that also includes men. At least for women, having just taken maternity leave for Charlene, we can get up to 12 weeks through Church Pension right now and it's compensated 70% back to our church. As long as our church pays us for full-time, the Church Pension Group will reimburse the church 70% of our salaries. I think we have to be really careful with the use of eight weeks, because technically and legally under FMLA, we're allowed up to 12 weeks. It's something that was even a problem as I created my own contract with my church that I'm serving right now.

Whatever we can do for support of clergy in that, and to also specify that this is for fathers. Some churches really dig their heels in and don't think that men should be allowed parental leave. Men really need to support their spouses when they've just had a child. Also, parental leave should encompass adoption of a child, foster care. We just have to be careful of actually explaining this language, not only for us here but when we're making our contracts. Parishes actually have to have this written out because we're often dealing with people who had children 50 years ago and have no idea what young clergy are actually entitled to. I just ask that whenever we do things like this, let's actually make sure that we're talking thoroughly about it. I think that's all I have to say. I'm not sure if you can hear or see me right now because my computer is a mess but thank you.

Bishop Goff: We have heard every word. At least, I've heard every word and seen your face as well. Thank you, Pilar. I call on the Rev. Anne Turner.

The Rev. Anne Turner (St. Thomas', McLean): Thank you. Actually, I had planned on speaking before Pilar spoke. I want to address a couple of things you said, as one of the sponsors of this resolution. First of all, absolutely, it's about fathers. That was one of the driving forces behind writing it. You can't see the full text on the screen share, but it is intended to address situations like adoption, surrogacy. I don't think we specified foster parents in there, but I think it's in the spirit of the resolution to encourage that.

The piece about 12 weeks that you cited is really important. That is just an error in our research that got called to my attention at a resolutions hearing, and shortly after that. The eight weeks that's stipulated in here is responding to the Diocese's most recent parental leave policy, which is a maternity leave policy dating back to the '80s that specified eight weeks. When we crafted this resolution, we were just working from that. I think you are correct in that the Pension Fund does support 12 weeks at 70%. I am not quite sure what to do about that gap at this point in terms of what's allowed as an amendment to this resolution, but I'm glad that you pointed that out.

Finally, I just want to say I was going to speak, as I mentioned before Pilar, when I had wanted to just rise in support of the resolution that I put forward, just to say that it was, I think, really moving to all of those who sponsored this, that there has been an overwhelming desire to expand it. That everyone's comments have been about making it more generous rather than less, now that it is our desire and spirit to do that as well.

Bishop Goff: Thank you very much. I call on the Rev. John Shellito.

The Rev. John Shellito (St. Barnabas', Annandale): Bishop Goff and members of the Convention. I wanted to remark that my wife recently took a maternity leave. The way that she was able to get leave was to combine annual leave and sick leave. This was not an employment arrangement with the church. We are a two-career family, but I just wanted to point out that in my sense, as one of the co-sponsors, I can't speak for all the co-sponsors on this. In my sense, the last sentence of this resolution, when it says,

“This recommended benefit should be independent of any sick leave or vacation policy,” I take that as an encouragement for vestries and congregations to think about this, in addition to the Pension Fund, 12 weeks of leave at 70% for mothers who give birth. I just put that out there for your consideration since this is a resolution that recommends the parental leave, is my interpretation of this, in addition to the sick leave and vacation policy that does support mothers who give birth already.

I agree with the sentiment already expressed that we want to also support parents who adopt and parents who foster, a variety of circumstances. This is the clergy and lay parental leave equity that includes clergy and lay employees of all different levels in all hours per week worked as it were. Thank you.

Bishop Goff: Thank you very much. I’ll call on the Rev. Hilary Streever.

The Rev. Hilary Streever (St. James’s, Richmond): Laura Lockey and I drafted the original resolution that was approved by the diocesan Convention a few years ago. I applaud you all for expanding. At the time, we could not expand this because it was suggested that we find funds to expand it. The Church Pension Group does provide 70% of the employee’s pay if the employee is a clergywoman who has given physical birth and that’s it. Because that money goes directly to the church and not to the employee, it is provided on the stipulation that that person gets the full 12 weeks.

That would impact this resolution. I suggest an amendment that we add language that follows the two words eight weeks, in the first sentence to say, “to employees not covered by Church Pension Group’s guidelines.”

Bishop Goff: I appreciate the sentiment of that, Hilary, but that is out of order. Amendments needed to be submitted up to five days before Convention. We cannot amend this at this point. What we can do is vote for it or not. Then I would suggest, let’s bring this back again next year and expand it even further if that is the will of Convention.

Ms. Streever: I would feel uncomfortable voting in approval of this resolution as it is currently worded for the reasons I just provided. However, I absolutely am in full support of this resolution given its spirit.

Bishop Goff: Thank you. Mr. Russ Randle.

Mr. Randle: Madam President, I move to suspend the Rules to allow amendments to this resolution.

Bishop Goff: It has been moved to suspend the Rules of Order in order to allow amendments to this resolution. Is there a second to this motion? It has been moved and seconded. It takes a two-thirds majority of Convention to suspend the Rules of Order. You will see now on your screen a poll. If you would like to suspend the Rules of Order to allow there to be amendments to this resolution vote, yes, if not, please, vote, no. This requires a two-thirds majority.

We have reached the two-thirds majority of 296 persons voting yes, 93 voting no. The motion to suspend the Rules of Order to allow for there to be amendments to this resolution has passed. Now we return to debate. The next person in line is the Rev. Sarah Miller.

The Rev. Sarah Miller (St. Paul’s, Miller’s Tavern): I would like to echo what Pilar said, affirm that the wording is really important of this amendment. I too have recently experienced maternity leave twice in the past three years. I think it’s really important that we name that the church pension fund offers the 12 weeks at 70% reimbursement to the church. That the wording of this amendment not undermine any of that already offered benefit. From my experience in churches in two different dioceses, people are just not aware of this benefit. I think it’s really important that everybody know that this benefit exists. Obviously, it’s for mothers who have given birth. I think it’d be wonderful if the spirit

of the resolution is to open up to more people, but we have to at least begin with what we already have. People don't even know what we already have. If there is an amendment made to this resolution, I'm not advocating one or the other, but I would not support this resolution as it currently stands. I think that it would be probably better to spend some more time over the next year, go back, talk about it, and then let's propose something next year. That would be what I would recommend. Thank you.

Bishop Goff: Thank you. If there is someone who would like to make an amendment to this, please, type, "Speak amendment," so that we can identify if there is someone who wants to make an amendment. Sierra Gore, if you could indicate to me who has asked to make an amendment. Is there anyone Sierra, who was on the list to speak who has now said, "Speak amendment?" Thank you. I will give him a chance to speak. First, the Rev. Daniel Velez-Rivera.

The Rev. Daniel Velez-Rivera (St. Gabriel's/San Gabriel, Leesburg): Good morning. I'm in favor of the change to the amendment that has been spoken of. Also for the benefit of all present, that in the background of the resolution, which we are not seeing, it indicates that same-gender couples benefit from equal access to parental leave. That's very important that we all know as we're voting on this.

Secondly, it was mentioned earlier about the spirit of the resolution, perhaps including foster parents. I wish that that language be included as it's being authorized for amendment because foster parents often lead to adoption and should benefit from the same parental equity that this resolution is trying to resolve. Thank you.

Bishop Goff: Thank you. So far, however, we have not had any amendments proposed. We've got folks who are speaking to an amendment that has not been made. I would ask if there is someone who would like to make an amendment to please, speak. Ally Powell-Switaj.

Ms. Ally Powell-Switaj (Immanuel on-the-Hill, Alexandria): As an amendment, I'd like to propose a three-part amendment: as already has been typed onto the screen to include fostering; to include a sentence indicating that this also applies to same-sex couples; then finally, a third sentence to add something to the effect of, "This shall not infringe upon the current 12-week Pension Fund compensation policy."

Bishop Goff: We need to get your exact language for this. I see you've said three parts; you've added the word, "Or fostering." There's a final sentence being added, "This shall not infringe on the--

Ms. Powell-Switaj: I'm happy to type it into the chat box if that's within the Rules of Order.

Bishop Goff: Please, go ahead and do that. We'll make an exception to our chat rule for that. Again, everyone else please, don't use the chat function for anything except to say, "Speak," or "Speak amendment."

All right. And Ally, you said there were three parts to what you wanted to amend.

Ms. Powell-Switaj: Yes, Bishop Goff, I've typed in the third component, which is additionally I suggest an amendment that states, "This shall also apply to same-sex couples/partners." That would be the three parts: the fostering, the clarification on the 12-week Pension Fund compensation policy, and to specifically identify same-sex couples. That's my suggestion for the amendment.

Bishop Goff: Thank you very much. An amendment has been proposed to add the word fostering and then to add the two final sentences that you see there in purple. "This shall not infringe on the current 12-week Pension Fund compensation policy. This resolution shall also apply to same-sex couples/partners." That has been moved. Is there a second to this proposal? Yes, it has been moved and seconded. The discussion now is on this amendment and this amendment only.

If you would like to speak to this amendment, please, type, “Speak amendment,” right now in your box. We will pick up from there. To speak to this amendment, I call on the Rev. Hilary Streever. I remind folks that you may only speak twice in a debate.

Ms. Streever: Thank you, Bishop. I appreciate the spirit of this language of this amendment. However, I recall from our previous resolution that we decided the previous resolution would be based not on the current 12-week pensions on compensation policy, but we left it much more vague to direct people directly to the Pension Fund compensation policy. I would amend the amendment to—

Bishop Goff: I’m sorry, Hilary. In order to make an amendment, one must announce the amendment first and then speak to it, not speak to it and then create an amendment. That is out of order. I certainly invite someone else to come and to make an amendment to the amendment, if there are others who would like to do that. Remember to state your proposed amendment first, if that’s what you want to do and then speak to it. The Rev. Kimberly Reinholtz.

The Rev. Kimberly Reinholtz (Grace & Holy Trinity, Richmond): Hello to the Convention. I would like to speak to the amendment. As my sister Hilary said, I would like to remove the compensation mention of the clergy pension fund. Is that in order, Bishop?

Bishop Goff: Yes, that is in order. Will you say specifically you’re proposing an amendment to the amendment? Is that correct?

Ms. Reinholtz: I would like to amend the current amendment by saying “This shall not infringe upon the Church Pension Fund’s policy, which currently only applies to female clergy.” That is the amendment that I propose.

Bishop Goff: Thank you very much. Is there a second to that amendment? I see that it has been seconded. Now, the discussion is on the amendment to the amendment. It’s only on the amendment to the amendment. If you want to speak to the amendment to the amendment, please, type, “Speak amendment to the amendment.”

Ms. Reinholtz: Bishop, may I speak?

Bishop Goff: Yes.

Ms. Reinholtz: For those of you who may not recall, four years ago, I was one of the speakers to the original resolution. My child was an infant at the time and he screamed into the microphone. He is now four years old. I think that this is time to resolve this resolution before my child is in school. Thank you for your attention.

Bishop Goff: Thank you very much. Others who would like to speak to the amendment to the amendment? The Rev. Shirley Smith Graham.

The Rev. Shirley Smith Graham (Christ Church, Glen Allen): I would just like to request a clarification for us, of the relationship between this amended resolution and the benefits provided by the Clergy Pension Fund. Specifically, is it intended that those run concurrently or that this resolution is in addition to what’s provided by CPG for mothers? Thank you.

Bishop Goff: Is there a proposer of this amendment who can speak to that? I see the next name that I’m being given is the Rev. Scott Parnell.

The Rev. Scott Parnell (Vauters, Loretto): Yes, please. Thank you, Bishop. I think I have just a question about the relationship of the church schools and how this might affect school employees?

Bishop Goff: The current discussion is on the amendment to the amendment.

Mr. Parnell: Oh, sorry. I wanted to do an additional amendment.

Bishop Goff: We can't do that until this amendment to the amendment and then the original amendments are dealt with.

Mr. Parnell: Okay, then I'm done. Thank you.

Bishop Goff: Thank you. The Rev. Deacon David Curtis.

The Ven. David Curtis (St. John's, Richmond): I'm sorry, Bishop Susan. I would like to speak to the amendment, not to the amendment to the amendment. I'll come back.

Bishop Goff: All right. Thank you, very much. We'll keep you in the lineup. Somebody on the amendment to the amendment? The Rev. Christopher Miller.

The Rev. Christopher Miller (Immanuel, Old Church, Mechanicsville): Thank you, Bishop Goff. I echo what many have said; I strongly support the intent of this effort. I really don't support this process via Zoom in 2020 Annual Convention. I think just in reading the latest amendment to the amendment, it is actually even more specific than that, the policy is a disability policy technically. It states that it applies to female clergy who give birth. I would just strongly recommend we make a concerted effort to fix this for next Convention. That's my recommendation.

Bishop Goff: Thank you very much. Pierce Rucker.

Mr. Pierce Rucker (St. James's, Richmond): Thank you, Bishop. I speak in opposition to the amendment to the amendment, with respect to the last phrase and the next to the last sentence which reads, "Which currently only applies to female clergy." I feel that it's too limiting with respect to what the Church Pension Fund compensation policy may be going forward. Thank you, Bishop.

Bishop Goff: Thank you very much. Is there anyone else to speak to the amendment to the amendment, which are the portions that are in green? The Rev. Fran Gardner-Smith.

The Rev. Fran Gardner-Smith (St. Thomas', McLean): Thank you, Bishop. I'm one of the original sponsors of the original resolution. There was a question earlier about the intent of what this resolution planned. It was our hope that we could provide parental leave beyond what is currently available. Enough conversation has passed that I don't remember the full question as it was asked. It was certainly our intention in this amendment or in this resolution to provide more than what Church Pension Fund offers. I think that was the question that was asked.

Bishop Goff: Thank you. Others to speak on the amendment to the amendment, the portion in green, the Rev. John Shellito.

The Rev. John Shellito (St. Barnabas', Annandale): Greetings Bishop Goff. To respond to Mr. Pierce Rucker's question about the end of the sentence, "This shall not infringe upon the Church Pension Fund compensation policy, which currently only applies to female clergy." My reading of that sentence is that it would allow space for, should the Church Pension Fund policy change in the future that this resolution would not infringe upon the future Church Pension Fund compensation policy. That addition, which currently only applies to female clergy, is the clarification of where we stand right now.

As the Rev. Chris Miller mentioned, the Church Pension Fund gives 70% compensation for women who

give birth, it is technically through a disability. We want to expand that. I think that this recommendation, whether you're a church school or a church or a diocesan employee, this recommendation provides, I hope, space for vestries to negotiate and include this as a part of negotiations around a letter of agreement so that more parental leave, whether for women or men, can be provided. Thank you.

Bishop Goff: All right, thank you, very much. Thank you, John. How many more people have said they want to speak to the amendment to the amendment? Two more. We will hear only from two more people on this amendment to the amendment. They are the Rev. Jo Belser.

The Rev. Jo Belser (Church of the Resurrection, Alexandria): I speak in opposition to the amendment to the amendment. I do so as one of the supporters of the original resolution. I'm afraid we're trying to let the perfect be the enemy of good enough. I would suggest that we pass something today that's good enough and work on it. We're never going to be able to get it to a perfect state here under these conditions. Anything we do will be of benefit that's much needed. Thank you.

Bishop Goff: Thank you. And H.L. Vogl, the last person who will speak to the amendment to the amendment.

H.L. Vogl (St. David's, Ashburn): I have a background in employee benefits and compensation law. Just as a little background here, I wanted to point out a couple of items here. One is that, if you take a 12-week leave policy at 70% pay, that is equivalent to 8.4 weeks of full compensation. You actually have slightly less compensation being provided for, for eight weeks of full pay under this than what the pension provides. My thought would be to not support the amendment to the amendment. If someone would be able to propose a different amendment that would say that it would provide eight weeks of full compensation or the amount provided by the church pension fund, whichever is greater, I would support such an amendment.

Bishop Goff: Thank you. We will now vote on the amendment to the amendment. The amendment to the amendment is the portion that is in blue. You'll see a pop-up poll on your screen. Those in favor of the amendment to the amendment, yes, those opposed, no.

The motion is defeated, 245 votes no to 140 votes yes, the amendment to the amendment. We remove all the green. Now, the discussion is on the original amendment, which is the purple. The Rev. Canon Rosemary Sullivan.

The Rev. Canon Rosemary Sullivan (Immanuel Church-on-the-Hill, Alexandria): Good morning Bishop Goff, Diocese of Virginia. I would like to, if it is appropriate by virtue of our rules, to move to table. I do this because I feel that it has become a very complicated matter of some concern in terms of the relationship between our policies and the Church Pension Group. Therefore, I would ask that the motion be tabled and reconsidered at the next Convention after further study and clarification. Thank you.

Bishop Goff: Thank you. Is there a second to the motion to table? That motion has been moved and seconded. It is not debatable. There will be a pop-up screen now. A pop-up poll all in favor of tabling this motion. Please, say, yes, or opposed please, say, no.

Thank you very much. The vote is to table this resolution. It has carried by a significant majority, 269 votes for to 127 votes against. This resolution is tabled with the desire that fulsome work continue on this and it be brought to Convention again next year. Thank you all very much. Deacon Ferguson, does that conclude the report of the Resolutions Committee?

Ms. Ferguson: That concludes the report of the Resolutions Committee.

Bishop Goff: Thank you very much. I discharge you and the whole committee from your duties for now. Thank you for such good, hard work.

Ms. Ferguson: You're welcome, Bishop, it has been a pleasure to serve.

Bishop Goff: Thank you to all of you for the work that lies ahead for all of us.

Ballot Two

The Rt. Rev. Susan E. Goff: I have a report of the first ballot for the Standing Committee. In the clerical order, the Rev. Laura Lockey and the Rev. Cayce Ramey have been elected to the Standing Committee. Congratulations. The first ballot in the lay order, Ms. Jessica Atkinson has been elected to the Standing Committee. Congratulations and thank you very much.

We go now to the second ballot. That ballot was sent to you at 11:15. If you haven't already, pull up that ballot now. You will vote for one person in the lay order. That will be of the two who still remain on the ballot according to our Rules of Order. Those are Mr. Tom Baker of St. James's, Richmond, and Ms. Margaret Woody of St. Thomas', Richmond. Please vote for one. Voting will end at noon. If you didn't receive a ballot, please do check your junk mailbox and your clutter mailbox. Please vote now for the two remaining candidates, Mr. Tom Baker and Miss Margaret Woody. The poll will close at noon. We are in a wonderful situation of being ahead of schedule so we will move ahead. Rather than waiting till this afternoon, we will hear now the report from our Assisting Bishop, the Rt. Rev. Porter Taylor.

Report of the Assisting Bishop

The Rt. Rev. Porter Taylor (Assisting Bishop): Grace to you and peace from God our creator and our Savior Jesus Christ. I'm grateful to work with you and humbled to be one of your bishops. I'm thankful to Bishop Susan for inviting me and I'm also thankful to Bishop Jennifer for also being such a wonderful and wise colleague. I've actually been working in the Diocese since June, but I've only met a few of those staff incarnationally until today. However, I can say I know what the inside of their houses look like through our many Zoom meetings. Most of all, I know how hard they work, I know how gifted they are, and I'm grateful for them as well.

I do know that our Diocese, all 179 parishes, two conference centers, six church schools, six retirement centers, all are finding ways to do Christ's work. I thank everyone for your commitment, your creativity and your faithfulness. I have been pleased to work with the Resourcing God's Mission Working Group as well as to serve as the chair for the Eucharistic Task Force. I'm grateful to both of these groups for their wisdom and their hard work, especially as it necessitated them to increase more of their time on screens.

I also want to thank all the laypeople and the clergy that have joined the classes I've taught, classes on Episcopalians and Race and spirituality for ordained leadership. As a lifelong teacher, it was an enriching experience for me and I look forward to doing some new classes in the new year.

My focus today is on the common journey that all of us are traveling. The writer and Roman Catholic priest, Ron Rolheiser, says our Christian journey has three components: the journey inward, the journey outward, and the journey together. I won't belabor description of those because you know more than I about how these journeys are actually incarnated in our Diocese and in your parishes.

Inward is about prayer, reflection, growth in the spirit, contemplative practices. Outward: social justice, eliminating racism, caring for those who Jesus called the little ones, environmental stewardship. Together:

fellowship, collegueship, working harmoniously, honoring differences, building community. Here's the thing that Rolheiser says that is the key to everything. To make these work harmoniously and effectively, he says you have to have a tender heart. That's right. Not a new computer, not a larger monitor, but a tender heart, because a tender heart is the doorway to connecting to both your true self and your true calling.

Why does this matter? It matters because the results of our work are both exterior as well as interior. We have committed to being instruments of God's work. We've committed to bringing in the reign of justice and peace and mercy, but we can't give away what we don't have. As St. Paul reminds us, without love – we might say without a tender heart – we'll be just noisy gongs and clanging cymbals. Rolheiser reminds us that sanctity has to do with gratitude. To be a saint is to be fueled by gratitude. Nothing more, nothing less.

It doesn't matter how right we are if we can't connect with people at a heart level. Without a tender heart, we become the elder brother in the prodigal son story. Now, believe it or not, I do know a few poems. I have a PhD in Literature and Theology in one of my former, former, former careers. I'm going to repeat the poem that I read at the Bishop's conference by the Israeli poet Yehuda Amichai. It goes like this.

From the place where we are right
Flowers will never grow
In the spring.

The place where we are right
Is hard and trampled
Like a yard.

But doubts and loves
Dig up the ground
Like a mole, like a plow.
And a whisper will be heard in the place
Where the ruined
House once stood.

When I reflect on Bishop Susan's priorities, all of them begin with a tender heart and they increase the depth of our heart's tenderness as we engage them. All of them move from the place where we are right into doubts about our own self-righteousness and an increasing love of God in Christ through the Holy Spirit that pushes us out into the world. How can we heal our differences and not open ourselves up to relationship and conversion? We cannot do anything about the endemic racism that infects our country with frozen hearts. How can we change the way we see God's creation without giving thanks for the very breath that we breathe?

If we don't have tender hearts, we can't do that. If we do not move away from the hard ground of the place where we are right, then what is the faith that we have to share with others as evangelists? We'll be like agents of Costco recruiting members. We'll knock on doors saying "I have all the answers; would you like to hear them?" I'm not talking about this for our own sake, although I am committed to our Diocese flourishing. I'm talking about this because the Church with a capital "C" is one of the few tenderhearted entities left in our country.

As a result, our country has become a place with sharp edges and suspicions and division, a place where the ground is hard. Our deep calling isn't so much about programs or money or buildings, and God knows, not about people with purple shirts. Our deep calling is about opening our hearts for the love of God in Christ Jesus through the Holy Spirit, and then to be conduits of that grace, conduits of that love in a hard-edged country.

Our agenda must be more about how we do things than it is about what we do. Walker Percy, the great novelist, is reputed to have said, “Why is Carl Sagan so wise about the universe and such a jerk to his neighbors?” It’s not enough to know the answers if we have detached ourselves from the source. In 1966, Thomas Merton received a letter from a young man named James Forest. Forest wrote, “How is it we have become so insensitive to human life, to the wonders of the world we live in, to the mystery that is within us and around us?” Thomas Merton wrote him back saying this, “When you’re doing the sort of work you’ve taken on, an apostolic work, gradually you struggle less and less for an idea and more and more for specific people. In the end,” he wrote, “it is the reality of personal relationships that saves everything.”

Yes, all of our objectives are important but the means to get there is the first objective always. As Jesus said, “What will it profit them to gain the whole world if they forfeit their life?” As Eugene Peterson translates that in *The Message*, “What good would it do to get everything you want and lose you, the real you?” I want to say given the emotional climate in our nation – with not only the COVID virus, but the aftermath of the election and our continuing racism that infects our country – we must know the peace of God before we can give it away, because that peace is the doorway to conversion and communion and mutual conversation.

Next year, God willing, if I see you, hopefully in person and not virtually, I’ll have a lot to talk about in terms of programs and committees, and achievements and plans, and concrete things. This year, all I have is a prayer.

Dear God, take us from the place where we are right. Let our doubts about our own self-righteousness and our love for you and our neighbor give us tender hearts to dig up the hard and trampled yard so that we might be instruments of your peace. May it be so. Amen.

Introduction of Candidates

The Rt. Rev. Susan E. Goff: Thank you so much, Bishop Taylor. May it be so, indeed. We move forward with our agenda. It is my pleasure to introduce to you those who, God willing and the church consenting, may be ordained to the Vocational Diaconate in the Diocese of Virginia in 2021. You will see their pictures on your screen.

Steve Bush, presented by the Falls Church, Falls Church.
Courtenay Evans, presented by Christ Church, Charlottesville.
Shea Godwin, presented by Christ Church, Luray.
Salli Hartman, presented by St. Paul’s, King George.
Brian Justice, presented by St. Paul’s, Richmond.
Peggy Moncure, presented by Ware Church, Gloucester.
Steve Pace, presented by St. James the Less, Ashland.

We pray God’s blessing on each of these people who are preparing and being formed, God willing, for ordination for the Vocational Diaconate. I also present to you those who, God willing and the church consenting, may be ordained to the Priesthood in the Diocese of Virginia in 2021.

Denise Bennett, who is presented by St. Andrew’s, Richmond.
Rachel Bauer Eskite, presented by All Souls’, Mechanicsville.
Peter Fraser-Morris, presented by St. Paul’s Memorial, Charlottesville.
Celal Kamran, presented by The Young Priest Initiative.
Santiago Rodriguez, presented by Christ Church, Alexandria.
Michael Sweeney, presented by St. Stephen’s, Richmond.
James Wilson, presented by Christ Church, Charlottesville.

We pray God's blessing on these men and women who are preparing for the priesthood in 2021. If any of you are interested in discerning with any of them about the possibility of serving with you in ministry, reach out to Ed Kiethly for a resume and for contact information.

Report of the Secretary

The Rt. Rev. Susan E. Goff: I now call on Mr. Mark Eastham, who is Secretary and Chief of Staff of the Diocese of Virginia, for the report of the Secretary.

Mr. Mark Eastham: Thank you, Bishop Goff. A year ago, I was sitting in the ballroom of the Crystal Gateway Marriott in Arlington at my first Annual Convention as the Secretary and Chief of Staff of the Diocese of Virginia. I'd only been on the job for a few weeks but I felt supported knowing that to my right was our experienced, wise and knowledgeable Bishop Goff, and to my left was Bishop Brooke-Davidson, who was even newer to the Diocese than I was.

I was listening intently and trying to soak up every nuance of this multi-day event, knowing that in a year, it would be my responsibility as Secretary to oversee this important gathering. Little did any of us know then, all that would occur during the next 12 months that would necessitate our moving to an online platform for this important time together for our Diocese. I'm proud of the work we've been able to accomplish together despite our changes and how we have worked. I commend us all as a Diocese for our flexibility, our adaptability and our perseverance.

Today, my message for you is one of gratitude. Gratitude for the warm welcome you've given me during my first full year in this position. Given our visioning sessions early in 2020, and then our regular clergy webinars that have been occurring since March, I've gotten to know many of you well and I'm grateful for the connections we've made.

Gratitude for your willingness to serve as delegates at this Convention. Your devotion to this Diocese is inspiring. Gratitude for your patience and adaptability as we've embarked upon this new way of doing Annual Convention. I am confident that moving forward, we will take the best of our online and in-person Convention models and create an even better model moving forward. As we plan for the future, we will do so thinking of the best use of your time and your resources.

Gratitude for the strength, courage and wisdom of our Bishop Suffragan and Ecclesiastical Authority, Susan Goff. Given all that we went through this past year, it was easy to forget that in addition to dealing with multiple pandemics, Bishop Goff dealt with her own personal pandemic. As one who works closely with her, I can tell you she has done so in a selfless, focused, diocesan-oriented manner, and for that, we should all be grateful.

Gratitude to Bishop Brooke-Davidson and to Bishop Taylor for joining the Diocese of Virginia team and sharing their wisdom and faith with us all. How fortunate we are to have three such outstanding spiritual leaders at the helm of our Diocese during this important transition time.

Gratitude to all who have assisted in providing weekly and then bi-weekly clergy webinars. What a wonderful opportunity these webinars have been for us to share collective wisdom and learn from one another about topics that are affecting us all. Feedback from clergy indicates that they appreciate this support and see a marked improvement in our responsiveness and in their understanding of the significance of being a part of a greater whole. We are truly all in this together. Our communications department has supported all these efforts by providing clergy with weekly emails and website updates that mirror and encapsulate the questions asked in the webinars.

Gratitude for my partnership with Canon Mary Thorpe and Treasurer, Ted Smith, as we have worked together to support you in ways we never imagined. In addition to our biweekly clergy webinars, we've added regular webinars for treasurers and wardens led by Mr. Smith and Canon Thorpe. Kudos to both for the incredible work they have done in providing invaluable finance-related resources. Special gratitude to staff members Erin Kamran, Nancy Chafin and Bill Martin, as well as Joe Klem from St. Andrew's, Arlington, and Tom Anderson and his staff, who support our Mayo House tech needs, for their leadership in making this Annual Convention possible.

Also, I wanted to thank staff member Aisha Huertas, for helping us with this year's Convention being translated into Spanish and Korean. Additionally, I offer thanks to Kass Lawrence and all the staff at Roslyn for allowing a group of us to be here today, physically distanced, to bring Annual Convention to you in your location around the Diocese.

My gratitude extends to all our diocesan staff, all of whom are playing a key role in today's meeting, and who have worked tirelessly to adapt to our new normal in serving you. They've taken on new roles outside their normal job responsibilities. They've collected and curated best practices for our website and Facebook pages in key areas such as formation and stewardship, so that you can find for yourself the resources you need for your particular situation in these challenging times.

Thank you staff members for your nimbleness, agility and responsiveness, even while working from home in makeshift offices, sometimes while teaching your own children and caring for family members. Your efforts are much appreciated. I also offer my gratitude to members of the diocesan staff along with our bishops and others, who have offered and continue to offer weekly online sermons called Sermons from the Bishop's Online Chapel, which clergy can use that's giving them a break at a time when they're being overwhelmed with new challenging demands. Additionally, we're making our full worship service from later today available to clergy to share with their parishes tomorrow. As you may recall, on Labor Day weekend the diocesan staff offered a full videotape service that we shared with the entire Diocese. We will do another service on the Sunday immediately following Christmas.

Gratitude, gratitude, gratitude to clergy and laity who've stepped up to serve our Diocese in myriad ways. From hosting visioning sessions, to serving on special priority-driven task forces, to leading committees. Your willingness to do more at a time when your plates are already so full is inspiring to me. I thank you most sincerely for all your efforts on behalf of us all. I want to give a special shout out of gratitude to the leaders, faculty, and staff of all of our Episcopal Schools. Your adaptability, creativity and hard work are absolutely amazing.

Finally, I offer my most heartfelt gratitude to each of you present today and to all members of the Diocese of Virginia. At a time when it would have been easy to ask only for assistance, many of you have asked how you could help. I was especially struck in one meeting when a clergy member stated that she wanted to know how she could best connect her staff who had learned a lot about tech in the past several months with other parishes who may need support.

It is that type of spirit that will get us through these difficult times and that idea, the idea of meaningful collaboration among clergy, laity, parishes and diocesan staff that I want us to explore further in the coming months. At a time when many of us have had to cut staffing and do more with less in order to balance our budgets, it is heartening to remember that we are still rich with resources in this Diocese. After all, the Diocese is all of us, not just the bishops and diocesan staff. Together, we are so much better.

In conclusion, I ask you to keep praying for the Diocese, our bishops, our clergy, our laity and staff. Keep sending ideas how we can be stronger together through collaboration and curation of best practices. Keep sending ideas of future webinars for clergy, treasurers and wardens. Tell us how we can communicate better. Let us know when we have done something well and when we have not. May God

continue to grant each of you, wherever you are in our great Diocese, the strength and courage and wisdom you need in these very challenging times. Thank you.

Stories of the Diocese: Food Distribution Program at Santa Maria, Falls Church

The Rt. Rev. Susan E. Goff: Thank you so much, Mark. Thank you for those strong words. Gratitude, gratitude, gratitude. Thank you. Finally, before we break for lunch, we will see a fourth Story of the Diocese. This one about a food distribution program of the Social Action Ministry of La Iglesia de Santa Maria in Falls Church.

A video Story of the Diocese from La Iglesia de Santa Maria, Falls Church, played. The primary language in this video was Spanish, with subtitles translated into English throughout.

The video opened with slides that read, “Since the first days of the pandemic, people in our community have lost their jobs. Many of them do not have the documents necessary to qualify for any benefits or government assistance. As a church, we at La Iglesia de Santa Maria feel called to put into practice the Gospel of Matthew 25:35 – “I was hungry and you gave me food.” Each meal distribution day, we are helping more than 300 families.

Mr. Elvis Nina (Social Action Ministry): I’m Elvis Nina. The food distribution activity began at the initiative of Reverent Orihuela who invited me to be part of this project. Since then I have been in charge of all the activities for it, from paperwork to training leaders who are part of the Church of Santa Maria’s Social Action Ministry, where my wife Soledad and my daughter Kelly are the backbone of the project. We have lots of leaders who work with us to receive, package and distribute the food. Thanks be to God, the parish of St. Mary’s in Arlington is very committed to this service to our brothers and sisters who are most in need.

Unnamed participant 1: Brother and sisters, it’s food distribution day. We have food that came to us from the Food Bank. Today we have a lot of things, we have watermelons, squash. We have canned goods, chicken, lentils, eggs and flour. There’s the flour, and we have sugar. And there are the volunteers from Santa Maria and St. Mary’s arranging and preparing the boxes for distribution. And also the people standing; we have a lot of people standing. Here are the cars that are in line. There are three lines of at least twelve cars per line.

Unnamed participant 2: This day when we are all a little anxious, a little confused, hopeful for the future, we give you thanks for this beautiful day we have today and for the opportunity to all serve you together, to give spiritual food. We give you thanks for the community of Santa Maria and for this regular presence they have to serve the people around us. We ask that you would be with us in this work and we pray for patience for our country and that we would always feel your love each day. Amen.

Unnamed participant 3: God bless this food, bless the home of each of our leaders at Santa Maria here and St. Mary’s of Arlington. In the name of the Father, and of the Son, and of the Holy Spirit. Amen.

Unnamed participant 4: Thank you very much, brothers and sisters. Thank you.

End of video.

Bishop Goff: So much vibrant ministry happening all across this Diocese and blessings we receive. We go to lunch now. We will regather at 1:30 using the same connection. You may stay on the Zoom meeting stopping your video, or you may click on again at 1:30. We stand in adjournment till 1:30. Have a great lunch. Go out and get a walk, get some movement in. See you in a bit.

Results of Ballot Two

The Rt. Rev. Susan E. Goff: We are back. Saturday afternoon live. Here we are, thank you. I hope you all had a restful lunch, something good to eat, maybe a little exercise, maybe a little bit of moving around. Welcome, welcome back.

Before we dive right into our business of the afternoon, I have a few announcements. One, a note about our elections today from Brad Davenport, who is the chief judge of elections. He said that fewer than 10 people were unable to vote on the first ballot for Standing Committee this morning. In each case, it was due to user error. 408 people did vote. Given the spread of votes in both orders, even if all of those who were not able to vote had voted for the same person, it would not have made a difference on the first ballot. All were able to vote on the second ballot. In this season, when so many elections are still being contested, Brad certifies to us that there was no irregularity or fraud in this election. As an extra bonus, there were substantially fewer glitches this year than in elections with paper ballots in previous years. We have been blessed by this election process.

Speaking of elections, we have results from the second ballot for the Standing Committee. Ms. Margaret Woody of St. Thomas, Richmond, has been elected to the Standing Committee. I offer my thanks to all of you who allowed your names to go forward for election for Standing Committee this year. I remind those who were just elected, or I inform those who were elected today, that the new Standing Committee will meet via Zoom, at 5:15 this afternoon.

Finally, a reminder that we all need to check out of our hotel rooms today by – sorry, that’s a note from another Convention, another year. I was also dared to lean in close to my camera, so that you could see the camels on my mask. I always will take a dare of that kind if it involves color and shape.

Report of the Constitution and Canons Committee

The full text of the amendments can be found on page 155.

The Rt. Rev. Susan E. Goff: I now call on Mr. J.P. Causey Jr. of St. John’s, West Point, who is chair of the Committee on Constitution and Canons, for the report of the Committee on Constitution and Canons.

Mr. J.P. Causey (St. John’s, West Point, Parliamentarian and Chair, Committee on Constitution and Canons): Thank you, Bishop Susan. First, I want to note that in the original Convention materials, there were proposed amendments to the General Convention Constitution, which were adopted on first reading at General Convention in 2018. Like amendments to our diocesan Constitution, those amendments need to be adopted by two General Conventions. There’s an intermediate step in that process, which requires that after approval on first reading, these amendments be made known to the annual conventions of all dioceses. By including these proposed amendments in the packet, they are being made known to our Convention, although no action is required on them. If you have comments on any of those proposed constitutional amendments, you can let your General Convention Deputies know, or let Bill Martin at the Diocese know. He will send your comments to the deputies. By the way, the deputies are still waiting faithfully for General Convention next summer, in some form, at some place, to be determined hopefully shortly.

The Constitution and Canons Committee consists of the Rev. Kim Coleman, Tom Baker, Betsy Faga, the Rev. Charles Cowherd, Tom Beatty, the Rev. Kristin Wickersham, and me. I thank all in the Committee for their hard work. The Committee’s report was included in the final Convention packet. C-1 was approved on the Consent Agenda, that’s the constitutional amendment that will come up again next year.

C-2a is an amendment to Canon 7.1.(c), which was originally proposed by the Executive Board and amended by the Committee. On behalf of the Committee, I move adoption as amended, and ask leave

to speak to it. C-2 was proposed by the Executive Board, to add up to three at-large appointees by the Bishop to the Executive Board. The appointees would have full seat, voice and vote. The reasoning, which was well expressed in the rationale from the Executive Board, was to address a possible lack of diversity on the Executive Board. Currently, each of the 16 elected members of the Executive Board, are elected by their regional council. That certainly assures geographic diversity, but with each regional council holding a separate election, may produce a body that, together, lacks diversity or equity in other respects.

The Committee received some helpful comments at our open hearing, and has proposed amendments to C-2 as shown in bold and red. I want to address those proposed Committee amendments generally. First, the Committee felt that, while the rationale for C-2 stated the objective of adding members to the Executive Board, having a general statement of the reason appointed members were being added to Canon itself would be a prudent reminder for the future of that background, so we would all remember the intent behind adding the appointed members. Second, the Committee agreed that it would be appropriate for the Bishop to obtain the advice and consent of the Standing Committee, with the Bishop's appointees. Last, the Committee noted that the qualifications for the clergy and lay members, the elected members of the Executive Board, are not in Canon 7, but are in Canon 8, in section 4. Canon 8 deals with regional councils. The Committee felt that similar qualifications should apply to the appointed members, namely: that clergy be on the official clergy list that is qualified to be members of Convention; that lay appointees be qualified to serve on the vestry of a church of the Diocese; and that the appointed members of the Executive Board also not serve as the Dean or President of a region, or on the Standing Committee. Again, to be clear, these qualifications already apply to the elected members. The Committee's amendment was to make them also apply to the appointed members. The Committee recommends approval of C-2a.

Bishop Goff: Thank you very much. We will now discuss and debate Amendment C-2a. I remind you as we did this morning, if you would like to speak, write the word "speak" into chat and only write that word "speak." I'll call on you, and you will see a popup window, click on that, unmute yourself, and you'll have two minutes to speak. A reminder again, if you haven't done so, or if you need to check it again, make sure that your language is set on English or Korean or Spanish, so that you can hear all delegates in your language of choice. I invite the Rev. Deacon David Curtis to speak.

The Ven. David Curtis (St. John's, Richmond): I have one question as a point of clarification, and that has to do with Canon 7 section 1. (b), as in boy. It reads as follows, "The Bishop, Bishop Coadjutor if there be one, and the Suffragan Bishops if there be such," would be the ones making the appointment. I think the intention of this is to say that the Diocesan Bishop, or the Bishop coadjutor, or the Suffragan Bishops would be making that, depending on who is in office. As this is written, it reads as if all of the Bishops would have to agree on the appointments because of the inclusion of the word "and." Maybe I'm being too persnickety about this, but I just want to make sure that as this is written, it sounds like that all of the Bishops would have to agree, but then in section (c) it reads, "the Bishop may appoint."

Bishop Goff: Thank you very much. Mr. Causey will speak to this.

Mr. Causey: I understand your point. The amendment that came from the Executive Board did not address subsection (b) and therefore the Committee did not really pay any attention to subsection (b) and had no proposed amendment to that. We can certainly take a look at that next year.

Bishop Goff: Thank you. I call on Keith June.

Mr. Keith June (Immanuel on-the-Hill, Alexandria): My question has to do with some discussion clarification on what is meant by diversity and equity.

Mr. Causey: If you were at the open hearing, there was a lot of discussion about diversity and equity, and there were some suggestions that we ought to be more specific in addressing that, which led the Committee to considering a number of laundry lists. The Committee finally concluded that this was intended as a reminder of the purpose for the appointees and that having done that reminder, we did not need to try to get an all-inclusive list of every aspect of diversity and equity that the Bishop might consider.

We opted for wider diversity and equity some of which will be clearer when the Bishop is considering this and looking at the makeup of the elected members of the Executive Board. At that point, it will become more obvious that there may be specific aspects of diversity and equity rather than trying to be on more of an abstract basis.

Bishop Goff: Thank you. I call on the Rev. Chris Miller.

The Rev. Chris Miller (Immanuel Old Church, Mechanicsville): Thank you Bishop Goff. Just as a follow-up to the comment from Deacon David Curtis, I would add clarification that section (b) states that a Bishop, a Bishop Coadjutor or Suffragan Bishops would be members of the Executive Board, whereas section (c) as proposed with the amendment states that the Bishop, implying the Diocesan Bishop or the Ecclesiastical Authority, would have the ability to appoint.

Bishop Goff: Thank you. Brett Wiseman.

Mr. Brett Wiseman (Christ Church, Lucketts): In kind to Mr. June's point as well. I have a fundamental issue with this amendment in the sense that it actually gives who ever the appointing authority is another three votes on a Committee that's already very small. We can invite people on the Committee to advise, of any diversity or any equity that we want, and they don't have to be a voting member and we can have influence into that Committee at that point, but to make them a voting member, it gives a lot of power into one individual. Understanding the reasoning behind it, but it really doesn't limit whoever that person picks and this is for all time. In the future, you're empowering whoever has that position to pick three extra votes to support them pretty well. That's not really the way that a Committee that's based on electoral representation should be run. That's my opinion.

Bishop Goff: Thank you. Chuck Mitchell.

Mr. Chuck Mitchell (St. Gabriel's/San Gabriel, Leesburg): Thank you. My point's already been made that sub (b) has to do with membership, not appointing authority, so I'm done. Thank you.

Bishop Goff: Thank you very much. Cindi Bartol.

Ms. Cindi Bartol (Christ Church, Alexandria): My point has already been covered. Thank you.

Bishop Goff: Thank you very much. There being no more people at the mics, as it were, to speak it is time for – one more just came in. We'll allow that. Jay Morris.

The Rev. Jay Morris (Aquia, Stafford, and Executive Board Member): I'd like to ask the Chairman of the Committee on Constitution and Canons a couple of questions about the Committee's rationale in making the suggestions that they did. Number one: was there consideration given to the fact that by requiring the advice and consent of the Standing Committee for making these appointments, it gives the Standing Committee in effect some power over the Executive Board, when at present the Standing Committee, the Executive Board and the Deans do not have any such power over each other?

Second question is whether the Committee gave any thought to the fact that by allowing folks who are

on the official list of the clergy of the Diocese to serve, that official list of clergy can include people who are serving in the Diocese but are not canonically resident in the Diocese and therefore are not eligible to serve as members of the Convention, if I understand the canons correctly?

Third question, did the Committee consider whether the last requirement about appointed members of the Executive Board not being allowed to serve concurrently as a Dean or President of a region or on Standing Committee, whether those same requirements apply also to the Standing Committee and to the Deans and to the Presidents of regions?

Mr. Causey: Let me work backwards on this. I don't think the Committee gave serious consideration to the issue of Deans, Presidents of regions, the members of Standing Committee serving on other things. We took that language, basically straight out of Canon 8 and dropped it into this. I forgot what your first and second questions were.

Mr. Morris: The second question, if you're going in reverse order, did the Committee take into consideration that among the clergy on the official list of clergy in the Diocese, are clergy who serve in this Diocese that are not canonically resident in the Diocese and therefore are presumably not voting members of Convention.

Mr. Causey: The Committee did not take that into consideration. Specifically, we were looking for a way – the terminology in Canon 8 is “active clergy of a church in the region,” I believe. We tried to translate that into some criteria that would apply on a broader basis to the whole Diocese, but we did not discuss that specific issue.

Mr. Morris: The first question that I asked concerned the relationship among the Deans, the Standing Committee and the Executive Board. Did the Committee on Constitutions and Canons consider the fact that by giving, in this proposed amendment, the Standing Committee the right to approve or disapprove appointed members of the Executive Board, it in effect gave the Standing Committee some power or control or serious influence over the Executive Board, when at present the Deans, the Standing Committee and the Executive Board do not have any kind of relationship along that line. That is to say, the Deans cannot block someone from serving on the Standing Committee. The Standing Committee cannot serve as a full block on someone serving as a Dean and so forth.

Bishop Goff: The Standing Committee actually does approve the list of Deans appointed by the Bishop as a check and balance to that. We do have a parallel to that in another aspect of our life.

Mr. Morris: Thank you, madam president. The last-

Mr. Causey: I think Jay, the Committee did also consider the issue. It was a balancing of whether it was better to have some control over the Bishop's appointments or not and came down on the side of saying that some influence which I think is the term you used, in the advice and consent process probably was a good middle ground to shoot for and apply in this situation.

Mr. Morris: J.P., thank you for that. My last question concerns the matter raised earlier by a previous participant about the number of appointees having the potential to have some undo or unweighty influence within the Executive Board. That is something that the Executive Board considered briefly in making the recommendation for this proposal. We believe that allowing the Bishop to appoint up to three members of a board that already has 16 members would not give any one person or group excessive influence within the group, particularly when the desirability of increasing the various kinds of diversity needed on the board would outweigh any risk about one person's appointment power. I hope that maybe some help to the concern that the previous participant raised. Thank you, madam president.

Bishop Goff: Thank you, Jay. Frederico Garza.

The Rev. Deacon Frederico Garza (St. Philip's, Richmond): I would like to speak to this in terms of – We have seen a lot of flag-waving in terms of racial equality. Let's not beat around the bush. This is an attempt, I believe, to give those of color a more equitable seat at the table than what we've had for the past 400 years in this Diocese. I know there are a lot of people concerned about keeping their power that they have now. I think that this change is less about maintaining the existing power structure and more about sharing power with those that have been here for a long, long time.

I've seen a lot of ra-ra's, today, but this is one of the very few things that I have seen that will actually give us a chance to have a voice at the table. If we're going to shut this down because we're afraid we're going to lose our power structure, then what's this Diocese about? If we're going to be serious about eliminating systemic racism, then this is a start. It is not the final solution, but it is a start. To have this thing go down because we're worried about our power doesn't make any sense. That's all I have to say.

Bishop Goff: Thank you, Deacon Frederico Garza. The Rev. Daniel Vélez-Rivera

The Rev. Daniel Vélez-Rivera (St. Gabriel's/San Gabriel, Leesburg): Speaking in favor of the Amendment. It is typical that the underrepresented, people of color, LGBTQ people, are an afterthought in many of the institutions not only in this country but of the world. I speak in favor of the Amendment because it gives an opportunity, particularly because this is an elected board and people of color and others are typically not inside the circle to be elected, that we give our Bishops who have a broad range of vision in the diocesan – well, in all the parishes of the Diocese, to think who might be important to have within the circle, and as was just said within the circle of power, which would be the Executive Board of this Diocese. Thank you.

Bishop Goff: Thank you very much. The Rev. Deacon Christine Garcia.

The Rev. Deacon Christine Garcia (Christ Ascension, Richmond): Thank you, Bishop. Not only is it time for people of color, but it's also time to lift up people, to lift up the people who are not leaders, who haven't been given an opportunity to be a leader, who may not qualify for a leader but to be lifted up into their position. This is some of the things the church needs to do. Pull and lift up people. Thank you.

Bishop Goff: Thank you very much, Deacon Christine. The Rev. John Shellito.

The Rev. John Shellito (St. Barnabas', Annandale): Greetings, Bishop Goff. My only comment is one of appreciation. I appreciate your leadership in the area of LGBT inclusion as well as in terms of increasing the racial diversity of the leadership of our Diocese. I support this in that sense. My only concern that others have named is what if we end up with the Bishop who is not supportive of LGBT or racial inclusion. I fully support this in terms of my own desire to have greater diversity on our Executive Board. We are entrusting any future Bishop with a lot of power and responsibility in this change. Thank you.

Bishop Goff: Thank you. The Rev. Bill Burke.

The Rev. Bill Burke (Church of the Creator, Mechanicsville): Yes, thank you. I just wanted to make a comment that it seems to me, the current structure of the election of the Executive Board, the requirement of the Amendment is the same as the current requirement for participation in the Diocese. To be elected to the Executive Board simply requires going to the meeting and volunteering to be on the Executive Board. Anybody at the region meetings can be elected to the Executive Board. If the person is not in the meeting, then they're not elected. They're not being excluded from the

Executive Board. If they don't attend the meeting, they aren't being elected to the Executive Board. That's just my comment.

Bishop Goff: Thank you. There being no one else in line to speak, we are ready for this vote. You will see a pop-up. Please vote now. Yes, in favor for adopting this canonical amendment, and no, not to adopt it.

If you haven't voted yet, please do so now. This Amendment to Canon 7, C-2a, is adopted. It is adopted by 88% of those who voted (329 yes to 44 no), which is more than the two-thirds that are necessary for this to go into effect at the end of this Convention. Thank you very much. J.P.?

Mr. Causey: Thank you Bishop. That concludes our report and we request that we be discharged.

Bishop Goff: You are discharged with our great thanksgiving to you and to the Committee for this good work. Thank you very much.

Report of the Resourcing God's Mission Task Force

The Rt. Rev. Susan E. Goff: I now call on the Rev. Sven vanBaars, who is the Chair of our Task Force on Resourcing God's Mission to give the report of that task force.

The Rev. Sven vanBaars (Abingdon, Gloucester): Thank you, Bishop. Bishop Goff, Bishop Brooke-Davidson and Bishop Taylor, my fellow clergy and lay delegates of this diocesan Convention of our wonderful Diocese, I am glad to be with you to give you an interim report of the Task Force on Resourcing God's Mission. This work began a year ago, and I am joined on this task force by a capable and dedicated membership of lay and ordained members of our Diocese and supported by three wonderful staff members. We were blessed to have Bishop Porter Taylor join us as he came into our diocesan life together, bringing good resources to us from the Diocese of Western North Carolina.

The task force was charged with, how do we get resources into the ministries we share? Let me tell you, one of my favorite books is by A.A. Milne, made famous by the name Winnie-the-Pooh. It starts something like this; "Here comes Edward Bear coming down the stairs, bump, bump, bump. On the back of his head, bump. It is the only way he knows bump, bump, to come down the stairs. He knows sometimes that there probably is a better way of coming down the stairs. Bump. If only you could stop and think of it." My friends, our charge is to stop bumping our head. Our charge is to say, "How is the better way for us to resource the ministries that we share together?"

We have had our Virginia Plan for over five decades now. We have sought to revise it at times. The charge that we have is to say, how do we best live into this, to encourage voluntary giving, to look at ways that we have been giving in the past so that resources from our congregational treasuries, are shared with resources from our diocesan treasuries, and vice-versa, so that we together work together to be the body of Christ.

As we began meeting in our conversations, we discerned there were several principles that guided our work that we would want to come and to bring to you. These are that we'd be transparent. There would be an openness in the way that we are sharing the resources. One of the early recommendations we had was that we'd be sharing the pledge reports from parishes at this Annual Convention, a suggestion that Treasurer Ted Smith had already begun implementing and you saw in your materials. That this process would lead to a mutuality. That support from the diocesan office to the parish, support from vestries to the Standing Committee would be mutual and supportive of one another. It would be inviting. Our Virginia Plan is one that encourages voluntary giving, which should have opportunities of inviting

others to come into relationship, of spreading the Good News our Gospel has. It should be simple, not a confusing way. We often discussed how the “Episcopal math” of our diocesan pledges and the current Virginia Plan was confusing and took more time to explain to new vestry members or to treasurers.

Our objective is that one year from now, we will have for you a new plan to come before the next Annual Convention of our Diocese. Our Virginia Plan was enacted by a resolution at Convention and affirmed by various conventions over time. It will take a resolution for us to then change our Virginia Plan into this new plan. We’re calling this the Virginia Covenantal Plan, based on the covenant that we have together as being one Diocese. In the next several months, you’ll see details of how that plan is emerging.

I remind you of the good words of the philosopher, Aristotle, who said that it is good and purposeful for anyone to give money to others. But to decide who to give to, how much to give and when to give is a task worthy of much deliberation and quite difficult. Our plan seeks to take the deliberation process out of this, to make it so that we have one standard for giving. In this, we are looking for a plan that will ask every parish to give a simple 10% of pledge and plate income from their ministries into the shared ministries we have. It is to ask the diocesan Treasurer to share how much each parish is giving so that together we may look at one another and make sure that we are holding each other accountable. It is asking for those parishes that cannot give at the covenantal level to enter into a process that allows them to receive a waiver so that there is a conversation, understanding the ministry challenges that they face, so that together, we, as a Diocese, can share with them in those challenges and look for ways that we can share the Gospel in the places where that parish and congregation operates. It is also to ask that diocesan bodies, such as our Standing Committee and our Executive Board, refrain from giving support to those parishes which do not give at the covenantal level and have not sought a waiver. Again, the mutuality of how we all succeed being highlighted in that plan.

The most significant change of this plan is to change the structure of giving the current Virginia Plan is asking for. Our current plan asks for four levels of percentage giving from 8% to 16%, and it uses the phrase “net disposable income.” In our deliberations, we could not find a consistent definition of net disposable income. We assume that there are probably 179 different definitions of net disposable income across our Diocese. Diversity in our representation is good. Diversity in this definition is not helpful for any of us, however. Changing that to one definition, and then basing that on pledge and plate, which is canonically reported in our parochial reports, gives us all the same playing field, which we share from.

How we would bring this into being, looking at the statistics of how we as congregations are supporting us as the diocesan ministry. We’re seeing that some parishes are already stepping up to the plate and they’re giving 10% of pledge and plate. They’re meeting the Virginia Plan and meeting what we’d be asking for in the Covenantal Plan as well. There are a handful of parishes that are giving just below this level. Let’s maybe assume that they can’t do 10% well. My own congregation is giving 9.9%. We thought we were giving 10%, we’re just bad at math in Gloucester, apparently, but we’ll strive to get better at this. And for other congregations to step up in that interim. Other parishes, about a third of our Diocese, are giving just below that. It’s 7% to 8%. What we envision is that over three years, we will ask every parish to engage in a process of increasing by 1% a year. Some will need to take larger steps, so that within three years of enacting this new plan, we should, most of us, be at the level of covenantal giving to our Diocese.

Looking ahead, as we see this plan unfolding, we’re hopeful to move from a transactional mindset to a covenantal mindset. A mindset that ask us the primary question, “What is the Diocese doing for me?” and then, “What am I doing back to it?” to move into a philosophy of saying we together, in covenant, share God’s ministry with all. To do so has some practical ways of streamlining our relationship between the treasuries of the parishes and the treasuries of the Diocese.

Currently, there are probably five areas where the diocesan commitment are showing up in the parish treasury. It is the annual pledge to the ministries and budget of this Diocese. It is the subscription to

the Virginia Episcopalian. It is registration fees paid for Annual Convention for diocesan clergy and lay delegates to attend. It's in regional pledges. It's in registration fees for clergy and lay delegates to attend awesome conferences, such as those at Shrine Mont. What we envision is that every parish would be giving 10% of pledge and plate, that we could eliminate these other line items that we could make it so that we move into a more covenantal way, a more relational way rather than a transactional way. This would streamline the process and relationship, and train what a vestry and a treasurer does at parochial level into what we can do together.

Bringing that into play requires a lot of deliberation beyond the scope of this Task Force. It requires someone to figure out how do we have a system of making grants to regions so they can do the ministry they're called to do. We believe that and other details can be worked out, and we call ourselves to be a larger ministry of the Diocese.

We've come together today in this Annual Convention, as 179 congregations, and it has been fascinating to sit back and watch how we are connected. In the last few hours, I've seen into your living rooms, I've seen into your offices, I've seen a couple of dogs and cats. I saw one person getting a haircut. Some of you may have seen that as well. We are gathered together in so many different places, but my brothers and sisters, we are not 179 congregations, we are not six diocesan schools, we are not retirement communities. We are one body of Christ, we are one Diocese, and what we strive to do is be the people of God that God has entrusted this portion of land. Together, we need to gather to get the resources that we have so that we can be one body.

It is the Gospel of Mark that tells us to go into all the world and preach the Gospel. My friends, that is our call. The charge the Task Force on Resourcing God's Mission has is to streamline the process, encourage us all to a different philosophy so that together, we may be the body of Christ, the light that shines in the darkness, the people of this region, of this Diocese. I ask your prayers for our continued work. You will hear from us in many conversations with the congregations that you represent, so that we together may move forward, and one year from now, we'll hopefully have a plan to enact the resolution. Bishop, thank you very much for your time, and for the blessings in this Diocese.

Bishop Goff: Thank you so much Sven, and to this very faithful and creative, thoughtful, loving, hard-working team. We are blessed by the work you've already begun, the ways you've kept reaching out to bring more and more and more people into the work. It is, as you have said, the work of all of us. Thank you so much.

Report of the Treasurer

The Rt. Rev. Susan E. Goff: As Sven leaves that room, Ted Smith, the Treasurer of the Diocese is preparing to go into that same space that Sven has just left. We need a moment or two for our team to go in and sanitize all of the surfaces and make sure that it is safe for the next person. That next person as soon as the space has been sanitized and wiped down. That next person will be Ted Smith, the Treasurer of the Diocese, who will make the report of the Treasurer. As we wait for that room to be turned around which will only be a matter of a minute or two, I don't ask you to take a break, but if you want to stand up, still leaving your sound on so you know when we're about to start, stand up, turn around, give a stretch. Go ahead and do that. We will hear from Ted Smith in just a moment. Consider it parallel to being in a hotel ballroom and waiting for somebody to come from the back of the room to make their way up to the podium to speak. He made it all the way across the room.

Mr. Ted Smith (Treasurer, Diocese of Virginia): Thank you, Bishop. I'm here in the presenter's room with everything sanitized and ready to go. Good afternoon, members of Convention. I'm Ted Smith, your diocesan treasurer. I would like to take a second of personal privilege to say that I

wish everyone out there could see just how hard the duck is swimming underneath the surface of everything. You see that staff is really doing a great job of keeping the show running. Where I'm stationed here at Rosslyn, I have a front row seat to all of it, and they're really doing a great job.

Thank you and welcome to the Treasurer's Report for Convention. I'm not going to go deep into all of the numbers on the financial results from 2019 and year to date 2020. I mentioned those in my written report to Convention, and I offer to any congregation that would like me to come virtually to a vestry meeting or a parish annual meeting, that I would be happy to speak to this information and the status of our diocesan finances at any meeting like that. Likewise, regions or the deacons, any of our bodies, just let me know.

I do want to give you some highlights of some things that I think everyone needs to know about, that happened this year and that we're working on for next year. The first thing I want to do is thank all of the treasurers and wardens out there for the work that they have done on behalf of their congregations, keeping things going this year. They've really put in a lot of extra hours beyond their day jobs, helping keep the congregations running in concert with the clergy and the rest of their parish leadership. As I said in my treasurer's report, I've learned a lot from them. This was definitely not a one-way street in terms of information sharing. There are some real sharp people out there and I'm very grateful for them in the help they gave. We've had a great series of treasures and wardens calls; we're going to keep those going indefinitely. Once we're out of COVID, we're going to keep doing that, it's a great way of getting information into the hands of the congregations.

Last year I made – I hope I didn't strain it too much – an analogy that we needed to get our finances into the gym, we needed to do some workouts to improve our situation. I wanted to share with you some of the gains we've made over the last year. You've just heard about some of the heaviest lifting that's gone on, done by Sven and his working group. I've been glad to help them in supplying information for them and giving them some clarifying information. They've been doing a great job to help move the Diocese forward.

Another key thing that has gone on in the last year is a reduction of our outstanding debt. At the end of this year, our outstanding debt will be just under 15% of what it was at the end of 2013. Over the last seven years, we've brought it way down. What that does is that frees up resources that had been set aside to pay the interest and principal on those loans for other things. As we've heard today, we have plenty of other priorities to put that money to work for. That's a good thing. I do want to mention that besides the financial impact of having done that immediately, the loan that we paid off in the summer of this year represented the last outstanding lien on property that had come back to the Diocese during the litigation. That chapter of the litigation is now closed finally.

Going forward in 2021, we do have a piece of land under contract. The proceeds from that will enable us to pay off our final outstanding note. I've learned over the last seven years not to count my chickens when it comes to land deals, I'm very hopeful that we'll move forward with that this spring and finally have a clean balance sheet with no outstanding debt.

Another piece of information that Bishop Goff shared earlier, that I thought I'd highlight a little further, is the work that's being done on the various assets that we have, that we can put to use for our priorities. Those include land that is on the Diocese's balance sheet and funds that we have invested for our use. Bishop Goff is right that a good bit of that land is actually represented by land and buildings of active congregations, since about 55% or 53.5%, I forget the exact number, in my report is tied up in active congregations. The balance of it is land and buildings that we have leased out to other organizations for their use. One example of that is our property on Church Hill Drive in Woodbridge where the Prince William Free Clinic operates. That is their home and that's a pretty valuable piece of land. Just an idea of what's in that basket. Then finally, there's about 3% that's open land, and that does not include the parcel that's under contract. I just wanted to give you a quick overview of that.

In terms of the funds that are invested for our use or are held by others for our use, I've begun a study of those restrictions and which of those funds are unrestricted, working with the Trustees of the Funds on that to go deeper into those so that we understand exactly what can and can't be done. I've given the Executive Board a preliminary listing of those funds and a high-level view of what the restrictions are, but the plan that I've discussed with Bishop Goff is for me to give a much more in-depth, more fulsome report on that with some strategic recommendations to the Executive Board in December at their December meeting.

The final topic that I want to talk about is the Budget. In just a few minutes, the Rev. Andrew Moore, who is Rector of St. Andrew's in Richmond, is going to present the Budget on behalf of the Budget Working Group of the Executive Board. The Budget this year was difficult. We have a much-reduced forecast of income, and that is a combination of the general decline in receipts over the years – 2% to 4% each year – and the impact that COVID-19 has had on the economy, and therefore giving to congregations and the investment returns of our funds. It's a very difficult set of deliberations and recommendations. We believe that the Budget Working Group is going to present a budget that has been amended since the open hearing in order to address one of the key priorities that were talked about in that hearing and also today.

That is the conclusion of my report. Bishop Goff, again, I look forward to hearing from you with questions, and happy to meet with you virtually, or as soon as we can meet in person, I'm happy to do that as well. Thank you.

Bishop Goff: Thank you so much, Ted, for your faithfulness, hard work and those mornings when you've woken up at 2:00 a.m. and 3:00 a.m., because I've received some emails that you've sent from those hours as you have been thinking about faithful ways to put the pieces together, the pieces of this puzzle of our current reality. Thank you for your faithfulness.

Report of the Budget Committee

The Budget materials and Amendment can be found on pages 159, 347 and 353.

The Rt. Rev. Susan E. Goff: I call on the Rev. Andrew Moore now of St. Andrews, Richmond, who is the Chair of the Committee on the Budget for the Report of the Committee on the Budget. Again, he will be speaking from that same room, from the same desk. We will wait a moment or two for the room to be sanitized and to make sure that everyone who goes into that room to speak will be safe. We'll just take a moment or two to wipe down all of the surfaces and prepare the room for the Rev. Andrew Moore.

The masks and the time for sanitizing are a clear reminder to us of the time in which we are living. Thank you so much.

The Rev. Andrew Moore (St. Andrew's, Richmond): Thank you, Bishop Goff. It really is a privilege to be here with all of you in this virtual space. I definitely miss looking out at a full ballroom of your faces, but I've been just astounded by the herculean work that the diocesan staff has done to prepare for and execute this virtual Convention.

I am so very grateful. I'm also immensely grateful to the Budget Committee for their work this year. Even in years with optimal economic conditions, it is hard and challenging work to weigh the many mission priorities of a Diocese our size. As I am sure we are all experiencing in our own ministry settings, this is anything but a year with optimal economic conditions. As a result, we are all being faced with very difficult choices. Your Budget Committee has worked incredibly faithfully this year. I am so deeply grateful to each of them: The Rev. David Lucey; the Rev. Barbara Marques; the Rev. Chris Miller; the Rev. Jay Morris; Mr. Jack Schick; and Mr. Bob Steventon. Of course, none of this work

would be possible without the outstanding service of our diocesan Treasurer, Ted Smith, and his team, Stas Jones and Paige Carnohan.

The budget process this year has, of course, been incredibly challenging. I feel confident in speaking for the entire Committee when I say that none of us are excited about the Budget that we're presenting. We would like nothing more than to fully fund the requests of the amazing ministries taking place around our Diocese. Making decisions to cut funding for our mission operations or any of our myriad important ministries was not easy.

Consulting with the Bishop on how we fund the staffing configurations was painful this year. None of us wants to make cuts, but we also have a duty to be responsible stewards and to look realistically at how our pledge income is likely to be impacted by the economic aftershocks of the pandemic. I would love nothing more than to have to spend a lot of time in our first Executive Board meeting of 2021 looking at pledges that allow us to restore many of these cuts, but that's not where we are today. Faced with these forecasted realities, we worked with Ted Smith and our bishops to prayerfully and faithfully weigh all of these ministries and create a budget that in effect spreads the pain equally across programs, personnel and administrative costs.

We heard the passion and devotion of those who spoke at our digital hearing two weeks ago. We have met several times in the weeks since that hearing, and in the financial supplement you received this week you will find the unanimous recommendations of the Budget Committee. We wholeheartedly believe in the importance of campus ministry in our church. In fact, campus ministry remains the second-highest funded program area in our budget, and the proposed 2021 Budget simply returns that funding to 2019 levels after several years of generous increases. If and when our income might increase, we would love to restore funding here and elsewhere. We agreed unanimously, however, it would not be appropriate at this time for us to apply for a waiver of a portion of our assessment from the Episcopal Church to fund this above other priorities.

We also heard the deep desire, the calling to invest more fully and meaningfully in our ministries of racial justice and hearing. In addition to the inclusion of funds for the Triangle of Hope pilgrimage as a line item for the very first time, we are unanimously recommending that we fund a full-time Minister for Racial Justice and Healing beginning sometime mid-2021. We are working hard to investigate sources of funding to ensure that we can sustain this position through 2022 and beyond.

This is not a perfect budget and it contains painful realities for most of us, but I am confident in the prayer and dedication that went into making the best of a very challenging time. I am in fact proud to present on behalf of the Budget Committee, the amended 2021 Budget as contained in the financial supplement. Thank you.

Bishop Goff: Thank you very much. The Budget has been presented. You have seen it. It has been sent to you. It is before you. To speak to the Budget, we will follow the same procedures we've used for other things. If you wish to speak, please type the word, "Speak," into chat. Type only the word speak, remembering that to do more than that is jumping the line. When I call on you, you'll see a pop-up window on your screen inviting you to unmute, at which time you may speak for up to two minutes, after two minutes your microphone will be muted. I call on the Rev. Cayce Ramey.

The Rev. Cayce Ramey (All Saints Sharon Chapel, Alexandria, and Co-leader of the Triangle of Hope): Thank you, Bishop. We have heard today powerful and poignant words from siblings, sisters and brothers about the need to disrupt existing power structures in our Diocese, and to live more fully into the justice of Jesus Christ. In that spirit, we can do better with our budget. We can do more with our Budget. We must. Please vote no for this budget.

Please vote no to send this budget back to the Executive Board, soon to be the more equitable and more representative Executive Board. Please vote no so that this new Executive Board can readdress our priorities and spending. As a member of the Executive Board, I voted against the first iteration of this budget, largely similar, when it was presented to the Executive Board. I voted against it for the same reasons I ask you to vote no today.

Our budget process is broken. Neither Convention nor the Executive Board were given adequate time and detailed enough information to make decisions about a budget of this size and importance for a community of our size and complexity with the assets that we have. We need increased transparency. During these historic crises of racial violence and global pandemic, there is little or no consideration in this budget for using even some of the \$85 million in assets we have instead of relying solely on operating funds and pledges. I understand that much of that \$85 million is in land or even in restricted funds. We could still use even a fraction of what we have that's available, or use slightly more than the usual 4% to 5% investment drawdown while we do what's needed to undo outdated restrictions and free up assets. Land, money, assets that aren't even really ours, much of that land and those assets – my own parish property included – come from our church's participation in stealing land and stealing people.

Bishop Goff: Thank you. I call on Kathleen Murray.

The Rev. Kathleen Murray (Emmanuel, Woodstock): Thank you, Bishop Goff. I appreciate the opportunity to address the budget, particularly the reduction in campus ministry funding. I want everyone to know that there has been a substituted amendment offered to clarify the intent of the sponsors, and I'd like to note that there are 16 sponsors to that amendment. Campus ministry has long been recognized as a priority of the Episcopal Church in the Diocese of Virginia, but I'm going to speak to its priority as an openly gay clergy person in one of the most conservative parts of the state.

We are in what some like to refer to as the buckle of the Bible belt. We're surrounded by some of the most homophobic, non-welcoming elements of Christianity. While attending a preschool graduation at a local Christian school, all present were entreated to a diatribe about the evils of LGBTQ rights. At the same time, I was asked to write a letter supporting a young parishioner who was applying to a well-known conservative university. That young man has two moms. I wasn't exactly surprised that he didn't last beyond the first year. Young adults need to know that we practice what we preach. We need them to know that they matter and cutting campus ministry in our Budget, especially when it impacts solely the campus ministry on a college campus where there are almost two dozen non-welcoming other ministries makes no sense.

Zoom Convention has allowed us to see delegates to Convention in a new even exciting way, but let me be honest, I want to see more young faces, especially among our lay delegations. That's going to happen when we nurture and sustain them in campus ministry.

I'm going to add one other quick thing. I recently had contact with a woman from 40 years ago, and she's only around today because of the campus ministry at my college. I understand difficult financial issues, I understand adopting the most conservative approach, but cutting campus ministry isn't the way, seeking a waiver for a small portion of our—

Bishop Goff: Thank you, Kathleen. Your time is up. I hear you speaking to a substitute amendment that is not before us. Is it your intention or the intention of 16 people to present a substitute amendment?

Mr. Ted Smith: Bishop this is Ted.

Bishop Goff: Yes.

Mr. Smith: I have that amendment and I'm prepared to share it when Kathy and company are ready to put it forward.

Bishop Goff: All right. It is necessary to put it forward before speaking to it. Is there someone who is wanting to put forward a substitute? I call on Maggie Keller to put forward a substitute amendment.

Ms. Maggie Keller (St. John's, McLean): I would like to put forward a substitute amendment, which is part of your Convention materials. There is another one that was not included, but if people want a basic idea of what we're looking at, it should be the last page of the Convention materials. I did also want to speak to that. Is presenting it going to take away from my two minutes?

Bishop Goff: Let us put the motion up first, the substitute amendment. Can we get that up on the screen?

Mr. Smith: Are you seeing it? Okay, it needs to be made larger for legibility. Is that any better?

Bishop Goff: Yes, thank you. I will invite Ms. Keller to speak to it and then I will ask the parliamentarian, J.P. Causey, to speak.

Ms. Keller: I'm 37 years old, I have a young daughter who attends St. John's with me, and this is relevant to this amendment because I was in the first full class that was served by Laura Lockey at James Madison University in her role as Campus Minister there.

As an adult, ever since I have been a part of the church, people have asked me, "How do we get more young people, more people your age into the church?" The answer is campus ministry. I had not been planning on attending church in college, let alone as an adult, but because of the combined tragedies of 9/11 and my mother's breast cancer diagnosis in my freshman year, I turned to Laura as my college mom and I found my own adult faith during my time in college.

I do believe it is short-sighted to cut the campus ministry budget. For so long the church has wanted to support young adults. This cut prevents the campus minister from being fully able to support and nourish young Christians going through challenging times. If we want to be responsible stewards of the future of our church, please support this amendment and the future. Thank you.

Bishop Goff: Thank you. I ask Mr. J.P. Causey, our parliamentarian, to speak to an aspect of this substitute.

Mr. J.P. Causey (St. John's, West Point, and Parliamentarian): Looking at the substitute which attempts to basically address the same issues that were addressed in the previous amendment and reading that with the Rules of Order, I think there are two issues.

In the second resolved, we're dealing with the Budget which will be approved by Convention or not approved. We're dealing with that Budget which is about a five-page document that Ted Smith has posted and referred to. There is a line item, B.1d, "Grants for Episcopal Church Ministries." That is a line item. There is no detail supplied with that. That is consistent with the way a number of other things have gone like the Commission on Congregational Missions which goes to support a number of mission churches, but the Budget does not designate what amounts go to which ones. So the last six or seven words "in support of the Canterbury Campus Ministry at Harrisonburg," is not appropriate because that is not a qualifier on line item B.1d which is all that can be amended. If you're looking for a cure, the answer to that issue is to delete "in support of the Canterbury Campus Ministry in Harrisonburg," and just have it, "the \$40,360 goes to line item B.1d."

The other issue is in the first resolved and the Rule which says that no amendment can be proposed unless it provides provision for offsetting changes in other expenditures or revenues. In this situation,

there is a proposal to restore \$40,360 to an expense, and the source of that funding is not something that is within the control of the Diocese. It is dependent on a waiver to be filed in the future and to be determined in the future, so I do not think that meets the criteria of the Rule which says that there needs to be changes in both the expenditures and revenue.

I am advised that Russ Randle has drafted a proposed amendment which would make the proposal a combination of these two resolves with the deletion of the “in support of the Canterbury Campus Ministry” with an additional resolve which would make it clear that the additional amount can be restored to the line item B.1d is contingent upon receiving relief. Russ is in the queue I think, so that could be added at some point and that would address my concern about the first resolve.

I have so advised the Bishop that these two items make portions of BR-1s not in compliance with the Rules of Order and therefore are out of order.

Bishop Goff: I concur that this amendment as presented now on your screen is not in compliance with our Rules of Order and is, therefore, out of order. I call on Mr. Russ Randle, who has an amendment to this amendment.

Mr. Russ Randle (Christ Church, Alexandria): Thank you, Bishop. Let me first move to strike everything in the second resolve after the term “Episcopal College Ministries,” to strike out the language highlighted by J.P. That’s the first part of the amendment. Then the second part of the amendment is to add a further resolve which I will paste in the chat, but I’ll read first. “Resolved that any reduction in item A, Support of our Greater Community, is contingent upon approval by the Executive Council of the Episcopal Church for a waiver or deferral of a reduced amount from the 2021 payment obligation of the Diocese of Virginia to the Episcopal Church.” I will attempt to paste it into the chat.

Mr. Smith: Russ. This is Ted. So I’m clear, your language would be the third resolve?

Mr. Randle: Yes.

Mr. Smith: Okay. I wanted to make sure I drop it in the appropriate place. Thank you.

Mr. Randle: If it’s seconded, I will ask leave to speak to it.

Bishop Goff: Is there a second to this amendment, to the substitute amendment? It has been seconded. Yes, Russ, you may speak to it.

Mr. Randle: Thank you, Bishop. The amendment is to make clear that restoration is contingent upon either approval of a waiver or deferral of the payment obligation to a later year or years. As many here know, Executive Council is the governing board of the Episcopal Church if a denomination of General Convention is not in session. We have 36 members, and I’m one of them. One of the duties of the Executive Council is to approve waivers or deferrals of assessment obligations. If a Diocese cuts its payments without a waiver, then congregations and people within the Diocese cannot apply for grants from the denomination in the following year. Those grants have been significant in the Diocese of Virginia, so there is a downside if we cut the assessment without a waiver or deferral.

At its October meeting, Executive Council added a million dollars to the Budget to address requests for waivers prompted by additional economic distress among our dioceses. This is in addition to the pre-pandemic budget assumptions that some dioceses would be unable to pay assessments. To date, the Episcopal Church at the denominational level has avoided layoffs while it has made substantial cuts in the program, and essentially cut off travel for this year and partway into next year.

The Episcopal Church did take a Paycheck Protection Program loan of slightly over \$3 million. To date, diocesan payments have continued at a reasonably healthy level, those are treasurer notes, that's a lagging indicator. While I take no position on the restoration of the cut, if Convention adopts this resolution, I will advocate for it vigorously at Executive Council. There is no assurance, however, that such advocacy will succeed. Thank you.

Bishop Goff: Thank you. The amendment to the substitute amendment has been moved and seconded. Others who wish to speak to the amendment to the amendment, please type in chat, "Speak amendment."

Bishop Goff: Kaelie Jager.

Ms. Kaelie Jager (Youth Delegate, Southern Shenandoah Region): Hello. I am the senior warden for Canterbury Episcopal Campus Ministries at James Madison University. I first want to thank you for welcoming me into this process and allowing me to speak on such an important issue as this resolution and the amendments to the amendment of this resolution.

Just a few weeks ago, I was listening to the Presiding Bishop Michael Curry's book, *Love is the Way*, that he recently released. At Canterbury, we often talk about "God moments." Well, I definitely had one. He was speaking about his college experience, the trouble he got into, but more importantly, the impact his chaplain, who was affectionately named Dusty, had on his life and his future. A college chaplain was the reason we have our amazing Presiding Bishop Curry today.

In the absence of all the youth in the Episcopal Church and the Diocese of Virginia, I speak for them when I say that it is irresponsible for there to be such a significant budget cut in the amount of \$40,000 to the grants of the Episcopal church college ministries. From the age of 18 to 22, our brains are changing, our emotions are on high, our futures are uncertain. This is where we often are encouraged to rely on God. Let me tell you, it's a lot harder to do that without a faith based community, which you can find outside or inside, depending on COVID, here at Canterbury. Without campus ministries, the Episcopal Church will lose yet another generation of people who are dealing with times of higher cases of mental health diagnoses and a failing job market.

Personally, may I add, that stated in the Budget Resolution, Canterbury Episcopal Campus Ministries has been gifted \$1.6 million from the Diocese for a brand new building to serve the JMU, Harrisonburg and Rockingham County community. To make these budget cuts solely to the salary of Laura Lockey, the Chaplain of Canterbury and the brand new building, would be a grave oversight and make us terrible stewards of our money and of our faith, as we would leave that building half empty because of cutting her time in half. College students are the church and we are not just the future.

Bishop Goff: Thank you very much. Maeve Costello on the amendment to the substitute amendment.

Ms. Maeve Costello (Collegiate Delegate, George Mason University): I really appreciated what the Rev. Kathleen Murray said earlier because I also am in the LGBT community, and I started off in college with one of those groups that was not very friendly. I was cornered many times and told that I was a sinner and that I could never find a campus ministry that would accept me. That just wasn't true, because I found Arise Campus Ministry, and Arise has been like a lifesaver for me. It's been so wonderful for me, so it just hurts to see that our Budget is being cut by so much when we are such a great community and it is a good way to get other people and inclusive for everybody.

Bishop Goff: Thank you. I call on Rebecca Shannon.

Ms. Rebecca Shannon (Collegiate Delegate, James Madison University): Canterbury has become both mine and so many others home away from home, and serves the JMU and larger Harrisonburg community as a place of love, support and overwhelming welcome to every single person that ever would walk through our doors. Laura Lockey, our Chaplain, has played the largest role in cultivating this amazing environment.

Like every priest, Laura gathers us for worship and teaches us to be leaders in the church and help us grow spiritually. She also is there for us at any hour of the day or night. That is in even the most extreme situations like taking us to the hospital or picking us up when our cars break down. At the very least I'm appalled and honestly, quite frankly upset, that the funding for campus ministries has been cut by \$40,000 and that this sum of money is coming solely from Laura's salary and will make her part-time.

Campus ministries are the church, but because we're on a college campus, our church gains and loses at least 25% of our members every year. We're always replanting the church. Laura works full time. Canterbury has about 40 active members, but we do bring friends and significant others as well. There are people who will never come to Canterbury, but when there's a crisis, they call the chaplain.

Cutting funding to college campus ministries is detrimental to the future of the church. College students and young adults are not the future of the church, we are the church. People like Laura help those people up and strengthen our faith. By strengthening our faith today and building the young people of the church up, we are creating leaders in the church for the future and for today. By cutting funding that supports young adults in their faith formation, you are lessening your support for young people and their journey in their faith to become leaders in the church both today and in the future. Thank you.

Bishop Goff: Thank you. I call on Hannah Rees.

Ms. Hannah Rees (Youth Delegate, Charlottesville Region): I just wanted to speak up about this because as a senior in high school, campus ministry is definitely something that I'll be thinking about next year wherever I end up going. I'm also wanting to speak on this because I'm a member of Triangle of Hope, the Junior Triangle of Hope that was brought together last year, I am on the Racial Justice and Healing Committee and I am on Parish Youth Ministry which many of you may know as the high school committee that puts together weekends at Shrine Mont for youth all over the Diocese.

I just wanted to speak to the importance of both racial justice ministry and campus ministry, and uplift the notion that both need to be supported financially because they're both important. Now is the time for both. Racial justice is now. This is happening every day and all of us are seeing the effects. Campus ministry is also very important and I just wanted to uplift what Rebecca and Maeve were both saying on that. Thank you.

Bishop Goff: Thank you. The last number of participants have spoken to the amendment, as opposed to speaking to the amendment to the amendment. We need to focus our discussion now on the amendment to the amendment. I will call only on those who speak to the amendment to the amendment. The Rev. Jenks Hobson.

The Rev. Jenks Hobson (Retired): I would like to speak to the amendment to the amendment. With thanks to Russ Randle and his enumerable fashion, he's gotten this straightened out so we could make the best shot at it we can, so I very strongly support this amendment. I know that just as urgent as he has been in getting it right, he will also be that urgent in advocating for it at the Executive Council level. Thank you.

Bishop Goff: Are there others who wish to speak to this amendment to the amendment? The Rev. Sven vanBaars.

The Rev. Sven vanBaars (Abingdon, Gloucester): Bishop, I move the question on the amendment to the amendment.

Bishop Goff: Thank you. It has been moved. The question has been called on the amendment to the amendment, the amendment to the substitute as is laid before you on your screen. Is there a second to calling the motion to ending debate? Thank you. It has been moved and seconded. You will see a poll come up, all in favor of ending debate and voting on the amendment to the amendment for the substitute. To end debate on this, please vote now. Thank you very much. The motion to close debate carries (345 votes yes, 25 votes no).

Now we put up a poll to vote on the amendment to the amendment. If you wish to vote for this amendment to the amendment, vote yes. If you wish not to, vote no. The amendment to the amendment is adopted (290 votes yes, 68 votes no).

Now discussion is on the amendment. Is there anyone who wishes to speak to substitute for BR-1 as we have just amended it? Given the amount of time that we have left in this Convention, I declare that people who have already spoken will not have an opportunity to speak until others who have not spoken on this Budget have an opportunity to speak. I call on Don Brownlee.

Mr. Don Brownlee (Pohick, Lorton): Thank you. I'm seeking clarification. The third resolve speaks to any reduction to line item A. Any reduction from what? This does not propose to reduce line item A, so it's not clear to me what that refers to.

Bishop Goff: Line item A is our Support to the Greater Community. It is our assessment to the Episcopal Church. Any reduction to our obligation for our assessment to the Episcopal Church is contingent on approval from the Executive Board. I call on Pierce Rucker.

Mr. Pierce Rucker (St. James's, Richmond): Thank you, Bishop. I just have a question of clarification, probably for Russ. In the second resolve, it's not clear to me whether a deferral would be first sought, and if declined, a waiver would then be sought. Is there any order of priority in how that's going to work in this amendment? Thank you.

Bishop Goff: Mr. Randle, do you have a response to that?

Mr. Randle: Yes. The short answer is we'll seek what we can. It's not clear that we'll necessarily get a waiver if this is authorized to go forward. This is to cover all contingencies, but you get one shot at this in your application. I hope that's responsive.

Bishop Goff: Thank you. I call on the Rev. Matt Rhodes.

The Very Rev. Matt Rhodes (Cunningham Chapel Parish, Millwood): Thank you very much, Bishop. I am speaking as one of the co-sponsors of this resolution. Briefly, and quite frankly, we are a denomination in decline. While I fully and wholeheartedly support speaking to the future of the church, campus ministry is the now of the church, together with YPI and other programs. I think that finding a way to fully fund it is crucial. You've heard others speak about the need for support in trying circumstances, the need for support in college in general. These are the present and the future of the church.

As we've been talking and I've been listening, Laura Lockey is actually attending right now to one of her students on campus that was first to arrive at the scene of an accident in which another student was killed. There's no way to quantify the amount of work that any college chaplain does. I think to support that fully, as we have said, as a national church, as a way of supporting the now of the church, I urge everyone to vote for this amendment. Thank you.

Bishop Goff: Thank you. I call on the Rev. Josh Walters.

The Rev. Josh Walters (St. John's, McLean): Thank you, Bishop Susan, and Convention for letting me speak. I just want to speak in favor of this resolution. It's not that I wouldn't be ordained, I wouldn't be an Episcopalian if it weren't for campus ministry where I came from in Indiana. I am a lover of history, and I know that the Episcopal Church's history in the '80s was to severely cut funding for campus ministries over those years. I think that era is coming back to us in droves. I wish to speak in favor of this and give thanks for campus ministers and ministries. I also wish to commend the hard work of the Committee. I know that this has been very challenging on their part, but I ask that we go in favor of this resolution. Thank you, Bishop.

Bishop Goff: Thank you. The Rev. Will Peyton.

The Rev. Will Peyton (St. Paul's Memorial, Charlottesville): Thank you. We host a campus ministry, so it's a priority for me and my ministry, and I think it's a priority for the Diocese. I have to say that I would be embarrassed if we were to apply for a waiver from our obligation to the national church. We've heard a lot of talk about the economy. The fact is that we in this Diocese, as a community, the wealthy are over represented in our community. Economic data will tell you that higher income earners and those who rely on investments are doing more than fine. If we can't fund our own priorities without seeking relief from the national church, I would say that we have more of a spiritual problem than a budgetary problem. As close as campus ministry is to my heart, I have to say again, I would be embarrassed if this Diocese were to apply for a waiver from its obligations. Thank you.

Bishop Goff: Thank you. The Rev. Valerie Hayes.

The Rev. Valerie Hayes (Calvary, Front Royal): Thank you, Bishop Susan. I am one of the sponsors of this amendment. I, at this point, would like to speak to a number of things. One is Andrew spoke to the process of creating the Budget and respecting the hard work. The work of our budget process does not include speaking to or including those who are affected. The Rev. Laura Lockey never knew that her budget was being considered to be cut.

Also, there was a phrase that the budget shares the pain, when in fact it does not. The campus ministry position at JMU is the only campus minister position that has been affected or lost funding. I speak to the need for our budget process to have more collaboration, more transparency, and for us – I think there are some priorities in our Budget we fund that we don't always share the pain, that there are some things that do require our commitment to full funding. To me as the former Episcopal representative to Arise Campus Ministries, and has stood with a son who participated in that, I fully support campus ministries and this Resolution to the Budget. Thank you.

Bishop Goff: Thank you. The Rev. David Lucey.

The Rev. David Lucey (St. Francis, Great Falls): Bishop, thank you. I was also a member of the Budget Working Group. I would like to state my advocacy for campus ministry. I will however speak against this resolution because I do not believe we should be applying to the TEC for relief. I think we are a diocese that has resources, and if we're going to try to add back in this, then we need to find the resources within the budgets and the revenue that the Diocese has at its disposal now. I speak against this Resolution.

Bishop Goff: Thank you. Chuck Mitchell.

Mr. Chuck Mitchell (St. Gabriel's/San Gabriel, Leesburg): Thank you, Bishop Susan. I speak against it too, because we're one of the richest dioceses in the nation and we don't need to go crying poor. We've got 179 parishes. This shortfall is like \$225 per parish. I'll personally guarantee that St.

Gabriel's kicks in \$225. We can do this in-house. I'm not in favor of this particular resolution to the resolution, whatever iteration we're on now. Thank you.

Bishop Goff: Thank you. Mr. Tom Baker.

Mr. Tom Baker (St. James's, Richmond): If appropriate, I would like to call the question.

Bishop Goff: That is appropriate. Is there a second? Thank you. I see a second.

The question now is about calling the question ending debate. You will see a pop-up screen for ending debate. Please vote now. The motion to end debate carries (332 votes for, 52 votes against).

Now our vote is on this amendment as amended. Substitute for BR-1 as amended. There is a pop-up screen. Please vote now. If you have not yet voted, please vote now. Voting is now ended. This is one, if we were in person, where we would be raising our cards and waiting for a count because it is very close, but being very close, this substitute amendment is adopted. There are 203 votes for and 184 votes against. Our Budget then has been amended.

Now we move to the Budget itself, and the adoption of the Budget. Andrew Moore, is there anything more that you would say before we adopt the Budget? Anything else that we need to be looking at?

Mr. Moore: I don't have anything to add from my earlier remarks on behalf of the Committee at this time.

Bishop Goff: Thank you very much. Are there people who wish to speak to the entire Budget? I call on the Rev. David Casey.

The Rev. David Casey (Trinity, Fredericksburg, and Registrar for the Ministry for Racial Justice and Healing): I have heard that a budget is a moral document. It is true that some funding for a staff person was restored to the Ministry for Racial Justice and Healing, but I was heartbroken that little else was touched in terms of other ministries in our Diocese. What I said two weeks ago remains true. The Budget in its current form does not reflect the stated priorities of the Diocese or the values of Christian love. Rather, its priorities are grounded in fear. I would add the budget process has not shown itself to be trustworthy at all.

Racial Justice and Healing begins with us telling the truth about who we are and where we have been. To be willing to own our past and to not be owned by it anymore. It means no one is left behind at the expense of another, that every voice is included, and it carries a vision of a future where all of us walk together in the light of God's grace and mercy. My own prayer is that we will earnestly reflect upon and discern our own vision for our life and witness together, to be the elders and the ancestors that our children will be proud of.

The kingdoms of this world operate as if the resources are like pieces of pie with only so much to go around, but in the kingdom of God we are called to act as if our resources are not pie, but loaves and fishes, where our resources placed in the hands of Jesus, especially where our resources are so immense, become more than enough for every mission and ministry to flourish for the betterment of all. For today, I am deeply grieved. This Budget does not share in a vision grounded in trust of God's provision or God's faithfulness. With a heavy heart, I can only conclude that this Budget as a statement of our values is immoral. I must then ask all my friends and colleagues to vote no to this Budget, and in accordance with Article 5 of our Constitution and Rule 20 of the Rules of Order, I also ask for a vote by orders. Thank you.

Bishop Goff: Thank you. As I wait for the Chancellor to return, I call on the Rev. Catherine Campbell.

The Rev. Catherine Campbell (La Iglesia de Cristo Rey & San Jose, Arlington): I'm the Vicar of Cristo Rey and San Jose, the two Latino congregations in Arlington. I'm just going to talk a little bit about my experience at the moment. 85% of my congregations have lost their jobs or have lost hours. Our income stream has come down to almost nothing. The way we raise money outside of pledges is via events, which we have not been able to have. This Budget basically has cut more than 10% of our asking for the Diocese. The Diocese has been exceedingly generous to Latino ministry in the past, but in a time when our expenses are higher because we've had to invest in a lot of technology as well as more mailings and materials to send to our parishioners as well as pastoral help, to have our budget reduced by more than 10% is really painful.

I understand that it's a painful process. I'm asking the Diocese as a whole, as you are looking into making your pledges for 2021, to add that \$250 extra for campus ministries, to add that extra amount that will fund fully Hispanic ministry, to add what is needed for the programs and ministries of this Diocese that reflect the values that we have said that we are wanting to show the world. Campus ministry, Hispanic ministry are the church at the moment because we are growing, and we're growing in leaps and bounds. I think that it would be wonderful if we can continue to fund it and to pull them out. Thank you.

Bishop Goff: Thank you, Catherine. I've conferred with the Parliamentarian about the request for a vote by orders. That requires five delegates to request. If there are others who second that request for a vote by orders for the Budget, I invite you to put that in chat and we will count those. In the meantime, I call on Harry Dickinson.

Mr. Harry Dickinson (Trinity, Fredericksburg, and Fredericksburg Region President): Thank you. Be present, be present, oh Lord, in this meeting in the words that I speak. Amen.

As a proud parent of a recently ordained priest who benefited from the Young Priest Initiative, I was hoping to see an increase in funding for that program given the demographics of our clergy. For several years, our Diocese has agreed that campus ministry is a high priority, but this proposed Budget reduces funding. Cutting a staff position for congregational development and stewardship is like a business that cuts advertising in an economic downturn and then sees even fewer customers.

At the end of last year, the Diocese had more than \$13 million of undesignated net assets without donor restrictions. I don't have time for an accounting lesson, but the way these funds can get used is in years when expenses exceed revenues, and the deficit reduces net assets. We cannot approve a budget where expenses are greater than receipts. However, we could increase projected receipts to include expected gain on the sale of land or higher projected pledges. If the higher income does not occur, expenses would be greater than revenues and the deficit would use up part of the net assets. In the not-for-profit world of accounting, we hear the net assets referred to as the rainy day fund. Well, it's raining pretty hard out there in this COVID world.

If the proposed Budget is adopted today, I would like to see the Executive Board amend the proposed Budget at its December meeting to include an additional \$125,000 of increased collections, and then increase funding for the Young Priests Initiative \$5,000, reinstate the \$40,000 to campus ministry and reinstate \$80,000 for the congregational development and stewardship staff. Stewardship is using the gifts God gives us to do the work that God calls us to do, so let's do the work. Thank you to the Committee for their hard work. These are tough times and we need to make tough decisions. Thank you.

Bishop Goff: Thank you. Is there anyone else to speak? All right. We have had at least five people to call for a vote by orders. Is there any other discussion about the Budget? I would like to ask clarity from the Parliamentarian just so that folks know as we go into this vote about what happens if Convention does not adopt a budget today.

Mr. J.P. Causey (St. John's, West Point): If Convention does not adopt a budget today, it will go back to the Executive Board working with the Treasurer to continue to make the financial arrangements necessary for the Diocese to proceed until the next Convention adopts the budget.

Bishop Goff: Right. The budget will be developed by the Executive Board and then a new budget next year will be brought forward to the Convention. A budget will not come back to this Convention.
Mr. Causey: Yes.

Bishop Goff: We have had a request for a vote by orders. That will have to be on Election Runner rather than by a poll popping up on your screen, which means that you will get an email. Look for that email. It may take a moment. What we are voting on is to adopt the budget as it's been amended. We're voting by orders, which means that laity and the clergy vote separately, and it has to be approved by a majority in each house. The vote will be on the Budget as amended.

All right. Our team is working on that to get that Election Runner message out to you. They will do that as soon as they are able.

There is a question in chat about whether we could call a Special Convention in order to adopt a budget. The response to that is, according to our Constitution and Canons, the Ecclesiastical Authority can call for a Special Convention, and that is the only way for that to happen. I do not anticipate that I would call for a Special Convention because we have a process in place for what happens if Convention does not adopt a budget. We will follow that process that is already outlined for us.

Again, when the Election Runner piece is ready, it will be emailed to you, and the vote will be on adopting the Budget or not. I have a report on Election Runner. The poll has been prepared. It will take 10 minutes for that program to get it to you. Once it gets to you we'll have 10 minutes for a vote. Then it will take about 20 minutes for us to get the results of that vote because that's the way that Election Runner software is set up. We will, right now, take a break for five minutes. You can expect to see that poll in your email within about 10 minutes, but we'll take a break for five minutes, come back and see one of our Stories of the Diocese, then hopefully at that point we will be able to take the vote. A five-minute break.

Stories of the Diocese: Stewardship of Creation at Christchurch School

The Rt. Rev. Susan E. Goff: Our break is concluded and we are back in session. I invite us now to view and hear a story about stewardship of creation at Christchurch School.

A video Story of the Diocese from Christchurch School, Christchurch, played.

Ms. Haley Wilbanks (Science Teacher): One of the things I really value about working at Christchurch, since Christchurch is one of the six Church Schools in the Diocese of Virginia, is that it reminds me I'm a part of something bigger than myself. It helps me remind my students too, that not only are you a part of Christchurch School, but you're a part of this other greater community that shares similar core values, similar philosophies about education, and similar traditions as well.

Mr. Aaron Alter (Director of Global Education): We believe that a good education is really connected to what's going on in the real world. We developed a Great Journeys curriculum to really incorporate the world as much as we could into what we teach. That doesn't just mean getting kids out into the field.

Mr. Dave Cola (Director of Place-Based Education): When we say place-based, we're really talking about two concentric circles, two systems that we're all part of, no matter where we come from.

One of those circles is the human construct, what town we're from, the population, what people do for jobs, the social aspect of our lives. The other system is the natural world. Where are we from geographically and geologically on the planet? We could not be luckier to live where we live, as a community with a focus on place, being at the mouth of the longest free-flowing river, entering the Chesapeake Bay – which is the largest estuary in North America – that has the nation's capital on it and one of its major tributaries. It's just like this perfect environment. We use place-based education as a way to help our students find relevance.

Mr. Tobi (12th Grade Student): My favorite immersion trip was Junior Year's Immersion Trip, which is when we went to Tangier Island. That was really fun because immersion trips build empathy because you have to go out, and then you connect to the various different types of people. We'd always sit down, look at the bigger picture, see how everything connects. I've heard so much about this whole area that, I don't know, I just feel a close connection.

Ms. Wilbanks: Our Episcopal School uses place in such a special way, and so naturally cultivates an appreciation and understanding for the natural world to be stewards of God's creation, that I think it gives us even more really reliable and powerful ways to use our Episcopal identity, because the world is a really big place with many different people, many different beliefs, many different opportunities, and it's beautiful and it's complicated and God is in all of that.

Mr. Alter: As we engage in the world, as we as a school encourage our students to develop skills that are relevant in the world, it's really important to us that they understand the responsibility we all have to really take care of our planet, and of the resources that surround us.

Ms. Clare (12th Grade Student): I've always loved the environment, but I think Christchurch really brought that out of me and brought how I can truly make a change. I always think about recycling, such a little thing, but it can change so much in 10 years. It's all about these little things that we're doing to change the bigger picture.

Mr. Alter: When we think about sustainability and the tools we have for it, one really important one is giving the kids the chance to practice it. The junior-senior product is a great example of that. A great example is the solar-powered pump that we installed in a well in a little village in Senegal. Steven Stillianos came up with that project during his junior year. He was inspired to do that by experiences he had abroad during his freshman and sophomore years. By the time he was a senior, not only was he inspired, not only was he interested in making a difference, he had a lot of the skills. He had a lot of the background in order to really know what that would mean. Then, he was able to use the resources we provided – the time, the support, the structure – to really run with the project. In the end, he transformed the lives of an entire community.

We teach a selfless approach to understanding sustainability and understanding your place in a community. That connects very much to our Episcopal identity as well. We believe that a major lesson from our Episcopal tradition is teaching values, is getting kids to really think outside of themselves. Part of our inspiration to be good stewards as a school is recognizing the value of what we have and wanting to make sure that we preserve it for generations of Christchurch students to come and for the communities around us that similarly rely on this exceptional place.

Ms. Wilbanks: I think one of the most important things that you can have as an educator is hope for the future. I have a lot of hope for the future knowing that these students will be stewards of our world, stewards of our community and stewards for each other.

End of video.

Bishop Goff: Thank you very much. Visiting our Church Schools, especially Christchurch and seeing the work that they do right where they are located on the river is such a powerful thing. We are blessed by all of the Stories of the Diocese that we have seen today. We will need to adjust our schedule for the rest of this Convention. We are scheduled to worship at four o'clock. We will not be able to do that until 4:30 or perhaps later. The Election Runner vote is there now for you, and you'll have 15 minutes to vote on this. In the meantime, Bishop Jennifer Brooke-Davidson will give the address of the Assistant Bishop.

I have been asked again by a number of people, questions came in, to clarify once more, what happens if this Convention does not adopt a budget? That is that the Executive Board functions as the Convention between Conventions. This will go to the Executive Board to determine what the budget of the Diocese will be for the year 2021. The Executive Board will continue to work with the Treasurer, the Treasurer's office will meet with the other bishops in overseeing the operations of the church under the budget that they approve for the year 2021.

I invite you to go to your email, pull that email up, click on it, and vote. When you have voted, please submit it. It will take a little bit of time for us to get that back once everyone has voted. In the meantime, as we await that result –

Okay, thank you. The clergy ballot has gone out. The lay ballot has not gone out yet. I saw that mine had come in and made the assumption that everyone's had when I saw that. Laypeople, yours will be coming within a few minutes. When you receive it, please vote. Clergy, who have already received it, we invite you to go ahead and vote if you haven't already.

Report of the Assistant Bishop

The Rt. Rev. Susan E. Goff: We turn now to the address of Bishop Jennifer Brooke-Davidson, the Bishop Assistant of the Diocese of Virginia.

The Rt. Rev. Jennifer Brooke-Davidson: Good afternoon, like Mark Eastham, this is basically my first anniversary here in the Diocese of Virginia. I'm very glad to be back at Convention. I'm glad to see you all, if only on the flat screen for the moment. After a year, I'm still very glad I'm here with all of the many frustrations we've had in 2020, including canceled visitations and all the rest. It has been a joy to get to know so many people anyway, through telephone calls and Zoom meetings, and all the other things at our disposal.

Like all the rest of you, my plans for 2020 got shoved off the table and onto the floor, at the beginning of March as I converted my home study into an office. I'm grateful that I had a few months at least, in the office downtown, grateful that I got some visitations, clericus meetings, school and diocesan home visits done while we could still do them. I'm very grateful that we completed our visioning tour 2020 before COVID-19 grounded us all. I'm very grateful, very grateful for the gracious warmth with which you have received me in the last year, and the trust that you have put in my ministry here, even when we haven't been able to meet in three dimensions yet. I'm grateful to be working with Bishop Goff, with Bishop Taylor, and with an outstanding and dedicated diocesan staff.

In several conversations around the Diocese recently, vestry meetings or coffee hours, congregational leaders have asked me an important question. With all the dislocation that is created by COVID-19, and with so much energy very appropriately focused on our diocesan priorities – at racial justice and healing, the care of creation, sharing the good news of God in Christ, faithfully resourcing God's mission – with all the socio-political tension of this season, with all of that, is anybody giving attention to some of the basic work of the Diocese around issues like congregational health and sustainability,

issues of declining church membership and the like? You've already heard many reports to answer parts of that question. I'm going to use my few minutes here to go a bit deeper into that.

In addition to the general round of things that bishops do – conferring with rectors, wardens and vestries; attending to the administration of the Diocese; carrying out our duties at the house of bishops, and so on – I, in particular, have the honor of overseeing a couple of specific diocesan functions. I have oversight of the regional system, particularly the deans of the regions, and oversight of mission congregations and the Committee for Congregational Missions, CCM.

About the regions, I will say only a few words today. Working with the deans and with our first Archdean, the Very Rev. Cass Bailey, that has been pure joy and a primary source of my deepening love for the Diocese of Virginia. The camaraderie and true fellowship with the group of 16 deans, and their profound care for the clergy and congregations in their region, never fails to energize and inspire me. The relationships in that group are a largely hidden source of strength for the whole Diocese. A kind of interstitial web that may look insubstantial from the outside, just another set of meetings, but which actually creates avenues of communication and support that are getting me, I hope the deans and by extension, all of us through some very challenging times. So I want to thank Cass for his service to the whole group in that capacity and for his friendship. I'm very much looking forward to working with our incoming Archdean, the Very Rev. Kim Coleman, as we head into 2021. The COVID-19 travel and meeting restrictions put a halt on most of the regional council meetings, as you all know, as well as the President's Retreat at Shrine Mont over many months. I was only able to go to a few of those meetings before we shut down, but I hope and expect that we'll move forward in that work as 2021 unfolds. That's it on the regions for today.

About Congregational Missions, I'd like to fill you in for the next five minutes or so with a bit more information about what we're doing and where we're headed. The last words of Jesus to us, according to St. Luke, were, "You will receive power when the Holy Spirit comes upon you, and you will be My witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth." Matthew recorded a similar set of last words, "All authority in heaven and on earth has been given to Me. Therefore go and make disciples of all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Spirit, and teaching them to obey everything I have commanded you. Remember, I'm with you always to the end of the age."

Last words are significant. These last words have been labeled by the church over the centuries as the Great Commission. We hear that phrase and we understand commission as marching orders, "I'm commissioning you to go do this." But it's actually much deeper than that. It's a co-mission. It's Jesus including his followers – us – as agents, not just as objects or recipients of the mission of God, but agents of it. Jesus' last words reinforce that God's mission of reconciliation and redemption, is a co-mission with us. As I said, in my recent meditation quoting, a little tongue-in-cheek, Elwood Blues, "We are on a mission for God."

Why am I sermonizing about the Great Commission, *missio Dei*, and Jesus' emphatic last words? Well, that's what I do. And because here, that's what we're talking about when we talk about mission congregations. The Canons of the Diocese of Virginia recognized two kinds of worshipping communities that can be in communion with the Diocese – churches and missions. Other dioceses and current usage, speak of parishes and missions, but our language is churches and mission.

A church is *ekklesia*: the called-out people of God charged with partnering with Jesus in God's mission, the mission to witness to Christ here, across the street, across the tracks, across the globe. The mission to make disciples, to baptize, to teach obedience to Christ. That's it. That is the mission. We don't have the option of choosing another mission, Jesus gave it to us.

What is a mission congregation? A mission congregation is a missionary outpost. A mission congregation is an embryonic church that is called to expand the witness, the disciple-making, the reification of the kingdom of God. It's a cell that will grow into an organ of the body. A mission is an opportunity and a promise. A mission congregation is an estuary where the church meets the culture, where the waters of baptism run into the river of life. It's where the claim of Christ on this broken world is expanded and multiplied. A mission congregation is part of our response to the Great Commission, the last words of Jesus on earth.

In my estimation, one of the primary purposes of a Diocese, of a bishop, is the fostering and support of mission congregations, because mission congregations are on the front lines of our fundamental mission as Christians. Because mission congregations are not yet self-sustaining replicating congregations, missions need and receive the support of the larger body, including financial support, closer oversight by the bishops, coaching and more. This is important and proper because the resources they're receiving are your resources. All of the churches of the Diocese support all of the missions of the Diocese by way of financial support of the diocesan budget, and your investment is taken quite seriously by the Bishop's Office and by the missions themselves. The system that has evolved in Virginia, is that this more careful oversight is entrusted to a group of 20 or so members of the Committee on Congregational Missions, CCM, which is ably and faithfully chaired by the Rev. David Keill.

CCM includes a team of congregational liaisons who interact on an ongoing basis with about 30 mission congregations, providing support, communication, coaching, practical help with diocesan and administrative requirements, reports and all the rest. CCM itself meets four times a year to review the health and status of all mission congregations, to troubleshoot, to celebrate successes, and has one additional meeting to focus on budgets. In addition, the finance officer of CCM, the Rev. Jenks Hobson, carefully tracks mission finances, and works very faithfully with the Rev. Keill on budget proposals for the diocesan Finance Committee, planning support for each year's diocesan budget cycle.

Very briefly, our current roster of mission congregations falls into roughly a few categories. There are a few church plants who suffered significant setbacks in the wake of conflict in the Episcopal Church who've not fully recovered to the point of self-sustainability. There are a number of historic and heritage congregations, such as the Mountain Missions, that have remained very small with very little opportunity for growth because of location and demographics, who receive modest support for the most basic maintenance. There are several congregations who struggled to reach sustainability for other reasons, and who need some support to get back on their feet. There are our mission congregations that represent our commitment to racial justice and healing in several disparate communities. Spanish speaking congregations, Korean speaking congregations and historically Black congregations. Very different groups with very different challenges, obviously, and the strategies to support them vary accordingly.

In the coming year, CCM has committed to revisit its processes to assess the alignment of its work with diocesan goals and with the mission of missions. In a place with a very long history, as such as Diocese of Virginia, periodic review is crucial to effective ministry, and that's what we're undertaking. Finally, as the diocesan Budget for 2021 had to be reduced to balance anticipated decreases in revenue, and because CCM represents a significant component in the diocesan budget, CCM went to work to reduce its expenditures by 15% for 2021, a total of 15% across the board. Much effort went into careful consideration of the circumstances of individual congregations and the needs of the program as a whole. The necessary cuts were made, which in some congregations result in significant reductions in income.

The response of the mission congregations is what I want to leave you with. The response of the mission congregations to the numbers that reflect their reduced support, congregation after congregation, was, "Thank you. Thank you," even in places that had steep reductions. The mission congregations facing reduced giving said, "Thank you. Thank you, we understand the situation and

we are deeply grateful for the support of our siblings all around the Diocese who are having to tighten their own belts. Thank you.” It’d be so easy for them to just look inward, but you continue to support the mission, the Great Commission. Thank you. We are so grateful to be a part of this Diocese, where people remain generous even now.

This is not just pretty talk from the mission congregations. One thing you should know about the mission congregations is that over 90% of them contribute at least 10% of their income to the mission and ministry of the Diocese. Generosity begets generosity, and the kingdom grows. From our deans, from our regional councils, from the Committee on Congregational Missions, from our mission congregations, and from your Assistant Bishop, thank you. Thank you for being the ekklesia, the called-out ones, the church, the mission outposts, the sign, the agent and the foretaste of the kingdom that you are. God bless you. Here’s looking forward to 2021.

Results of the Vote on the Budget and Adjournment

The Rt. Rev. Susan E. Goff: Thank you so much. We’ve heard so many powerful and strong words in this time.

For the lay order for the vote for the Budget, I am sad that there was a mistake and what we sent to you was one that said, “Clergy vote.” That caused some confusion. We are totally disregarding the last vote. You will receive, or you may already have received, another ballot. Please, open that and be sure that it says, “Laity”, or, “Lay order” on it. Please vote yes or no for the Budget. This is in the lay order, and you will have until 4:15 to vote. Then we will compile the votes in both orders. We’ll get the report back from Election Runner and report that to you as soon as we are able. Laity, please go to your mailboxes if you haven’t already. The first vote will be disregarded. Even if you did vote, then please vote again. We want absolute clarity about the separation of the lay order and the clergy order for this Budget.

In the meantime, I offer some notes about this Convention. I give thanks to Mr. Joe Klem, of St. Andrew’s, Arlington, for his great support in all things tech for this Convention. To the staff of the Diocese of Virginia for their relentless and dedicated work in organizing this year’s online Convention. As those of you who moved worship online know, there is a pretty steep learning curve in learning how to do what we do when we are not physically present with each other. The staff and Joe did wonderful work in figuring out how to make this work. I’m grateful to them. We also thank Kass Lawrence who is the Executive Director of Roslyn. We thank her and all the staff of Roslyn for welcoming us to have this place as our Convention logistics headquarters, and for supporting us in set up and in so many other ways.

I note that all of the Stories of the Diocese have been recorded and they are available. They’re posted on the diocesan YouTube channel. They will be available after the meeting for you to share in your parish and use in other ways. The pastoral address will be posted on Facebook and YouTube. Today’s Convention worship, to which we’ll turn shortly, has been recorded and is available on Facebook and YouTube. It is there for you to use for tomorrow morning’s Sunday service, if you would like. Many people have already downloaded it, for it to be their Sunday worship tomorrow. We are blessed that the Rt. Rev. Phoebe Roaf, Bishop of West Tennessee, and before that, from this Diocese, Rector of St. Philip’s in Richmond, is our preacher.

I also want to thank all of you for this time. Doing Convention online, in some ways, has been workable. There’s much that we lose though, there’s much that we’ve lost. The ability to just lean across the aisle and talk to someone else during breaks, to ask other people what their opinions are about things, to seek out someone to get more information. We lost that relational piece. I trust that the trade-off is going to work because we did, by doing it this way, keep all of each other, all of the people of this

Diocese safe in this time of pandemic. We will see what next year brings. We are scheduled to be back at the Marriott Gateway in Crystal City next year in November. We are trusting fully that by this time next year we will be far enough along in either living with COVID or having overcome some of the worst of pandemic so that we can be meeting again in person.

Now, we await the closing of the ballot for the laity. Again, if you have not voted, please do so right away so that we can get our results about the Budget.

In this time of waiting, I have asked our team to play again the first Story of the Diocese, the one about Underground Kitchen. That was played this morning before the gavel, before we actually formally began. Some of you might have missed it. In this time as we wait for election results, we will play that video again.

The full text of the Underground Kitchen Community First Story of the Diocese video can be found on page 84.

Bishop Goff: Thank you, all. Welcome back. We do have results of the vote by orders for the Budget as amended. The Budget has not been adopted in the clergy order or in the lay order, so we will move forward as I have outlined previously.

At this point, I call that this meeting of our Convention is adjourned. Sine die.

We will gather together for worship in five minutes. I invite you to take a little stretch, to take a break, and we will gather for our Convention worship in five minutes. Thank you.

Sermon

The Rt. Rev. Phoebe Roaf (Diocesan Bishop, Diocese of West Tennessee): In the name of God: Father, Son and Holy Spirit.

To Bishop Goff, Bishop Brooke-Davidson, Bishop Taylor and the Diocese of Virginia: I bring you greetings from the Diocese of West Tennessee. I am here in Sisters' Chapel, the oldest part of St. Mary's Cathedral in Memphis and the place where Constance and her companions did their tremendous ministry during the Yellow Fever Epidemic of 1878. Thank you, Bishop Goff, for the invitation to be part of this year's diocesan Convention.

The theme for your 226th Convention is *One Together*. What does it mean for us to come together as the body of Christ and live into our baptismal covenant as Episcopalians? Well, I think this Sunday's Gospel lesson from Matthew provides some guidance for us. The Parable of the Talents invites us to consider how we have utilized the resources God has provided to promote the kingdom of God here on earth. When asked about signs of the end times, Jesus answered with three parables, including the parable of the talents. Before leaving on a journey, a wealthy man summons his slaves and gives each one a specific set of talents. The first slave receives five, the second slave receives three and the third slave receives one. Now, the first two double their talents by taking some risks with the resources at their disposal. The third slave is much more conservative in his approach. He's afraid of what might happen if he loses the talent, and so he decides to bury his talent in the ground. Following a lengthy absence, the master returns and demands an accounting from each slave. The first two are rewarded with additional resources because of taking the initiative. The third slave faces a very different fate, however. The fact that he only returned what he had been given angers the master. The slave is stripped of his one talent and thrown into the outer darkness where there will be weeping and gnashing of teeth.

This is a difficult parable, brothers and sisters. After all, the master's reaction seems harsh. How might we consider this parable in our context? Well, the talents referred to in this parable are often seen as perhaps a specific sum of money or skills that we possess, such as the ability to sing or to design websites. What if we viewed each talent as an opportunity to make a difference in the world, to contribute to the common good? God has blessed each one of us with a vocation, as well as the resources necessary to live into our calling. How will we respond when we have an opportunity to pursue God's values of justice, righteousness and reconciliation? How seriously do we take God's command to serve the least, the lost and the lonely? Are we silent in the face of systemic racism or environmental injustice because we are afraid of the backlash or the repercussions we may face from taking a stand?

Our reticence about these challenges, it is understandable. Things have become so contentious that it's difficult to be engaged in conversation with people who have a different perspective, a different point of view; not just outside of our homes, but even within our own families. Deep divisions exist at every single level of life. Even though this task is hard, I would argue, brothers and sisters, that we no longer have the option of just sitting back, holding back and waiting for someone else to step up. Brothers and sisters, God did not bless us with talents, with opportunities, for us to turn around and hoard them for ourselves. We are called to utilize the talents, the opportunities we have been given, not bury them in the ground.

This morning's Gospel passage ends at verse 30, but if you keep reading in this chapter of Matthew, verse 40 has Jesus leaving us with no doubt about our marching orders. When we serve one of the least of these, we have cared for Christ himself. In other words, we can't separate our relationship with God from our responsibility to those who are in need. It's a false dichotomy to ask the question, "Well, am I supposed to pursue personal piety or pursue social justice?" I don't think Jesus is asking us whether or not to either say our daily prayers or serve others. No, we are commanded to do both things, to tend to our spiritual health and also to assist those who are in need. In fact, the pursuit of justice is best facilitated when our actions are grounded in prayer. If we are to fulfill our baptismal covenant, to persevere in resisting evil, a transformation of the heart is required.

The work of rectifying the injustices we see and having a rule of life go hand in hand, and make no mistake, brothers and sisters, the stakes are high if we fail to respond. If we remain locked in our individual silos, it's not just humanity that's going to suffer. The prophet Zephaniah reminds us that on the day of the Lord's wrath the entire earth will be consumed, so all of creation will suffer because of our sinfulness. Consider the unprecedented number of hurricanes this year, along with the fires in California, Colorado and Oregon. I believe we are seeing, right now, the consequences of our failure to respect planet Earth, our home. As we survey the national landscape, the challenges we face seem overwhelming. The COVID-19 pandemic seems to have no end in sight. I don't know about what's happening in Virginia, but I can tell you here, in Tennessee, our numbers are rising at an alarming rate. We are confronted by the extent to which systemic racism is embedded in every aspect of our life together, as a country, and we face an unprecedented ecological crisis. As if all of that weren't enough, we just experienced an extremely contentious election cycle. Although Vice President Biden is the presumptive winner of the presidential election, we know there are many legal battles ahead of us to determine the winner. Our nation is deeply divided and many of us are exhausted and just overwhelmed. Just getting through the day can be a struggle.

How are we to respond? Perhaps these various pandemics have shown us that we're going to have to let go of some of the things which no longer serve us if we are to move into the future that God has planned and prepared for us. Giving up longstanding traditions is hard anywhere, and it's especially difficult in a place with as much history as the Commonwealth of Virginia. There is so much that the Diocese of Virginia has to be proud of as you survey your past, and yet, some of the practices you have inherited are ill-suited for this moment. Several years ago, Bishop Susan's remarks at a diocesan convention provided a framework for how to approach this notion of discernment. Sifting through the

boxes in our spiritual attics and deciding what to keep and what to discard. That's a spiritual discipline, and Bishop Susan acknowledged she has a bias when it comes to this work, and it's a Gospel bias. The Gospel bias compels us to serve those in need. The Gospel bias calls us to continually pray, and meditate, and reflect on God's Holy Word. When we have opportunities to assist others, we can call upon the Holy Spirit to assist us in these efforts. We embark upon this work, not only from a posture of prayer but also in a spirit of very deep humility. All of us approach this work through the lens of a dim mirror.

Only God has access to the full reality of any given situation, but when we embark upon this work in community. When we are in it together, when we include a broad variety of perspectives, we have a much greater chance of getting it right. We are so much stronger when we work together, when our efforts are unified, than when we are limited to our own singular resources. We can't get through this life alone, brothers and sisters, and it's not God's intention that we go through life alone. I love your theme of One Together because we need one another. I need you, and you need me.

My brothers and sisters in the Diocese of Virginia, God has blessed you with talents too numerous to number. You have an amazing array of lay leaders and clergy who are creative and faithful. Your natural resources, the beauty of your landscape, it's second to none. You already have everything you need to confront the challenges of our day and time. If you work together, you can accomplish anything you set your minds to.

Yes, there are tough days ahead of us. I don't want to minimize the significance of the crisis we're facing, but what a time to be part of the church. I have a real sense, from the conversations that I've had with persons and individuals from throughout the church in recent months, that once the trappings of the church have been stripped away, what we'll be left with is what is most essential about the Gospel of Jesus Christ.

Not being able to physically gather over these past eight months has been a source of deep pain for many, and yet, as we pray in Eucharistic Prayer C, "May God deliver us from the presumption of coming to God's altar for solace only, and not for strength; for pardon only, and not for renewal." When we gather, we ask God to utilize the Holy Spirit, to transform us into one body, one spirit in Christ, so that we may go forth to worthily serve the world in his name. Receiving communion and being in community together strengthen us to take on the ministry of reconciliation that I believe all Christians are charged with pursuing. May God, who calls you to this work, empower, enable, and equip you to accomplish more than you could ask or imagine. Amen.

Resolutions

Resolutions as Submitted and as Adopted

R-1 Update Rules to Assure Fairness in Virtual Church Governance Meetings

R-1 as submitted.

Resolved by the 226th Annual Convention of the Diocese of Virginia that:

1. A ten person task force be created, consisting of five lay members and five members of the clergy, to be appointed by the Bishop by January 15, 2021;
2. The Task Force shall review our diocesan canons and related rules of order to determine what changes, if any, are appropriate to provide clear authorization for the effective virtual conduct of diocesan, regional, and parish meetings, including meetings of the Diocesan Convention, the Executive Board, the Standing Committee, the Regional Councils, and Vestries, as well as Parish Annual and Special Meetings;
3. In order to inform its work, the Task Force shall solicit oral and written comments from clergy, lay leaders, and congregations in the Diocese about experience with virtual meetings and suggestions for improvements;
4. In its review and recommendations, the Task Force shall seek to assure that our canons and related rules of order, when applied to virtual meetings, provide for:
 - a. Ample notice of meetings
 - b. Fair opportunities to present oral and written comments before important decisions are made
 - c. Accurate recording of votes and of decisions, and
 - d. Prompt posting of such results and minutes of meetings.

The Task Force shall recommend any appropriate changes to achieve those objectives;

5. By September 15, 2021, the Task Force shall prepare and post its report on the Diocesan website, which report shall include the proposed wording of any recommended canonical and rule of order changes for consideration by the 227th Annual Convention of the Diocese of Virginia in the fall of 2021.

SUBMITTED BY: CINDI BARTOL, LAY DELEGATE, CHRIST CHURCH, ALEXANDRIA; THE REV. ANDREW MERROW, RECTOR, ST. MARY'S, ARLINGTON; THE REV. KATHLEEN MURRAY, RECTOR, BECKFORD PARISH, MT. JACKSON & WOODSTOCK; RUSS RANDLE, LAY DELEGATE, CHRIST CHURCH, ALEXANDRIA; ANNE SNYDER, LAY DELEGATE, ST. DAVID'S, AYLETT.

R-1a Update Rules to Assure Fairness in Virtual Church Governance Meetings (amended)

R-1a as amended.

Resolved by the 226th Annual Convention of the Diocese of Virginia that:

1. A ten-person task force be created, consisting of five lay members and five members of the clergy, to be appointed by the Bishop by January 15, 2021;
2. The Task Force shall review our diocesan canons and related rules of order to determine what changes, if any, are appropriate to provide clear authorization for the effective virtual conduct of diocesan, regional, and parish meetings, including meetings of the Diocesan Convention, the Executive Board, the Standing Committee, the Regional Councils, and vestries, as well as parish Annual and Special Meetings;

3. In order to inform its work, the Task Force shall solicit oral and written comments from clergy, lay leaders, and congregations in the Diocese about experience with virtual meetings and suggestions for improvements;
4. In its review and recommendations, the Task Force shall seek to assure that our canons, related rules of order, and administrative practices, when applied to virtual meetings, provide for:
 - a. Ample notice of meetings
 - b. Fair opportunities to present oral and written comments before important decisions are made
 - c. Accurate recording of votes and of decisions, and
 - d. Prompt posting of such results and minutes of meetings.

The Task Force shall recommend any appropriate changes to achieve those objectives;

5. In its review and report, the Task Force shall seek to identify problems of virtual access encountered by our people and congregations, including issues such as
 - a. Unavailable or inadequate internet and/or computer access in many areas, both rural and urban;
 - b. Excessive cost for people of limited means;
 - c. Insufficient digital training, particularly for our older members;
 - d. Inadequate measures to allow people who are hearing impaired or visually impaired to participate effectively;
 - e. Needs for interpretation for those whose native language is different than English; and
 - f. Failures to post workable contact information for elected leadership.

In its recommendations, the Task Force shall identify appropriate adjustments in our canons, rules of order, and administrative practices to help address these issues of equitable access for all our people, recognizing that some of these challenges reflect broader structural inequities where we live.

6. In its review and recommendations, in order to increase opportunities for participation by those for good cause prevented from attending in-person, the Task Force shall assess the feasibility of conducting meetings combining virtual and in-person attendance, and report on what adjustments in our canons, rules of order, and administrative practices would be required to make such hybrid meetings work fairly and effectively.
7. By September 15, 2021, the Task Force shall prepare and post its report on the Diocesan website, which report shall include the proposed wording of any recommended canonical and rule of order changes for consideration by the 227th Annual Convention of the Diocese of Virginia in the fall of 2021, as well as recommended changes in administrative practices that can be implemented without formal action by Convention.

SUBMITTED BY: CINDI BARTOL, LAY DELEGATE, CHRIST CHURCH, ALEXANDRIA; THE REV. ANDREW MERROW, RECTOR, ST. MARY'S, ARLINGTON; THE REV. KATHLEEN MURRAY, RECTOR, BECKFORD PARISH, MT. JACKSON & WOODSTOCK; RUSS RANDLE, LAY DELEGATE, CHRIST CHURCH, ALEXANDRIA; ANNE SNYDER, LAY DELEGATE, ST. DAVID'S, AYLETT.

R-1a Update Rules to Assure Fairness in Virtual Church Governance Meetings (amended)

R-1a as adopted.

Resolved by the 226th Annual Convention of the Diocese of Virginia that:

1. A ten-person task force be created, consisting of five lay members and five members of the clergy, to be appointed by the Bishop by January 15, 2021;

2. The Task Force shall review our diocesan canons and related rules of order to determine what changes, if any, are appropriate to provide clear authorization for the effective virtual conduct of diocesan, regional, and parish meetings, including meetings of the Diocesan Convention, the Executive Board, the Standing Committee, the Regional Councils, and Vestries, as well as Parish Annual and Special Meetings;
3. In order to inform its work, the Task Force shall solicit oral and written comments from clergy, lay leaders, and congregations in the Diocese about experience with virtual meetings and suggestions for improvements;
4. In its review and recommendations, the Task Force shall seek to assure that our canons, related rules of order, and administrative practices, when applied to virtual meetings, provide for:
 - a. Ample notice of meetings
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 - c. Accurate recording of votes and of decisions, and
 - d. Prompt posting of such results and minutes of meetings.

The Task Force shall recommend any appropriate changes to achieve those objectives;

5. In its review and report, the Task Force shall seek to identify problems of virtual access encountered by our people and congregations, including issues such as
 - a. Unavailable or inadequate internet and/or computer access in many areas, both rural and urban;
 - b. Excessive cost for people of limited means;
 - c. Insufficient digital training, particularly for our older members;
 - d. Inadequate measures to allow people who are hearing impaired or visually impaired to participate effectively;
 - e. Needs for interpretation for those whose native language is different than English; and
 - f. Failures to post workable contact information for elected leadership.

In its recommendations, the Task Force shall identify appropriate adjustments in our canons, rules of order, and administrative practices to help address these issues of equitable access for all our people, recognizing that some of these challenges reflect broader structural inequities where we live.

6. In its review and recommendations, in order to increase opportunities for participation by those for good cause prevented from attending in-person, the Task Force shall assess the feasibility of conducting meetings combining virtual and in-person attendance, and report on what adjustments in our canons, rules of order, and administrative practices would be required to make such hybrid meetings work fairly and effectively.
7. By September 15, 2021, the Task Force shall prepare and post its report on the Diocesan website, which report shall include the proposed wording of any recommended canonical and rule of order changes for consideration by the 227th Annual Convention of the Diocese of Virginia in the fall of 2021, as well as recommended changes in administrative practices that can be implemented without formal action by Convention.

SUBMITTED BY: CINDI BARTOL, LAY DELEGATE, CHRIST CHURCH, ALEXANDRIA; THE REV. ANDREW MERROW, RECTOR, ST. MARY'S, ARLINGTON; THE REV. KATHLEEN MURRAY, RECTOR, BECKFORD PARISH, MT. JACKSON & WOODSTOCK; RUSS RANDLE, LAY DELEGATE, CHRIST CHURCH, ALEXANDRIA; ANNE SNYDER, LAY DELEGATE, ST. DAVID'S, AYLETT.

R-2 Stipendiary Clergy Parental Leave Equity

R-2 as submitted.

Resolved, that the Diocese of Virginia recommends as a guideline that vestries provide parental leave of eight weeks with full compensation for full-time parochial clergy (within one year of the birth or adoption of a child). This recommended benefit should be independent of any sick leave policy or vacation time.

Background

In 1989, the Diocese of Virginia adopted a policy of eight weeks of maternity leave for the birth of a child, and two weeks (exclusive of Sundays) of paternity leave. There was no provision made for the adoption of a child.

Presently, the Church Pension Group short-term disability policy covers 70% of leave for eight weeks for women who give birth. It does not make provision for adoption or surrogacy.

There are many benefits to expanding parental leave:

- All of the church benefits from acting equitably. Treating both parents as equal accords with the Baptismal Covenant, which affirms “the dignity of every human being.”
- Children benefit from increased support from fathers, including improved parent-child bonding for up to five years.¹ Parental leave also increases breastfeeding and vaccination rates, as well as other metrics closely tied to infant child health.² When parental leave is in place, intervention is more likely for children with developmental difficulties.³
- Both parents benefit from increased connection with their children. They become more adept caregivers.⁴ The increased availability of parental leave also decreases any stigma for men in accessing the available time.
- Birth and adoptive mothers benefit from additional support, both immediately after the arrival of a child (which can include complications for physical and mental health) and in returning to the workplace.⁵
- Couples benefit from healthier relationships and a more equal division of labor.⁶
- Women of childbearing age benefit from a more level playing field in the search process, being less likely to experience discrimination when there is no perception of their hiring as more costly.
- Same gender couples benefit from equal access to parental leave.
- Parishes benefit from having healthy clergy who do not return to work while under unusual pressure at home. Clergy given parental leave experience and therefore model better work-life balance. Parental leave has been shown to significantly boost employee morale.⁷
- The Diocese benefits from being a desirable place for clergy (especially younger clergy) and decreased clergy turnover. It also stands as a leader in the national church, where which is currently studying a recommendation for church-wide parental leave in response to a resolution of the 2018 General Convention.

This resolution also supports and continues the work of recent resolutions of this convention, including the Resolution on Clergy Pay Equity (2019) and the Resolution on Family Leave (2017).

1 <https://paidleave.us/resources>

2 <https://paidleave.us/resources>

3 <https://www.zerotothree.org>

4 <https://www.zerotothree.org>

5 <https://paidleave.us/resources>

6 www.nationalpartnership.org

7 <https://paidleave.us/resources>

SUBMITTED BY: THE REV. JO BELSER, CHURCH OF THE RESURRECTION, ALEXANDRIA; THE REV. FRAN GARDNER-SMITH, ST. THOMAS, MCLEAN; THE REV. JOHN SHELLITO, ST. BARNABAS, ANNANDALE; THE REV. ANNE TURNER, ST. THOMAS, MCLEAN.

R-2a Clergy and Lay Parental Leave Equity (amended)

R-2a as amended.

Resolved, that the Diocese of Virginia recommends that the diocesan office and vestries provide parental leave of eight weeks for parochial and diocesan clergy and lay employees with full compensation based on their employment status, including full time, three-quarter time, half time, less than half time, within one year of the birth or adoption of a child. This recommended benefit should be independent of any sick leave or vacation policy.

SUBMITTED BY: THE REV. JO BELSER, CHURCH OF THE RESURRECTION, ALEXANDRIA; THE REV. FRAN GARDNER-SMITH, ST. THOMAS, MCLEAN; THE REV. JOHN SHELLITO, ST. BARNABAS, ANNANDALE; THE REV. ANNE TURNER, ST. THOMAS, MCLEAN

R-3 Resolution to Authorize an Election of a Bishop Diocesan

R-3 as submitted.

Resolved, that the 226th Annual Convention of the Diocese of Virginia, in response to a request from the Bishop Suffragan and Ecclesiastical Authority, with the advice and consent of the Standing Committee, to commence a process to elect a Bishop Diocesan, hereby approves the said request, and be it further

Resolved, that such election be held at an Annual or Special Convention of The Diocese to convene at a time and place to be determined by the Standing Committee, and be it further

Resolved, that the Standing Committee shall (a) appoint Search and Transition Committees and (b) prescribe such other rules as may be reasonable and appropriate for said process and election.

SUBMITTED BY THE STANDING COMMITTEE OF THE DIOCESE OF VIRGINIA.

R-3 Resolution to Authorize an Election of a Bishop Diocesan

R-3 as adopted.

Resolved, that the 226th Annual Convention of the Diocese of Virginia, in response to a request from the Bishop Suffragan and Ecclesiastical Authority, with the advice and consent of the Standing Committee, to commence a process to elect a Bishop Diocesan, hereby approves the said request, and be it further

Resolved, that such election be held at an Annual or Special Convention of The Diocese to convene at a time and place to be determined by the Standing Committee, and be it further

Resolved, that the Standing Committee shall (a) appoint Search and Transition Committees and (b) prescribe such other rules as may be reasonable and appropriate for said process and election.

SUBMITTED BY THE STANDING COMMITTEE OF THE DIOCESE OF VIRGINIA

Courtesy Resolutions as Adopted

CR-1: Honoring the Christian Service of the late Alexander Hoke Slaughter, parishioner of St. James's Episcopal Church, Richmond

Whereas, Alexander Hoke Slaughter was an active and devoted member of St. James's Episcopal Church and a servant leader of the first order, having served his church as vestry member, Search Committee member and Search Committee Chair, and, more than once, as Senior Warden; and

Whereas, Alex guided St. James's through the reconstruction of its sanctuary following its destruction by fire in 1994 and the planning for the expansion of its facilities in subsequent years; and

Whereas, Alex lent his considerable skills to his Diocese as a member of the Committee on Constitution and Canons, as delegate to no less than 10 diocesan Conventions, through service on two Bishop Search Committees and as a member of the Standing Committee; and

Whereas, he lived out his baptismal covenant in service to the disadvantaged in our community through his leadership of the St. James's Children's Center, the Daily Planet, the Anna Julia Cooper School, and the Peter Paul Development Center, and his quiet support of countless other charitable organizations; and

Whereas, his life of service and devotion to his Lord and Savior was exemplary and worthy of a perpetual memorial; now therefore be it

Resolved, that this 226th Annual Convention of the Diocese of Virginia joins with the clergy, laity and staff of St. James's Episcopal Church, Richmond in honoring the Christian service of Alexander Hoke Slaughter.

SUBMITTED BY THE REV. JOHN MCCARD AND THE VESTRY OF ST. JAMES'S EPISCOPAL CHURCH, RICHMOND

CR-2: Resolution for the Rev. Vincent Hodge

Whereas, the Reverend Captain Vincent Hodge, Vicar of St. Paul's Episcopal Church, West Point, who has faithfully served the Diocese of Virginia for fifty-five years, is retiring at the end of December 2020; and

Whereas, Father Hodge was born and educated in Anguilla, British West Indies, commissioned Captain in The Church Army in 1966, studied at The University of the Virgin Islands, St. Thomas, V.I., The Church Army Training Center, New York, the College of William and Mary, and Union Theological Seminary, and Clinical Pastoral Education MCV, Richmond; and

Whereas, Father Hodge began his service in the Diocese of Virginia in 1965 as a Lay Evangelist at Grace Church, Miller's Tavern, and St. Paul's, West Point, and then became Vicar of those two churches after his ordination to the priesthood in 1974; and

Whereas, Father Hodge also served at Calvary Church, Hanover, from 1993 to 2004, having three widely dispersed parishes in his charge; and

Whereas, Father Hodge served as Dean of Region Two (1977-1984), served on the Commission on Congregational Ministries (1977-85), was Secretary of the Diocesan Missionary Society Board of

Directors (1977), served on the Diocesan Commission on Evangelism (1983), and several committees at diocesan council, including Chair of the Committee on Credentials; and

Whereas, Father Hodge served on two national Episcopal task forces: one on Poverty (1967-69), and another on Recruitment, Training, and Deployment of Blacks for the Ordained Ministry (1981-84), and attended the Ecumenical Institute program on Spectrum of Ministry, Bossey, Switzerland, 1992, initiated by Bishop Peter Lee; and

Whereas, Father Hodge undertook a preaching mission in the Diocese of Kinkizi, Uganda, in 2001, representing Bishop David Jones; and

Whereas, Father Hodge conducted the following programs for over 50 years at Grace, Miller's Tavern, St. Paul's, West Point, and Calvary Church, Hanover: Annual revivals, Youth revivals, Women and Men's services, and Homecoming to fit in with local Baptist churches. Father Hodge led didactic preachings as well as provided pastoral care and outreach, and helped oversee the Annual Miss Winter Melody Pageant sponsored by St. Paul's ECW. Father Hodge also used his skills as a chef in the annual Indonesian Rice Table buffet and Caribbean Steel Band celebration. Lastly, Father Hodge was a founding member and President of the Community Development Association of West Point and Vicinity, Inc.; and

Whereas, Father Hodge's love of the gospel and hymns was manifest in his repertoire for weekly services; now therefore be it

Resolved, that the 226th Annual Convention of the Diocese of Virginia thanks the Reverend Captain Vincent Hodge for his exemplary lifelong service to his three parishes and hopes that his commendable service to the church and to his community will continue for many years to come; and be it further

Resolved, that a copy of this resolution be provided to Father Hodge and that it be recorded in the minutes of the 226th Annual Convention.

SUBMITTED BY THE VESTRY OF ST. PAUL'S, WEST POINT

CR-3a Honoring the Christian Service of the late Gladys Lewis, parishioner of St. Philip's Episcopal Church, Richmond (amended)

Whereas, Gladys Lewis was an active and devoted member of St. Philip's Episcopal Church and a committed leader of the first order, having served the Episcopal Church at the parish, regional, national and international levels. Gladys represented the Diocese of Virginia in her travels to South Africa and Liverpool, England. The Union of Black Episcopalians (UBE) was also dear to her heart. In 2004, Gladys received the National Achievement Award from the UBE; and

Whereas, Gladys faithfully led the Girl Scouts Troop with Anna Washington at St. Philip's for more than 50 years. She began in 1957 and held positions at all levels of scouting for the Commonwealth of Virginia. Her awards included Commissioners Award, Legacy Award Thanks-2 Badge, and numerous certificates of appreciation and other commendations. The Campus Girl Scouts at Virginia Union University were organized and certified under her leadership; and

Whereas, Gladys lent her considerable skills to her Diocese and community as a member of the Diocesan Race and Reconciliation Committee, on the Executive Board of the Episcopal Church Women, Virginia Chapter of the National Caucus on Black Aged (Senior Connections), Church Women United, and Society of the Companions for the Holy Cross; and

Whereas, she was a longtime and faithful member of the Ecumenical and Interfaith Relations Commission of the Diocese of Virginia; and

Whereas, she lived out her baptismal covenant in service to girls in our Northside Richmond community through her leadership of the St. Philip's Girl Scouts Troop, and her humble support of numerous other charitable organizations; and

Whereas, her life of service and devotion to her Lord and Savior was exemplary and worthy of a perpetual memorial; now therefore be it

Resolved, that this 226th Annual Convention of the Diocese of Virginia joins with the clergy, laity and staff of St. Philip's Episcopal Church, Richmond, in honoring the Christian service of Gladys Lewis.

SUBMITTED BY THE REV. MARLENE E. FORREST AND THE VESTRY OF ST. PHILIP'S EPISCOPAL CHURCH, RICHMOND.

CR-4 Resolution for the Reverend Canon Carol Cole Flanagan

Whereas, the Reverend Canon Carol Cole Flanagan served the congregation of St. Barnabas' Church for more than three years as Interim Rector, strengthening the congregation and its spiritual ties to the community; and

Whereas, Canon Flanagan supported the congregation with her kind pastoral care, provided wise guidance with the vestry, and shared her inspiring congregational development expertise; and

Whereas, Canon Flanagan ensured that meetings ended on time, oversaw improvements to the chancel, and supervised the resurfacing of the parking lot; and

Whereas, while serving at St. Barnabas', Canon Flanagan was steadfast in her faith and ministry through a time of extraordinary personal loss and bereavement; and

Whereas, Canon Flanagan shared with the congregation her joy and passion for stewardship, which was among her first great joys in faith as a young girl; and

Whereas, Canon Flanagan generously provided help to those in need through her Discretionary Fund as well as through her support for other ongoing outreach ministries with St. Barnabas' Church, including Annandale Christian Community for Action; let it now be

Resolved, that this 226th Convention of the Episcopal Diocese of Virginia give thanks for the ministry of the Reverend Canon Carol Cole Flanagan, former Interim Rector of St. Barnabas', Annandale and wish her well in her next chapter; and be it further

Resolved, that we send her our best wishes, and offer our prayers for her continuing ministry in retirement, in the Diocese of Washington.

SUBMITTED BY THE REV. JOHN BOLIN SHELLITO, RECTOR, ST. BARNABAS' CHURCH, ANNANDALE

CR-5a For Mrs. Jean Mary Taylor: Upon her retirement after 30 years of service to Christ, to the Diocese of Virginia, and to Calvary Episcopal Church, Front Royal, Virginia (amended)

Whereas, Jean Mary Taylor retired on September 15, 2020 as the Lay Assistant at Calvary Episcopal Church in Front Royal after 30 years of steadfast, faithful service to Christ our Lord and His church; and

Whereas, the Episcopal Church upholds the ministry of all baptized persons and believes in the priesthood of all believers; and

Whereas, she has served three rectors and two interim rectors during her tenure; and

Whereas, her deep and unapologetic faith, her forthrightness, her corporate knowledge, her friendship and her sense of humor have been invaluable to the rectors she has served; and

Whereas, she has been integral to the past partnership with and the success of multiple mission trips to the Pine Ridge Episcopal Mission in South Dakota; and

Whereas, her ministry with youth, especially on mission trips, has made life-long, lasting impressions on their faith development into adulthood and their life in Christ; and

Whereas, over her tenure she has taken on a wide variety of ministries, programs, and projects where the rector and parish had need, requiring any number of gifts and skills; and

Whereas, she was a longtime and faithful member of the Ecumenical and Interfaith Relations Commission of the Diocese of Virginia; and

Whereas, she continues to be the co-chairperson of Native American ministries in the Diocese of Virginia; and

Whereas, she is an active member of Coming to the Table (North Shenandoah Valley Chapter) and is utterly committed to the work of racial justice, reconciliation, and healing for Black, Indigenous, and other people of color; and

Whereas, she has been faithful in the apostles' teaching and fellowship, in the breaking of bread, in the prayers, and in stewardship to Christ's church; and

Whereas, she has lived into her Baptismal Covenant to the fullest extent: seeking and serving Christ in all persons, loving her neighbor as herself, striving for justice and peace among all people, and respecting the dignity of every human being; and

Whereas, she is the embodiment of the priesthood of all believers and of the value, importance and impact of the ministry and leadership of the laity; and

Whereas, her humility, selflessness, and utter lack of desire for recognition or accolades will have her cringing at this resolution; now therefore let it be

Resolved, that the 226th Annual Convention of the Diocese of Virginia recognize and honor Jean Mary Taylor's steadfast service to God, to the Diocese of Virginia, and to Calvary Episcopal Church, and to all her neighbors by adopting this resolution; and be it further

Resolved, that copies of this resolution be shared throughout the Diocese in order to inspire others to such ministry; and that prayers be offered in support of her continuing work with the Native American Ministries of the Diocese, her ongoing involvement and work toward racial justice, reconciliation and healing, and as a member of Calvary Episcopal Church.

SUBMITTED BY: Ms. NELLIE ADKINS, CO-CHAIRPERSON, NATIVE AMERICAN MINISTRIES; THE REV. VALERIE J. HAYES, RECTOR, CALVARY, FRONT ROYAL; DR. JUDITH JAMES AND MR. IRA CHALEFF, CO-FACILITATORS, COMING TO THE TABLE; THE REV. JANE PIVER, INTERIM RECTOR, CALVARY, FRONT ROYAL; THE REV. DEBORAH RUTTER, FORMER RECTOR, CALVARY, FRONT ROYAL; ON BEHALF OF THE VESTRY AND PARISHIONERS OF CALVARY, FRONT ROYAL, ESPECIALLY Ms. ANNE COBB; AND ON BEHALF OF THE MANY YOUTH SO DEEPLY IMPACTED BY MISSION TRIPS TO PINE RIDGE AND JEAN MARY'S MINISTRY.

Amendments to the Constitution and Canons

Strikethrough words are sections to be omitted. Bold words are sections to be added, and words that are both bold and underlined are sections added by the Annual Convention’s Committee on Constitution & Canons.

C-1: Amend Constitution, Article I - Order, Government and Discipline

C-1 as submitted and as adopted.

ARTICLE I

ORDER, GOVERNMENT AND DISCIPLINE.

The order, government and discipline of the **Diocese of Virginia, formerly and otherwise known as** the Protestant Episcopal Church in the Diocese of Virginia, shall be vested in the Bishop, and in the Convention of the Diocese, constituted as provided in Article III hereof, which shall have power to adopt Canons, and take any other action for the conduct of its affairs not in conflict with this Constitution.

RATIONALE:

This amendment effectively conforms the name of the Diocese of Virginia to the name of The Episcopal Church and the terminology of the 1979 Book of Common Prayer. Debate at General Convention about expunging the word “Protestant” from the name of The Episcopal Church had persisted for 90 years before the 1967 General Convention amended the preamble to the Constitution to say that the Protestant Episcopal Church in the United States of America is “... otherwise known as The Episcopal Church (which name is hereby recognized as also designating the Church). . .” (White & Dykman’s *Annotated Constitution and Canons* notes that this issue “had a longer life in [General] Convention discussions than any other in the history of the Church.”) Similar changes were also made in the 1979 Book of Prayer and the Declaration of Conformity.

This amendment also conforms Article I to the Preamble of the Constitution which refers to the Diocese of Virginia. The supplemental reference in the proposed amendment to the “Protestant Episcopal Church” is retained to reference the continuity of the organization.

SUBMITTED BY: J.P. CAUSEY JR., CHANCELLOR

C-2: Proposed Amendment to Diocesan Canon 7, Section 1

C-2 as submitted.

On October 8, 2020, the diocesan Executive Board voted unanimously to propose to the diocesan Annual Convention the addition of a new sub-section (c) – which appears in bold text below – to section 1 of diocesan Canon 7:

CANON 7.

Section 1. The Executive Board shall be composed as follows:

- (a) One member elected by each Regional Council or in the absence of the member, an alternate member elected by each Regional Council.
- (b) The Bishop, the Bishop Coadjutor if there be one, and the Suffragan Bishops if there be such.
- (c) **No more than three at-large members (whether lay or clerical) appointed by the Bishop for a one-year term, with the option of reappointment for each at-large member for no more than two additional one-year terms.**

RATIONALE:

While our diocesan canons provide that the elected members of the diocesan Executive Board represent geographical diversity within our diocese (as each of our diocese's geographical regions is presented) and provide for a basically even balance between laity and clergy among these members, yet there are other important kinds of diversity that are not always represented, including diversity of race, ethnicity, cultural background, gender, age, parish size, skillsets, professional expertise, work status (full-time/part-time/retired), and so forth. As the Executive Board has compared our own diocesan canons with some canons from other dioceses regarding their governing bodies, we found that a number of other diocesan executive boards (by whatever title) allow for their bishops to make some appointments to their groups. The Executive Board believes there is some wisdom in allowing our bishop to make a small number of appointments that could take into account various kinds of diversity.

The proposed addition is fairly clear in its scope and flexible in its implementation. This addition would permit the bishop to appoint up to three more members to the Executive Board, each for a one-year term but with the option to extend each appointment for up to two more years. As each new year of the Executive Board's service begins, the bishop can consider what gaps might exist among that year's board members and then use episcopal appointments to enrich the board's strength of diversity – say, by adding more people of color, more people with talents that are underrepresented but are needed for accomplishing that year's work, more people with fresh perspective or proven records of accomplishment, or more people for a broader range of age or work status or for a better balance between clergy and laity. With this option of appointed members, the bishop could draw on the strengths and richness of talent already around our diocese, while also tailoring the appointments to the needs and tasks anticipated for the coming year. Those at-large members whose voices and success help to invigorate the Executive Board's work could be reappointed, just as they could be replaced after a year or two when other voices need to be heard or when other gaps in Executive Board membership need to be addressed. Furthermore, this approach would permit an efficient way for the bishop to diversify this board's membership in several directions while also allowing more time for the long-term work of encouraging regional councils to send more representatives whose diversity of demographics, perspective, and experience will enhance this board's effectiveness as a governing body.

SUBMITTED BY: THE EXECUTIVE BOARD

C-2a: Proposed Amendment to Diocesan Canon 7, Section 1

C-2a as amended by the Committee on Constitution & Canons.

CANON 7.**The Executive Board.**

Section 1. The Executive Board shall be composed as follows:

- (a) One member elected by each Regional Council or in the absence of the member, an alternate member elected by each Regional Council.
- (b) The Bishop, the Bishop Coadjutor if there be one, and the Suffragan Bishops if there be such.
- (c) **To provide for wider diversity and equity that may not always be represented, the Bishop may appoint, with the advice and consent of the Standing Committee, no more than three at-large members (whether lay or clerical) for a one-year term, with the option of reappointment for each at-large member for no more than two additional one-year terms. The appointed at-large members shall be Clergy who are on the Official List of the Clergy of the Diocese (Canon 1) or Lay persons eligible for election to the Vestry of a Church in the Diocese, and may not be the Dean or President of a Region or a member of the Standing Committee.**

C-2a: Proposed Amendment to Diocesan Canon 7, Section 1

C-2a as adopted.

CANON 7.

The Executive Board.

Section 1. The Executive Board shall be composed as follows:

- (a) One member elected by each Regional Council or in the absence of the member, an alternate member elected by each Regional Council.
- (b) The Bishop, the Bishop Coadjutor if there be one, and the Suffragan Bishops if there be such.
- (c) **To provide for wider diversity and equity that may not always be represented, the Bishop may appoint, with the advice and consent of the Standing Committee, no more than three at-large members (whether lay or clerical) for a one-year term, with the option of reappointment for each at-large member for no more than two additional one-year terms. The appointed at-large members shall be Clergy who are on the Official List of the Clergy of the Diocese (Canon 1) or Lay persons eligible for election to the Vestry of a Church in the Diocese, and may not be the Dean or President of a Region or a member of the Standing Committee.**

Budget Resolutions

BR-1: To amend the Diocese of Virginia 2021 Budget, Draft for the 226th Annual Convention

BR-1 as submitted.

Resolved by the 226th Annual Convention of the Diocese of Virginia that \$40,360 be restored to Line Item B, Subsection 1d, subtitled “*Grants for Episcopal College Ministries.*”

Resolved that a portion of this increase shall be offset by a decrease in expense in Item A “*Support of Our Greater Community*” be reduced by \$40,360.

Resolved that “*Anticipated Pledge Income*” in Item A be increased by \$16,293.

Background:

Numerous General Conventions of the church have indicated campus ministry as a top priority for The Episcopal Church. Campus ministries are a place of welcome, transformation, community, service, and prayer. The Canterbury Episcopal Campus Ministry – Harrisonburg, which supports James Madison University, has as its mission “God loves everyone, no exceptions. We strive to provide a dynamic, safe and accepting Christian environment for students, faculty, and friends of James Madison University,” all while promoting spiritual growth through worship, Bible study, prayer, reflection and service. Campus ministries invite the church to engage in mission and the Jesus Movement in new, innovative ways. To reduce diocesan support for this ministry by half belies the priorities that have been established.

2020 Young Adult and Campus Ministry Grant recommendations were approved by the Executive Council of The Episcopal Church during their February meeting in Salt Lake City, Utah. A total of \$132,638 was awarded; the Diocese of Virginia was not among the recipients. Such funding is a source of potential, future revenue. Grants for the 2021-2022 academic year totaling \$133,000 will be available next year and the deadline for submitting grants is November 20, 2020.

Provisions are in place for the Executive Council of the Episcopal Church to grant waivers to the 15% required assessment. During this time of COVID-19 and unforeseeable hardship, requesting a waiver of only one percent (1%) would fund this shortfall.

At the 2020 Diocesan Convention, Bishop Goff announced a task force for “Resourcing God’s Mission.” That Task Force has yet to report its recommendations to increase participation in funding diocesan ministries, from evangelism and church planting, to caring for creation, supporting racial justice and campus ministries. The diocesan budget forecasts a significant reduction (15.3%) in anticipated pledge revenue in the draft budget but provides no data to support this projection. Restoring three percent (3%) in proportional giving from the projected reduction would result in an additional \$16,293 in anticipated revenue.

The Diocesan Missionary Society of the Diocese of Virginia is currently funding in its entirety the \$1.67 million-dollar construction of the new Canterbury Campus Ministry facility for campus youth in Harrisonburg, Rockingham County, and James Madison University communities. The construction of the facility is underway with anticipated completion in Spring 2021. Such an investment in campus ministry aligns with the priority both The Episcopal Church and the Diocese of Virginia places on youth and developing ministries. Reducing funding in Line Item B which supports the staffing of the full-time campus missionary who will oversee this new campus ministry facility lacks vision for the future of the church and its mission to young adults.

Submitted by: Marcia Brownfield, St. Andrew's, Mt. Jackson; the Rev. Neil Goldsborough; the Rev. Valerie J. Hayes, Calvary, Front Royal; Kaelie Jager, Youth Delegate, Southern Shenandoah Region; Maggie Keller, St. John's, McLean; the Rev. Amanda Korval, St. Paul's, Ivy; the Rev. Justin M. McIntosh, St. Paul's, Ivy; the Rev. Kathleen Murray, Beckford Parish, Mt. Jackson & Woodstock; Helen Penrod, President, Southern Shenandoah Valley Region; the Very Rev. Matt Rhodes, Cunningham Chapel Parish, Millwood; Rebecca Shannon, Collegiate Delegate, James Madison University; and the Very Rev. Cathy Tibbetts, Christ Church, Luray.

BR-1s Substitute for BR-1 Campus Ministry Funding

BR-1s as amended.

RESOLUTION: To amend the Diocese of Virginia 2021 Budget, Draft for the 226th Annual Convention

Resolved that the Diocese of Virginia apply for a waiver of a portion of its support of Line Item A, The Episcopal Church "Support of Our Greater Church Community," in the amount of \$40,360, and

Resolved, upon approval of the waiver, that \$40,360 be restored to Line Item B, Subsection 1d, subtitled "Grants for Episcopal College Ministries" ~~in support of the Canterbury Campus Ministry – Harrisonburg;~~

Resolved, that any reduction in Item A "Support of Our Greater Community" is contingent upon approval by the Executive Council of The Episcopal Church for a waiver or deferral of the reduced amount from the 2021 payment obligation of the Diocese of Virginia to The Episcopal Church.

Background:

Numerous General Conventions of the church have indicated campus ministry as a top priority for The Episcopal Church. Campus ministries are a place of welcome, transformation, community, service and prayer. The Canterbury Episcopal Campus Ministry – Harrisonburg, which supports James Madison University, has as its mission "God loves everyone, no exceptions. We strive to provide a dynamic, safe and accepting Christian environment for students, faculty, and friends of James Madison University," all while promoting spiritual growth through worship, Bible study, prayer, reflection and service. Campus ministries invite the church to engage in mission and the Jesus Movement in new, innovative ways. To reduce diocesan support for this ministry by half belies the priorities that have been established.

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Provisions are in place for the Executive Council of the Episcopal Church to grant waivers to the 15% required assessment. During this time of COVID-19 and unforeseeable hardship, requesting a waiver would fund this shortfall.

At the 2020 Diocesan Convention, Bishop Goff announced a task force for "Resourcing God's Mission." That Task Force has yet to report its final recommendations to increase participation in funding diocesan ministries, from evangelism and church planting to caring for creation, supporting racial justice and campus ministries.

The Diocesan Missionary Society of the Diocese of Virginia is currently funding in its entirety the \$1.67 million dollar construction of the new Canterbury Campus Ministry facility for young

adults in the Harrisonburg, Rockingham County and James Madison University communities. The construction of the facility is underway with anticipated completion in Spring 2021. Such an investment in campus ministry aligns with the priority both The Episcopal Church and the Diocese of Virginia places on young adults and developing ministries. Reducing funding in Line Item B, subsection 1d which supports the staffing of the full-time campus missionary who will oversee this new campus ministry facility lacks vision for the future of the church and its mission to young adults.

Submitted by: Marcia Brownfield, St. Andrew's, Mt. Jackson; the Rev. David Casey OP, University of Mary Washington & Germanna Community College, Fredericksburg; the Rev. Neil Goldsborough; the Very Rev. Susan Hartzell, St. Peter's in the Woods, Fairfax Station; the Rev. Valerie J. Hayes, Calvary, Front Royal; Kaelie Jager, Youth Delegate, Southern Shenandoah Region; Maggie Keller, St. John's, McLean; the Rev. Amanda Kotval, St. Paul's, Ivy; the Rev. Justin M. McIntosh, St. Paul's, Ivy; the Rev. Kathleen Murray, Beckford Parish, Mt. Jackson & Woodstock; Helen Penrod, President, Southern Shenandoah Valley Region; the Very Rev. Matt Rhodes, Cunningham Chapel Parish, Millwood; Rebecca Shannon, Collegiate Delegate, James Madison University; Jean Mary Taylor, Calvary, Front Royal; the Very Rev. Cathy Tibbetts, Christ Church, Luray; and the Rev. Dr. Dorothy White, St. Peter's, Richmond.

Annual Reports

Anna Julia Cooper Episcopal School

Anna Julia Cooper Episcopal School (AJC) has begun year 12. Our current enrollment stands at 116 in grades 4 through 8, and at the time of this writing we are in week three of in-person school. In order to follow the safety and, in particular, the distancing guidelines of both the CDC and the Virginia Department of Education, we are rotating boys and girls one week at a time. On off weeks, boys or girls are doing school virtually from home.

Below are some highlights from this past year:

- 22 of our 24 graduates from eighth grade this past June are currently enrolled in independent schools.
- Five students from our first class (2009) graduated from four-year colleges this spring; 7 of our 2020 high school graduates matriculated to four-year colleges this fall.
- One of our college graduates is our first AJC student/employee. She is working full-time in our graduate support program.
- Staff retention remains extraordinarily high. We hired a part-time person to help in the Development Office and a full-time Graduate Support Assistant (see bullet above). All other staff have returned.
- For the third year in a row, AJC was forward-funded at the beginning of the fiscal year (July 1). We continue to be extraordinarily fortunate and blessed by the support we have received.
- In a similar vein, volunteer support remains very high and we are making efforts to include as many volunteers during the school week as we can while remaining cognizant of safety and numbers, etc.
- AJC has a COVID-19 policy which is fully in place and we also have a close relationship with the local Virginia Department of Health.
- We made a successful pivot to virtual school at the end of March after the Governor made the decision to close all K-12 schools. Much of the success we enjoyed was due to what came to be known as our “ground game,” i.e. (safe) visits from staff every Monday to every home to check in, drop off and pick up homework, and provide groceries or gift cards to our families.
- We are approximately three-fourths of the way through our \$16M capital campaign. \$8M of that is for our new building; \$3M toward covering expanding program costs in the next several years with our expansion and when the annual fund may not meet our needs; and \$5M toward an endowment.
- Construction on the new building next door began in earnest several months ago. Unless there are delays beyond those one can normally expect with construction, the building should be ready in spring 2021.
- When the new building is finished, the plan is to move the middle school (grades 6-8) into the new building and add a second and third grade in the fall of 2021 to complement the fourth and fifth grades in our current building. The following year – assuming all goes well – we would expand down to Kindergarten and first grade. When we are at full capacity, we hope to serve approximately 220 students. The new building will also serve as the home for our growing after-school program for AJC graduates in the afternoon and early evening.
- We are in conversation with RRHA about possibly purchasing our current building which we now rent for a nominal fee. In the meantime, we have a 15-year lease which grants us significant time and security.
- We were to have had our five-year interim accreditation visit with VAIS this fall, however like so many things that date has been pushed back.
- Our Board continues to be extraordinarily supportive and active, not only in the areas of governance and oversight, but also fundraising and supporting AJC financially themselves. The Board Leadership, Chair and Vice-Chair, are impeccable caretakers of the School’s mission, as well as of the leadership in AJC, the teachers, and our students and families. Every school should have such leaders.

- We are focusing on strengthening parent involvement which we feel may be more important than ever during this pandemic. A new PA Board has been formed and we are asking, in particular, that these key members of our community take on added responsibilities in terms of reaching out to and communicating with their fellow parents.
- Finally, the religious identity and bones of AJC are as strong as ever. Morning prayer is an integral part of how we begin each day as are our Wednesday virtual chapel services. We miss communion but are not without our community. The Spirit is alive and well in this faith-based community of affection which looks to Jesus each day for our inspiration and to help us in our needs.

In short, there are lots of good things going on at AJC. The School continues to grow and thrive and we continue to be blessed by the partnerships and relationships we enjoy.

On the wall in my office I have a sign which one of our graduates sent me from jail. It reads “There’s a bump in every road, even the yellow brick ones.” Along with acknowledging the wonderful things going on, this annual update is incomplete without noting that the mountain remains very high for the large majority of our families and students, that there are lots of bumps in the road, and more than a few in our AJC community are scrambling or stumbling to find their way. Those individuals remain very much a part of who we are and, perhaps insofar as we are a religious community, are somehow at the heart of AJC.

SUBMITTED BY: MICHAEL MARUCA

Bloomfield

In lieu of a report, this year Bloomfield sent in a thank you letter from one of their recipients.

Dear Bloomfield Foundation,

Today our son received your gift of a hi/low changing table. Words cannot begin to express our gratitude!! I was able to change my son after a shower for the first time in years without drenching his bed or wrenching my back!

With our assistance, he can walk to the table and sit down. Then I can place a safety rail and easily raise the bed to a comfortable height. And we can use it for his therapies – he can kneel in front of it or stand in front of it and play with a toy.

Thank you for believing in him when his insurance would not. Thank you for giving him the dignity of a proper place to sleep, by giving him this table.

Thank you for giving him the challenge of walking instead of being carried into a bed. Thank you for giving him the gift of future therapy, which will only help him to continue to grow.

Thank you for touching our lives and our hearts. You have made such a difference in our home today.

May God bless you all!

Love,
The Thomas Family
(Kevin James “Jimmy” Thomas)

Charlottesville Region

The Charlottesville Region consists of 23 churches within the city of Charlottesville, as well as the counties of Albemarle, Greene, Orange, Fluvanna and Louisa.

The meeting schedule this year included three meetings:

January 23: we met at St. Paul's, Ivy with the Rev. Justin McIntosh hosting. After fellowship and dinner, the group heard a presentation from Mr. Randy Myers, President of GraceInside Ministry. This was a continuation of our support of prison ministry. The evening concluded with Compline.

May 26: we met by Zoom for the first time. The meeting went well as we heard about the regathering process beginning in our Diocese. Our "giving" focus has been to provide food for those in need. The following gifts were made.

- Blue Ridge Area Food Bank: \$2,500
- Loaves and Fishes Food Pantry: \$2,500
- Louisa County Resources Council: \$1,000
- Louisa County Emergency Fund: \$1,000
- Habitat: \$2,000

Oct. 29: we will meet again by Zoom.

Our project moving forward will be to clarify the relationship our region has with the Schoolhouse Thrift store. They were closed for much of this year and are just now returning to normal. Their governance and finance structure are being reviewed.

We have difficulty in attracting leadership for the Executive Committee for our region. I am ending my term on 12/31/20 and have no replacement.

Our Executive Committee met three times during the year.

SUBMITTED BY: BARBARA G. McMURRY, PRESIDENT

Committee on Congregational Missions

The Diocese of Virginia Committee on Congregational Missions (CCM) assists our Assistant Bishop, the Rt. Rev. Jennifer Brooke-Davidson, in her oversight of mission congregations.

CCM is mostly made up of members who serve as liaisons to individual churches. We also have two priests who serve as Chair and Budget Chair. Each lay liaison works closely with the congregation(s) assigned to him or her and provides regular reports to the bishop and to the other members regarding each mission's spiritual well-being, financial stability and any other challenges or celebrations of significance.

We welcomed Bishop Jennifer Brooke-Davidson to CCM toward the end of 2019. Bishop Brooke-Davidson has had an immediate impact and brings with her strong experience in small churches and mission congregations. She has quickly gotten up to speed with our CCM congregations and brings the benefit of a different perspective that has been valuable to us. During the 2020 pandemic, she has also demonstrated great pastoral care for our members during what continues to be a trying period in our history.

Traditionally, CCM meetings are held on-site at one of our mission churches. While we collect data from our churches and receive regular reports from our liaisons, there is no substitute for actually visiting with one of our congregations. This allows us to meet with members of each church we visit and allows us to gain insight into the setting in which they serve Christ. We ended 2019 with a visit to St. Paul's, West Point. We enjoyed the warm hospitality and care extended to us by the members of St. Paul's and heard from them about their hopes and concerns for their church. Sadly, that would be the last on-site meeting we would have. With the onset of the pandemic in March, we have been unable to meet on-site at churches, which is a loss for our committee.

Thanks to video conferencing, we have still been able to meet on the dates scheduled for 2020. In many ways, being able to meet by video has been a godsend for us. It has allowed us to keep each other up-to-date on what is happening with CCM churches during a very difficult period in world history. We have been able to do the normal work of CCM over the internet. However, not all of our members have video capabilities on their computers. Those who do have video had to contend with bad connections, internet lag and other challenges of the software. Most importantly, we have lost the ability to meet face to face with CCM congregations. The challenges of communicating, leading worship and doing the work of the church are being experienced in our mission churches, as well as all churches in the Diocese. We pray for an end to the pandemic so that we can once again meet in person.

On CCM, we want to support mission to the world in the name of Jesus Christ. One way we have accomplished this is by asking each of our mission congregations to complete a covenant each year that is signed by the Vicar, vestry committee and Bishop Brooke-Davidson. The covenant for each church is different, but each covenant involves outreach and mission to the surrounding community in some way.

SUBMITTED BY: THE REV. DAVID KEILL, CHAIR, COMMITTEE ON CONGREGATIONAL MISSIONS

The Community of Deacons

On February 5, 2011, the first class of five vocational deacons were ordained in the Diocese of Virginia. In November 2020, five cohorts or classes of deacons have been ordained, and, God willing and the people consenting, a sixth cohort will be ordained in April 2021. Currently, we have 27 canonically resident or licensed deacons serving 23 faith communities.

Bishop Susan Goff appointed the Rev. Deacons Holly Hanback and David Curtis as archdeacons in December 2019. Our primary functions are to support the community of deacons, build community within this group of ordained ministers, help identify and attract seekers for the diaconate and engage in other duties as assigned by the Bishop.

Beginning in March 2020, the Community of Deacons began meeting twice a month online to offer support, to pray and to be together during this time of pandemic. Many ministries that support those experiencing poverty, homelessness and uncertainty, were, and are, impacted, and more than a few were placed on hold. At the same time, our deacons reported that lay ministers who are active in ministries such as altar guilds and welcoming began to live out their baptismal vows in outreach ministries. We also heard how deacons are calling congregations to respond to eviction crises, food insecurity, unemployment and hunger. Our deacons continue to serve their communities in the midst of pandemic.

Responding to racial and civil unrest following the extra-judicial killing of George Floyd, the Community of Deacons organized a diocesan 12-hour Prayer Vigil for Justice, Reconciliation and Peace. Deacons are called to interpret to the church the needs, concerns and hopes of the world. The

prayer vigil was a call, rooted in the diaconal vows, to the Diocese to engage in prayer for justice, reconciliation and, finally, peace. Over 300 people joined in this vigil.

The Community of Deacons also gathered this year in October for our annual retreat with Bishop Susan. Instead of gathering at Shrine Mont, we gathered virtually. The retreat provided space to listen to one another deeply as many of us managed the various challenges of pandemic, ministry, personal lives, work lives and families. We also discussed issues around self-care and pastoral care and how we are called to be prophetic in the public square.

The St. Phoebe School for Deacons launched in summer 2020 with four postulants enrolled. The St. Phoebe School for Deacons, a joint project between the Diocese of Southwestern Virginia and the Diocese of Virginia, replaces the Deacons' School which began in January 2014. The St. Phoebe School will allow students greater flexibility by taking classes online through the Center for Anglican Learning and Leadership (CALL). CALL is part of the Church Divinity School of the Pacific. The Rev. Dr. Sarah Kye Price serves as the Local Formation Director.

It is with great joy that we report that, in the almost 10 years since the first vocational deacons were ordained, the Community of Deacons in the Diocese of Virginia is strong and is becoming stronger. We are grateful for the leadership and support of Bishop Susan during this past year. And we look forward to continuing to grow and strengthen the diaconate in Virginia.

Those seeking to learn more about the diaconate are invited to contact the Ven. Holly Hanback (deaconholly@saintgabriels.net) or the Ven. David Curtis (dcurtis@saintjohnsrichmond.org).

SUBMITTED BY: THE VEN. HOLLY HANBACK AND THE VEN. DAVID CURTIS, ARCHDEACONS

Culpeper Region

The Culpeper Region of the Diocese of Virginia is composed of 10 church communities in Fauquier, Madison and Rappahannock counties. Churches are located in county seat communities and rural areas. Mary Ann Cowherd is the region representative to the Diocese of Virginia Executive Board.

Culpeper Region holds meetings on the second Tuesday of even months, with a summer meeting break for August. The region meeting in February was in person at St. Stephen's Church, Culpeper. The meeting in April was canceled. Meetings in June and October were online Zoom meetings.

In December of 2019, the region voted to donate funds to Shiloh Baptist Church, Brandy Station, to assist them with rebuilding their church after a fire. Christ Episcopal Church, Brandy Station, shared church facilities with Shiloh Baptist Church until COVID-19 prevented in-person gathering for church services. The new Baptist church building is nearing completion.

Several churches have been in transition during 2020. Emmanuel Church, Rapidan; Grace Church, Casanova (from which the Rev. James Cirillo retired in June); Piedmont/Bromfield Parish, Madison; and St. Luke's Remington, are currently seeking priests. Christ Church, Brandy Station, welcomed the Rev. Grace Cangialosi. Little Fork Church welcomed the Rev. Stacy Williams-Duncan. The Rev. Miller Hunter of Trinity Church, Washington, has announced his retirement at the end of the year, so Trinity will be in transition in 2021. During this period, the Rev. Ben Maas has been Rector of St. James' Church, Warrenton, the Rev. Ben Shelton has been Rector of St. Stephen's Church, Culpeper, and the Rev. Peter Gustin has been Rector of St. Stephen's Church, Catlett. With seven of 10 churches in transition between 2019-2021, we have a dynamic region.

The Region Grant Committee was formed to award grants for missions and project, but has not yet made grants available (other than the funds approved by a committee-of-the-whole granted to Shiloh Baptist Church). The region has over \$14,000 in the bank account, largely because of the disbursement of “old Region 1” funds. We are attempting to “normalize” church funding, and finding the priest transition schedules challenging. We hope to attract region lay participants to region meetings.

With the COVID-19 restrictions, most of the region churches are “gathering” online in different ways: via Facebook or YouTube videos, via Zoom meetings and via phone. Our region’s churches are in an area that is underserved by internet service providers, so online offerings are not available to everyone. Churches are examining how to provide services to those who are not connected, largely the older members of our parishes. There are other online participation opportunities offered at some churches, including a book club and “coffee hour” participation. Several churches are holding limited, reservation-only outdoors morning prayer services.

Ecumenical and Interfaith Committee

Although 2020 has been a unique year of unprecedented challenges for the Church, the Ecumenical Officer and Diocesan Ecumenical and Interfaith Committee (DEIC) have continued to be active in a number of ways to promote the unity of the one Church for whom our Lord prayed on the eve of His death.

An essential element for all ecumenical relations is the nurture of personal relationships, which must take place between judicatory heads and those who work in the area of ecumenical relations on their behalf. Relationships of this type take time, energy and intention to cultivate and sustain. The work of your Ecumenical Officer and of the DEIC is about cultivating and sustaining such relationships for the Diocese. It also involves our joint witness with other Christians to the Gospel through mission and through the exploration of theology.

In response to the Call to Common Mission agreement of Full Communion between the Episcopal Church and the Evangelical Lutheran Church in America (ELCA), we have continued to seek ways to more fully live into this relationship. In 2020, all meetings of the DEIC were joint meetings with its counterparts from the Episcopal Dioceses of Southern and Southwestern Virginia and the Virginia and Metropolitan Washington Synods of the ELCA. This joint Episcopal-Lutheran Committee has identified the need to encourage closer relationships between Episcopal and ELCA parish churches, ministries and missions. To this end, we seek to be a resource for the churches, ministries and missions involved or interested in this work. We are also committed to lobbying for this kind of collaboration whenever possible (and not as an afterthought) on mission, parish and diocesan/synodical levels.

In addition to our close relationship to the Virginia and Metro-DC Synods of the ELCA, the Diocese of Virginia belongs to the Virginia Lutheran-Anglican-Roman Catholic-United Methodist (LARCUM) Covenant. This Covenant has been signed by the bishops of the three Episcopal dioceses in Virginia, the two ELCA synods, the two Roman Catholic dioceses and the Virginia Conference of the United Methodist Church. Due to the Coronavirus pandemic, the 2020 LARCUM Conference will be virtual, taking place via Zoom on Friday, December 4 and Saturday, December 5. The presenter for the 2020 Conference is Dr. Phillip Cary, scholar-in-residence at the Templeton Honors College and professor of philosophy at Eastern University. The theme of this year’s LARCUM Conference is “Being Formed by the Gospel in a Post-Christian Age.” <https://virginalarcum.org/2020/09/08/being-formed-by-the-gospel-in-a-post-christian-age-a-proposal-for-the-church-catholic/>

The principal ecumenical agencies supported by the Diocese of Virginia are the Virginia Council of Churches, the Interfaith Center for Public Policy, and GraceInside prison chaplaincy. The Diocese of Virginia has been one of the major contributors to the Virginia Council of Churches.

Your Ecumenical Officer and members of DEIC welcome the opportunity to speak to each Regional Council at least annually on our current ecumenical commitments and interfaith developments. We also welcome opportunities to speak to individual parishes and other ministries.

SUBMITTED BY: THE REV. K. NICHOLAS FORTI, ECUMENICAL AND INTERFAITH OFFICER FOR THE DIOCESE OF VIRGINIA AND RECTOR OF THE FORK CHURCH OF ST. MARTIN'S PARISH, DOSWELL

Episcopal Church Women

The Episcopal Church Women (ECW) have been following the scientific and medical directions to limit social interaction, maintain physical distancing and to meet virtually. Our lives have been filled with uncertainty in facing the reality of the COVID-19 pandemic and the despair of the crises that grip our country. While the ECW Board is thankful to have both given and received strength, courage and moral support by reaching out to each other and by having the support of the diocesan staff, there is sadness in not being able to meet, plan and participate in our accustomed ways. Despite disruptions, we are gaining new technological skills, and we have been able to continue many of our commitments to lift the ministries of our Church and to “serve with joy.”

On February 1, 2020, the ECW Board met at Grace and Holy Trinity Church, Richmond, to complete the calendar of events for work and ministries of the ECW in the new year. In a service of Noonday Prayer, our chaplain, the Very Rev. Kim Coleman, presented a meditation taken from *Black History as Herstory and Our History*, and a reading from *Race and Prayer*, “Heal My Mind and My Heart,” by Sam Seamans.

The ECW hosted Lenten Quiet Day at the Roslyn Conference and Retreat Center on February 27, 2020. Meditations on Psalm 91 were led by the Rt. Rev. David C. Jones, Bishop Suffragan (retired) and the Very Rev. Kim Coleman, Rector of Trinity Episcopal Church, Arlington, and Dean of the Arlington Region. Mrs. Ellen Johnston, Music Director at Holy Comforter Episcopal Church, Richmond, led music.

Father Roberto Orihuela and Damas Visioneras Episcopales invited the ECW to meet at La Iglesia de Santa Maria, Falls Church, on May 9 for the spring meeting. That meeting was cancelled because of the pandemic.

On May 30, 2020, the board met in a virtual meeting hosted on Zoom by the Very Rev. Kim Coleman. The group heard reports on its recent, on-going work and viewed a video of an oral interview with Gladys Lewis, which was made for the ECW Oral History Project. Mrs. Lewis of St. Philip's Episcopal Church, Richmond, died on May 9. In the interview, recorded five years ago, Mrs. Lewis described how she attended her first meeting of the ECW in 1942. It was then known as the Women's Auxiliary, which was segregated by seating. Mrs. Lewis returned and served many years, bringing energy and awareness to the group as it grew to become the Episcopal Church Women.

Also, in the May 30 virtual meeting, Joy Warburton, an officer in the U.S. branch of Mothers Union at Trinity Episcopal Church, Arlington, and member of the ECW Board of Directors, led a description of the work of Mothers Union. The Mothers Union in Kumasi, Ghana and Liverpool, England, in coordination with the ECW of the Diocese of Virginia, support the Triangle of Hope initiative. The

groups are participating in reflecting upon the scriptures of Lent 2021 and submitting those reflections to the Triangle of Hope Commission for use in a possible Reflections booklet for Lent 2021.

On August 8, 2020, the board met in a virtual meeting hosted by ECW President Cindy Helton. Eighteen members attended, and the group heard reports on recent, continuing work. A highlight of the meeting was that scholarships for this school year totaled \$3,400 and were distributed to seven outstanding applicants in amounts ranging from \$100 to \$600, after the Scholarship Committee met in a virtual meeting on July 22. The United Thank Offering (UTO) Coordinator indicated that UTO gatherings are now being collected online at the Episcopal Church Website, www.episcopalchurch.org/uto. All gatherings will support urgent needs created by the pandemic. Grant applications are now available, also at the church website.

The ECW Webinar, hosted by the Diocese, was titled, “Lord, Make Us Servants of Your Peace.” The panelists included the Rt. Rev. Susan Goff; the Rev. J. Randy Myers, President of GraceInside; and Dr. Harry Salinas, Commissioner of the Human Rights Commission of Fairfax County. The Communion Alms donations were directed to ECW Scholarships and the Viva Voce donations for this year will support the Triangle of Hope. The worship service, led by Bishop Goff and the Very Rev. Kim Coleman, included the Rev. Deacon Katherine Ferguson and music performed by Julio Cuellar, Director of Music at La Iglesia de Santa Maria, and video selections by Dr. Patrick Kabanda, Organist and Director of Music at Trinity, Arlington.

New officers on the ECW Board include Joy Warburton, Vice-President for Programs; Liz Hayes-Mackey, Vice-President for Administration; Kaaron Austin, Treasurer; and Lillie Booker, UTO Coordinator. Citing the effects of the current pandemic and life circumstances of current, eligible candidates, Bishop Goff reappointed the current ECW President, Cindy Helton, to continue to serve in the year 2021. Cindy accepted the appointment, pledged continuing ECW support of Church ministries and committed to raising up the next ECW president.

The ECW is most appreciative of the support of Nancy Chafin, diocesan Minister for Communications, for hosting the October Webinar; Bill Martin, Assistant to the Secretary and Chief of Staff, for managing registration; Erin Kamran, Communications Associate, for her guidance in setting up the Webinar; Stephanie Higgins, Diocesan Minister of Development and Giving, for her assistance in planning; and to all in the Diocese who support the work of the ECW.

SUBMITTED BY: CINDY HELTON, ECW PRESIDENT, DIOCESE OF VIRGINIA

Education for Ministry

Greetings on behalf of Education for Ministry participants and mentors around our Diocese! The pandemic has not kept EfM from its mission. This report details work and progress since our last report to the Diocese in 2019.

Education for Ministry (EfM) is a program of theological study for laity. EfM helps individuals go deeper in their lay ministry. The EfM seminar group, along with the help of a trained mentor, and with awareness of God’s presence when two or three are gathered, supports ministry through a created space of trust in which study, sharing and theological reflection can flourish. Begun in 1975 at the University of the South “Sewanee” School of Theology, it has been a part of adult formation in the Diocese of Virginia for more than 30 years. The four-year program of study includes the Old and New Testaments, Church History, and Theology, Ethics and Interfaith Relations. From the Sewanee EfM website: “Through study, prayer, and reflection, EfM helps participants move toward a new

understanding of the fullness of God’s kingdom as they better comprehend the connection between their faith and their lives.” And, from an EfM participant: “EfM is not just learning about stuff. It is learning about self.”

EfM supports one of the key priorities of the Diocese – to share the faith of Jesus with youth and others – and has grown over the past year despite the pandemic. EfM is designed to help adults who are seeking to live into their baptismal call to lay ministry. With the help of the Diocese as an EfM sponsoring organization, more than 1,000 individuals have graduated from EfM over the past 30+ years, under the mentorship of several hundred trained EfM mentors. On completion of all four years of EfM study and work in the seminar group, EfM graduates are equipped to deepen their ministries and, in the case of many graduates, begin new ministries. EfM graduates often serve in key leadership roles within their parish and beyond. This year there are 31 groups led by 41 mentors, with over 200 individuals enrolled. Three churches in the Diocese are hosting new groups, an increase from 27 to 30 groups overall from 2019. EfM is growing, despite the challenges of the pandemic.

EfM groups have adapted well to meeting virtually during the pandemic. In March 2020, as individuals and organizations began to adopt measures to ensure safety from the virus, EfM groups continued to meet virtually. EfM mentors and participants alike quickly adapted to online meeting platforms, such as Zoom, to continue their work together. As it became clear that in-person EfM mentor training could not be done safely, our diocesan in-person training set for July 2020 was rescheduled for July 2021. The EfM staff at Sewanee stepped up to plan and deliver virtual EfM mentor training, assuring that new and continuing EfM mentors would complete the training required to maintain mentor accreditation. Our Diocesan EfM coordinator was recruited by Sewanee staff to support their efforts to prepare EfM trainers from across the U.S. to use the online Zoom platform to lead EfM mentor training. As for financial sustainability, the EfM program generated a surplus of funds from EfM mentor training fees. The surplus resulted when the number of training registrations exceeded the “make” goal for registrations, used to set the registration fee so that a deficit doesn’t occur if registration is not at capacity. These surplus funds are being tracked jointly by the EfM coordinator and by the finance staff of the Diocese, and will be used to offset expenses for future EfM mentor trainings at Roslyn, and for expenses related to promoting EfM throughout the Diocese.

EfM seeks to grow new groups and to support more EfM mentors and graduates. Attached is a current list of the 30 EfM groups supported by the Diocese. Of these, three are newly formed in 2020. For the four diocesan regions without EfM groups, the EfM coordinator will explore with clergy and laity in those regions the feasibility of new EfM groups. In spring 2020 the EfM coordinator held two virtual meetings with diocesan mentors, for the primary purpose of checking on the wellbeing of mentors and participants and to learn about plans for meeting during the pandemic. Prior to the pandemic, plans were unfolding to hold in-person meetings around the Diocese. There were challenges to in-person meetings – finding places to meet, setting meeting times to accommodate the various schedules of mentors, arranging meeting hospitality (food, beverages), and so forth. In contrast, the necessity of meeting virtually made it easy and free to meet. The only real cost is the Zoom “Pro” account, which is inexpensive and is underwritten personally by the EfM coordinator who uses Zoom for her several personal and volunteer engagements, as well as for EfM in the Diocese. In fall 2020, the EfM coordinator helped to find virtual EfM groups for six people by matchmaking them with EfM groups in the Diocese who could accept new members. This was possible because of virtual EfM group space, which takes geographic location out of the picture. Going forward, even when the pandemic distancing restrictions are lifted, we will likely continue to meet in virtual space with mentors around the Diocese. These meetings will foster shared ideas and resources for managing and expanding EfM groups. And it’s quite possible that EfM groups will continue to meet in virtual space at least some of the time, such as when there is inclement weather, or when members of the group are traveling. The pandemic’s silver lining is, no doubt, made clear to us by the Holy Spirit.

EfM in the Diocese is supported by the diocesan EfM coordinator, a network of diocesan staff and mentors, as well as by EfM staff at Sewanee. As with any successful program, EfM is a team effort. Our wonderfully dedicated and well-trained mentors, along with the committed EfM participants, are the backbone of EfM. We are grateful for the support from the Diocese of Virginia, through which EfM participants in our Diocese enjoy a reduced enrollment fee. Support from the staff of the Diocese, especially Paris Ball, Director of Christian Formation and Camps, and Stas Jones, Financial Administrator, is also greatly appreciated. EfM Sewanee staff continue to do a wonderful job in maintaining the soundness of the EfM curriculum and program design. In August of this year, we bid farewell to diocesan EfM co-coordinator Paula Price who resigned to answer a call away from her dual roles as EfM mentor and EfM diocesan co-coordinator. Paula brought great experience and wisdom to her work with the Diocese's EfM program. Jane Dowrick continues in her role as coordinator, having served in this role since spring 2014, to support mentors, as well as individuals who are looking for EfM groups in which to enroll, and to grow the EfM program in the Diocese.

SUBMITTED BY: JANE DOWRICK, EfM COORDINATOR.

EfM Groups in the Diocese of Virginia

The EfM groups in the Diocese of Virginia are listed here by diocesan region. This list is updated annually in December, after most of the EfM groups have completed their annual group enrollment. A complete list of churches by region is on the Diocese of Virginia website at <http://regions.thediocese.net/About-Regions/Map-of-Regions/>

Online-only EfM Group

Jim Papile, Mentor, jimpapile@gmail.com (12 enrolled)

Note: This group meets exclusively online, and will continue online post-pandemic restrictions; other groups below normally meet in person, but are meeting online during pandemic restrictions.

Alexandria Region

Meeting Place: Christ Church, 118 N. Washington St., Alexandria; Group #6788 (7 enrolled)
 Ridge Multop, Baritone58@gmail.com, 703-609-9559
 Tom Hahn, Tshahn1@aol.com, 703-585-3933

Meeting Place: Grace Church, 3601 Russell Road, Alexandria; Group #4111 (9 enrolled)
 Julia McClung, julia.mcclung@yahoo.com, 571-242-7080
 Anne Boris, awcboris@hotmail.com, 703-941-3222

Meeting Place: Immanuel Church-on-the-Hill, 3606 Seminary Road, Alexandria; Group #6842 (10 enrolled)
 Studie McGahuey, smmcgahuey@comcast.net, 703-820-2363

Meeting Place: St. Luke's, 8009 Fort Hunt Rd, Alexandria #7067 (8 enrolled)
 Beth Cavey, caveyelizabeth@gmail.com, 703-362-4331
 Sandy Padgett, sjapadgett@gmail.com, 314-323-8760

Arlington Region

Meeting Place: St. Michael's, 1132 N. Ivanhoe St. Arlington; Group #1910 (5 enrolled)
 Beth Cavey, caveyelizabeth@gmail.com, 703-362-4331
 Sandy Padgett, sjapadgett@gmail.com 314-323-8760

Charlottesville Region

Meeting Place: St. Paul's Memorial, 1701 University Avenue, Charlottesville; Group #5752 (10 enrolled)
Karen Mawyer, Karenathome51@embarqmail.com, 434-906-9841

Meeting Place: St. Paul's, 851 Owensville Road, Ivy; Group #4543 (6 enrolled)
Deborah "Debbie" Johnson Scott, Debbie@stpaulsivy.org, 434-825-2361
Charles Chabot, CChabot@EmmanuelGreenwood.org, 434-806-8232

Culpeper Region

Meeting Place: St. James', 73 Culpeper St., Warrenton; Group #6760 (8 enrolled)
Joanne Charles, jcharles1331@gmail.com, 540-364-2989

Meeting Place: Trinity, 379 Gay Street, Washington, VA; Group #3613 (5 Enrolled)
Helen Williams, helwillms@yahoo.com, 540-937-4279

Fairfax – North Fairfax Region

Meeting Place: St. Anne's, 1700 Wainwright Drive, Reston; Group # 5401 (2 Enrolled; group not meeting yet)

Paul Bishop, pbishop4@gmail.com, 703-244-3706
Lucy Chaplin, mooseski1@gmail.com, 603-290-7358

Meeting Place: Holy Comforter, 543 Beulah Road, Vienna
Group 1: Julie Nutter, julie.nutter@gmail.com, 703-389-3450; Group #4576 (7 Enrolled)
Group 2: Margaret Bain, MargaretHBain@gmail.com, 703-938-9838; Group #5793 (8 enrolled)
Lillian O'Connell, mslillian413@gmail.com, 703-598-1519

Fairfax – South Fairfax Region

Meeting Place: St. Alban's, 6800 Columbia Pike, Annandale; Group #5648 (10 enrolled)
Kay Lusk, malusk49@gmail.com, 703-850-2054
Steve Lusk, efm@stalbandsva.org, 703-850-2216

Meeting Place: Falls Church Episcopal, 115 East Fairfax St., Falls Church; Group #12599 (6 enrolled)
Mary Cushing, mecu1010@aol.com, 703-536-5165

Meeting Place: St. Peter's in the Woods, 5911 Fairview Woods Dr., Fairfax Station; Group #6984 (6 Enrolled)
Group 1: Pat Keithly, keithlymusic@gmail.com, 703-505-7433; Group #6984 (6 enrolled)
Group 2: The Rev. Susan Hartzell, revsusanh@gmail.com, 703-503-9210; Group #TBD (7 Enrolled)

Fredericksburg Region

Meeting Place: St. George's Episcopal Church, 905 Princess Anne St., Fredericksburg; Group #5271 (10 Enrolled)
Carol Lawson, Avcmclawson@hotmail.com, 540-846-5843
Norah Hooper mnshooper@gmail.com, 540-604-7959

Northern Neck Region

Meeting Place: Grace Episcopal Church, 305 S. Main Street, Kilmarnock; Group # 6666 (10 enrolled)
Martha Gilbert, mgilbert64@gmail.com, 443-766-9547
Marcia Billups, marcia.billups@gmail.com, 804-699-0010

Northern Piedmont Region

Meeting Place: Emmanuel, 105 E. Washington Street, Middleburg; Group #5085 (5 enrolled)

Gina Bissell Hammond, hammond.gina@gmail.com, 540-665-5744
Linda Wine, lindabellwine@hotmail.com, 540-272-2893

Meeting Place: St. Matthews, 201 E. Frederick Dr., Sterling; Group #6721 (8 enrolled)
Jane Garrett, janeowl@gmail.com, 571-665-5121
Sue Reier, reiersk108@gmail.com, 703-209-3540

Potomac Region

Meeting Place: Pohick Church, 9301 Richmond Hwy., Lorton; Group #2457 (6 enrolled)
Denise McHugh, deniselmchugh4@verizon.net, 410-310-9867
Henry Foresman, Keydet@me.com, 540-529-2592

Richmond – Central Richmond Region

Meeting Place: St. Andrew's, 236 Laurel Street, Richmond; Group #12559 (5 enrolled)
Paige Trivett, paige.trivett74@gmail.com, 804-456-7569

Meeting Place: Westminster Canterbury, 1600 Westbrook Ave., Richmond; Group #6528 (7 enrolled)
Jane Dowrick, efmvirginia@gmail.com, 804-334-0117

Meeting Place: St. Paul's, 815 E. Grace Street, Richmond; Group #7002 (10 enrolled)
Stephanie Werner, stephwerner@hotmail.com, 804-986-2953
Annie Campbell, Campbell.Annie1@gmail.com, 804-307-5122

Meeting Place: St. Philip's, 2900 Hanes Avenue, Richmond; Group #6175 (2 enrolled)
Debora Johnson-Seabrook, seabrook1800@comcast.net

Meeting Place: St. Stephen's, 6000 Grove Avenue, Richmond; Group #2108 (6 enrolled)
Richard Clary, mclary@aol.com, 804-776-9796

Meeting Place: St. John's, 2401 E. Broad St., Richmond; Group #6989 (8 enrolled)
The Ven. David Curtis, dcurtis@saintjohnsrichmond.org, 804-339-2252

Richmond – North Richmond Region

Meeting Place: Immanuel, Old Church, 3263 Old Church Rd, Mechanicsville; Group #5759 (8 enrolled)
Lindsay Ryland, clryland@aol.com, 804-338-2238

Richmond - West Richmond Region

No EfM groups in this region.

Southern Shenandoah Valley Region

No EfM groups in this region.

Upper Tidewater Region

Meeting Place: Abingdon Church 4645 George Washington Memorial Highway, White Marsh;
Group # 6625 (6 enrolled)
Jen Kimble, jensven1@gmail.com, 804-335-6592

Winchester Region

No EfM groups in this region.

Church Schools in the Diocese of Virginia

The academic year 2019-20 Church Schools Annual Report will be different from its predecessors. It will not include the usual impersonal listing of accomplishments and challenges faced school by school. It will be a personal reflection by the President of how those who serve in Episcopal schools faced adversity with good spirit and determination to honor mission and serve their charges.

Academic year 2019-20 began as most do. Some 3,700 students and 800 adults eagerly reunited. In schools we say “Happy New Year” at the start of a new school year. Fall is a wonderful time. The days are long, the weather fine and the light beautiful. Much of life in schools in the fall is joyful and celebratory; all is possibility.

The year began with strong enrollment and the usual high expectations. Capital campaigns were well underway and exciting capital projects were progressing on schedule. Myriad fulfilling examples of academic, athletic, public service, fine and performing arts accomplishments were visible and enjoyed by all. There was also the perennial poignant mix of joy and sadness, victory and loss, celebration and grief that is the human condition.

The arrival of the COVID-19 pandemic in early March changed almost everything. Even the most seasoned professionals had never seen its like. Most previous crises – international, economic, terrorist, environmental, weather related, disease – had come to an end in a fairly short period of time, making assessment of survivability and plotting a path forward possible. The COVID-19 pandemic has not ended as of this writing and the end is not yet in sight. As have many in this time, our school leaders continued to learn, adapt and plan for every contingency of which they hear or can imagine.

Volunteer and professional leaders were required to digest new legislation, regulation and interpretations of same at a dizzying rate. The constant, and often contradictory, stream of guidance and direction from government, local and national health authorities made it difficult to be sure the schools followed best practices and stayed in compliance with directives.

Within weeks, the schools had all moved to distance learning and all concluded the academic year in that mode. They were fortunate to have had something of a head start. Many teachers were literate regarding distance learning. A very high percentage of families in the schools had access to the internet. A good job was done. Students finished their work and were promoted and graduated. College placements were not negatively impacted.

The summer of 2020 was also unlike any other. For many, maybe most, Church Schools employees there was little time to relax, rest and be refreshed. There was steady and demanding work performed all summer to give the schools the best possible opportunity to open safely, if permitted, and to serve the young people and families. The summer’s work, at this early point, appears to have paid dividends. The schools are all open, running well and safely and there have been only a handful of positive COVID-19 tests in the communities.

The story of academic year 2020-21 will be told in due time. I will close this peculiar Church Schools report by bringing some well-deserved attention to those who give their lives to serve in and govern these places, and who work to form young adults of integrity and good character, who learn to live beyond themselves and to give of themselves.

I have seen fear, anxiety and uncertainty in the last year. I have also seen conviction, determination, creativity, courage and great trust. I have seen people rise in impressive ways to an unprecedented, unquantifiable and unpredictable challenge.

What has surprised me and filled me with admiration is how our volunteer and professional leaders have embraced this challenge and taken it head-on with determination. I have seen neither flinching nor flagging. I do not attribute this to adrenaline, but to a collective sense that this COVID-19 moment is one for which each of them has prepared. It is a sense that each person's training, experience and development of skills were acquired to deploy at this moment.

I cannot praise those in the schools enough. The people of the Diocese of Virginia can be proud of their schools and of the people who serve there. I close by offering a prayer written by John E. Byers, Head of Christchurch School.

In the time of COVID

It was the best of times; it was the worst of times;
It was the year of a gloriously diverse community; it was fraught with human tension;
It was a time of innovation; it was a time of looking longingly to the past;
It was a time when God was essential; it was a time we could not worship God together;
It was moments of joyous accomplishment; it was a long-slog of deep worry;
It was the senior year for some of our best and brightest; it was a lost spring of dashed plans;
It was a time of celebration; it was many months of despair;
It was a period of ambitious planning for the future; it was a daily grind to look forward.

We were on the cusp of our glorious centennial; we dangled at the precipice of our survival;
We unveiled the campus vision of our second century; we did not balance our budget;
We adroitly took to school online; we could not hug our kids;
We clung to hope; we fell back in despair;
We rallied together to overcome the common foe; we bickered and pointed fingers;
We followed the science and made smart decisions; our hearts quaked with the not-knowing;
We resolved to take it a day at a time; some days were overwhelmingly anxious;
We went to the churches and cathedrals online; we could not sing aloud together;
We sought the future instinctively; the answers were elusive.
We turned to each other again and again; our competitors became our colleagues;
We asked God what was going on; our Bishops sent wise messages over and over;
We saw our colleagues strain and stumble; we rose to the occasion and helped them through;
We saw the seasons turn in their spectacular ways; our unchangeable God revealed in change;
We banded together to innovate and grow; together we wrought something good;
We faced tragedy and turmoil; still we stand strong;
We saw hatred and violence; we returned to our mission and values;
We found good in hard times; we remembered each other as people;
We were one human family in the unknowable universe; we were one with God. Amen.

SUBMITTED BY: DAVID H. CHARLTON, PRESIDENT, CHURCH SCHOOLS IN THE DIOCESE OF VIRGINIA

2020 Report of the Executive Board

Purpose

The Executive Board is tasked with meeting five times a year when the Annual Convention is not in session. The Board is composed of a delegate from each region, rotating between clergy and lay delegates, and a delegate from the Episcopal Church Women (ECW). Delegates are divided into two working groups:

- The Program Group, chaired by Ken Royston of the West Richmond Region, works on the program for the Annual Convention along with diocesan staff and makes recommendations regarding grants;
- The Budget Group, chaired by the Rev. Andrew Moore of the Central Richmond Region, works closely with Ted Smith, Treasurer of the Diocese.

Composition

Voting members of the Board are composed of the Rt. Rev. Susan Goff, Bishop Suffragan and Ecclesiastical Authority, two assistant bishops, and the following regional and ECW delegates: Bob Steventon, Alexandria and Board Vice President; Jack Shick, Arlington; the Rev. Andrew Moore, Central Richmond and Budget Working Group Chair; Charlottesville, position vacant; Mary Ann Cowherd, Culpepper; the Rev. Jay Morris, Fredericksburg; the Rev. Barbara Marques, Middle Peninsula; the Rev. David Lacey, North Fairfax; the Rev. Chris Miller, North Richmond; the Rev. Ellen White, Northern Neck; Bruce Lacheur, Northern Piedmont; the Rev. Cayce Ramey, Potomac; the Rev. Christine Mendosa, South Fairfax; Preston Sudduth, South Shenandoah; Ken Royston, West Richmond and Program Working Group Chair; Roger Inger, Winchester; and Cindy Helton, ECW. Other non-voting participants generally include Mark Eastham, Chief of Staff and Board Secretary; Ted Smith, Treasurer; the Rev. Mary Thorpe, Canon to the Ordinary, and Bill Martin, Executive Board Coordinator.

Meetings

Normally, the Executive Board meets five times a year and at special meetings, when necessary. These meetings take place at various parishes throughout the Diocese. The first meeting of 2020 was held at Christ Church, Saluda, on February 13. Due to the COVID-19 pandemic, all subsequent meetings were held via Zoom conference technology, including a special meeting of the Board on September 10. A significant responsibility of each delegate is to compile information from every parish in his or her region (including church events, outreach programs, special fundraising, ecumenical activities, spiritual initiatives, rehab/construction activities, future plans, managing parish life during a pandemic, etc.) and consolidate the details into a regional report. The reports are then distributed to all bishops, delegates and appropriate staff.

Executive Board Meeting Highlights

February 13, 2020, Christ Church, Saluda:

- Remembrance of John Savage, Charlottesville Regional Delegate who passed away in January 2020.
- Election of lay member to the vice presidency of the Board. Bob Steventon, Alexandria Region, was elected to the position for 2020.
- Election of Secretary of the Executive Board, who needn't be a delegate. Mark Eastham, Chief of Staff, Diocese of Virginia, was elected by acclamation.
- Bishop Goff appointed Bill Martin as coordinator of the Executive Board.
- The Bishop announced the appointments of Ken Royston as Chair of the Program Working Group and the Rev. Andrew Moore as Chair of the Budget Working Group.
- Six of the seven scheduled Visioning Sessions had been held by this date and all had been well attended. The sessions were held at different locations throughout the Diocese and focused on four areas of discussion: 1) Healing across division (race, LGBTQ+, and political divide); 2) Creation care; 3) Evangelism, particularly focused on youth; and 4) Resourcing God's mission (i.e., parish contribution to the Diocese).
- Planning for the 2020 and 2021 Annual Conventions. The Diocese is contractually obligated to hold these Conventions at the Crystal City Marriott in Arlington, VA. (Of course, the 2020 Convention will be a virtual Convention, due to the COVID-19 pandemic.)

- The backlog of the Journal of the Annual Convention journals was discussed. All journals will be up-to-date by the November Convention.
- Announcement of the Resourcing God's Mission Task Force was made. The group will be headed by the Rev. Sven vanBaars, and Mark Eastham will be the staff liaison.
- As of this date, 100 parish cards had been received showing a 2% increase in revenue from 2019.
- The Trustees of the Trust Funds (TOTF) reported a 16.9% increase in investments for 2019.
- The Diocese received a bequest of \$1.25 million from the estate of Col. Maurice Blakemore. Funds are restricted for the use of needy clergy for the expense of educating their children and for family expenses in case of serious illness.
- The Board passed a Clergy Children's Scholarship Resolution and guidelines and eligibility for the fund.
- The Board passed new language for the Empowerment Resolution giving the Executive Committee of the Executive Board plenipotentiary rights on behalf of the Executive Board with regard to voting via email. The Executive Committee includes the Bishop, the vice president and both working group chairs.

April 30, 2020, meeting via Zoom:

- The Rev. vanBaars presented the initial report of the Resourcing God's Mission Task Force on determining and helping implement practices that help the Diocese of Virginia better utilize its plan for voluntary giving. The Task Force is not charged with finding a system to replace the current plan, but is charged with improving the current plan.
- Discussion about the pandemic crisis and how churches are coping: online worship services; food bank operations; ministries for assistance; pastoral care; plans for outdoor worship and eventual indoor re-gathering.
- At this date, the diocesan cash position was about \$1.4 million, and parish giving was only slightly below normal. The Treasurer's office was assisting many parishes with SBA loans, Payroll Protection Program loans, and the Economic Injury Disaster Loan program.
- The Program Working Group recommended to the Executive Board that PjL Small Church Revitalization Grants in the amount of \$32,000 and Mustard Seed Grants in the amount of \$14,000 be approved. These grants include funds to 13 parishes.
- The Budget Working Group met on April 28 to review the preliminary budget for 2021.
- Discussions were held at length on how the Diocese might have to opt for a virtual Convention in November, with all the attending procedural issues that accrue.

June 18, 2020, meeting via Zoom:

- A phased re-gathering task force was established by the Bishop headed by Canon Mary Thorpe. The purpose is to provide leadership and guidance for clergy to reestablish indoor worship and compliance with public health district safety precautions. Parishes must make application to the Diocese for reopening.
- The Diocese will provide technical support for parishes to continue streaming and virtual online worship services.
- A presentation for a proposed plan to conduct the Annual Convention online, replacing the typical three-day Convention with a one-day online format. Rules of Order changes may include: allowing the Budget Committee and the Constitution & Canon Committee to hold open hearings in advance of the Convention, allowing for a consent agenda for routine non-controversial items to be voted on as a block instead of individually; allowing for online voting and determination of quorum; and making accommodation for people with technological obstacles to participate. The Executive Board gave full support.
- Discussions regarding racial reconciliation and social justice currently underway were held. A steering committee for reconciliation and social justice was established that will include 12 individuals from around the Diocese. The goal is to formulate a three-year work plan. There was consensus on the Board that combating racism and the financial effects of the COVID-19

pandemic on our churches are the overriding issues we must confront today.

- Preliminary 2021 budget was submitted for review.
- The Rev. Chris Miller was elected to represent the Executive Board on the TOTF. As per the 2019 agreement between the Diocese and the TOTF, three Board members were elected to serve with three trustees of TOTF to review applications for new trustees of TOTF. The three Board members elected were the Rev. Chris Miller, the Rev. Jay Morris, and Mr. Bob Steventon.

September 10, 2020, Special Executive Board Meeting:

- This special meeting was held to discuss issues around achieving racial and ethnic diversity within Diocesan committees and governance in both the short and long term. Many ideas were discussed, including the election/selection process for committees and a review of relevant Canon. The entire issue will be under review. No conclusions were reached at this special session of the Executive Board.

October 8, 2020, meeting via Zoom:

- A presentation of the work of the Resourcing God's Mission Task Force was made. The group is holding Zoom meetings with clusters of parishes to gain their input on parish giving. A standardized definition of what constitutes giving levels has been put forward. It is anticipated that a formal resolution to adopt the proposed plan, called the Virginia Plan for Covenantal Giving, will be presented at the 2021 Annual Convention.
- A Standing Committee presentation was made to provide information about what this committee actually does and how it functions. The Committee is planning communications efforts directed at parishes in the Diocese, and the Committee will be attempting to achieve greater diversity of its members. Currently the Committee is 75% female, 24% minority, all are over 50 years of age, and 50% are from Northern Virginia and 25% from Richmond.
- Registration for the online Annual Convention is open. It is expected that there will be 450 delegates and no guests. A separate session for nominations and resolutions will take place on October 27. The Convention will be held on November 14. All registrants will receive a Convention schedule with links to online sessions and a Webinar on how to vote via Zoom format.
- The Budget Working Group finalized the proposed budget to be approved by the Executive Board and sent on to the Convention for approval. The anticipated deficit for 2021 will be \$106,400. While revenues will be down, costs are being cut wherever possible, to include: no new hires, staff reduction to 20 from 28 persons, and no raises for 2021. Education and meeting costs will be down due to continued use of online services.
- On June 30, 2020, Diocesan debt was at \$2,797,591, and by October 6, 2020, it had been reduced to \$798,835.
- The Program Working Group will be investigating the development of "best practices" references, mentoring and support services for clergy and parishes. The Group will be working on the development and implementation of effective racial reconciliation program in support of parishes.

December 17, 2020, final 2020 Executive Board Meeting.

Fredericksburg Region

At our January 2020 meeting, Julie Simonton, Minister for Congregational Development and Stewardship, made a presentation about the wealth of resources available to member churches. She encouraged members to review materials available on the Diocesan website and the church vitality day program.

In late 2018, we began discussions on how to address the priorities from Bishop Curry and General Convention – Evangelism, Racial Reconciliation, and Care of Creation – along with The Way of Love. Each of our four meetings in 2019 and two meetings in 2020 included discussion of the priorities, what member churches have done, and resources available. The September 2020 meeting included extended discussion about what activities member churches have undertaken in the area of racial reconciliation.

As part of the Region’s budget, Council members agreed to continue significant support of the Episcopal Lutheran Campus Ministry at the University of Mary Washington and Germanna Community College and the joint effort by Trinity, St. George’s and Christ Lutheran Church for the Young Adult Missioner.

At our September meeting, the officers were re-elected.

SUBMITTED BY: HARRY D. DICKINSON, PRESIDENT

Northern Piedmont Region

The Northern Piedmont Region has been challenged, and perhaps even energized, by the virus restrictions. We all recall the last in-person meeting in March where our Dean, the Rev. Weston Matthews, previewed the coming restrictions on in-person meetings. At the time, it was so unexpected and seemed unlikely to last for long. Many of us even contemplated Easter back at our churches. After all this time, the reality of the restrictions seems almost natural. The use of online services has enabled new ways to worship as well as outreach to potential new congregants and community members that we may not have been serving before.

Our regional meetings have continued remotely. We include a briefing on an issue area, a local charity, or mission grant (as needed). In addition, we explore how we can aggregate efforts or learn new approaches from other churches in outreach, youth services, growing the church and multiple other areas.

The following are highlights of our activities and outcomes for 2020:

Reopening

Few parishes plan to reopen or to begin the process of obtaining diocesan permission for indoor services in the near future. Live-streaming from worship spaces is eagerly anticipated.

All reported both joys and difficulties with online services but all agreed that virtual worship is:

- Serving parishioners who would not be able to attend church even without pandemic restrictions;
- Not working well for those who live in rural non-wireless service areas; and
- Expanding our ministries beyond the region to be national and, in the case of St. Gabriel’s Spanish language service, multinational.

Parish Facilities

A few parishes with resources are improving accessibility with ramped entrances and improved ventilation systems in preparation for reopening safely. Many are also upgrading audio-visual systems for improved live-streaming and recording.

Transitions

Four of our parishes are without “settled clergy” – including three with interim rectors and one with a lay leader.

Feeding and Housing Ministries

All report that essential community support has increased. Among the various ministries are:

- Parish support of local food pantries by all parishes;
- A joint effort among the Leesburg/Ashburn parishes for food distribution from the local food bank in support of Loudoun Hunger Relief;
- Backpack buddy programs supplementing school feeding programs; and
- Sponsorship and support by St. Gabriel's, in collaboration with Catholic Charities, providing rental assistance for Loudoun residents in housing crises.

Formation

Several parishes have transitioned Bible Study and book group meetings online. The Fauquier parishes have initiated a Sunday Evening forum program titled "Love in the Time of COVID," a weekly, streaming forum series exploring what it means to be a Christian and what it means to be the church during this time of disruption and change.

Racial Justice

- The St. David's chapter of the Brotherhood of St. Andrew has been dissolved and reformed as St. David Men's Fellowship with racial reconciliation as its cornerstone.
- Regional consensus is that racial balance may best be served by increased diocesan support of visibly diverse mission activities.

The Roles of Deacons

The Ven. Holly Hanback presented an informative overview.

Grant of \$1,500 to Grace Montessori School

This grant enabled the purchase of the Catechesis of the Good Shepherd Program and support to Level 1 teacher training on the program.

Grant \$1,800 to St. Gabriel's

This grant supported half the costs of teens and chaperones to the REACH service camp. Sadly, the grant was returned since the summer camp was canceled.

Conclusion

We have enjoyed the reporting from the churches of the myriad activities underway in spite of COVID-19 restrictions – multiple Morning Prayer services, outside services, online series broadcast and cultural options are a small sample of church activities and impacts.

Financially, we are still able to provide grants and appreciate the support of our regional churches. We anticipate installing a new slate of officers after Convention and are looking forward to the challenges and opportunities of 2021.

SUBMITTED BY NORTHERN PIEDMONT LEADERS AND CLERGY: THE REV. WESTON MATTHEWS, DEAN, GRACE, THE PLAINS; JANET LYMAN, PRESIDENT, CHRIST CHURCH, LUCKETTS; DOTIE BRANNOCK, VICE PRESIDENT, ST. JAMES, LEESBURG; GEORGE GARLICK, TREASURER, ST. JAMES, LEESBURG; BRUCE LELACHEUR, SECRETARY, GRACE, THE PLAINS

North Richmond Region

This has been a time of transformation for the North Richmond Region, as it has been for all churches in the Diocese. The Very Rev. Judy Davis (Emmanuel, Brook Hill) was appointed by the Bishop to be our Dean in November 2019. After the departure of our president David Jennings, Dr. George Spagna (St. James the Less) agreed to assume that role in March 2020. And then the pandemic!

Our people have been learning how to be the church when we couldn't go to church. Various parish ministries have continued, but many projects have been on hold. Some have found online worship increases "attendance" – and we express a desire to move forward instead of going "back to normal."

Mostly, we've tried to figure out how the Region can best serve the needs of individual parishes and parishioners. While we don't have a firm shared vision, we are reorganizing with a model of leadership in the region empowering our lay leadership in shared ministry.

We are also exploring regional needs and opportunity for youth ministry with events and a retreat.

We look forward to continued growth in Christ.

SUBMITTED BY: DR. GEORGE SPAGNA, PRESIDENT

Peter Paul Development Center

40th Anniversary Highlights

In October 2019, Peter Paul celebrated its 40th anniversary, honoring the legacy of founder John Coleman and the organization's dynamic history. With more than 300 guests in attendance, the entire North 22nd Street block was alive with the celebration! Program highlights included a re-creation of the original classroom in the Parish Hall of St. Peter's where Peter Paul was located for 28 years, a living museum throughout Peter Paul's current building, a video celebrating John Coleman's legacy, and remarks from Peter Paul students, alumni, staff, supporters and more. To top it all off, we unveiled our new Peter Paul logo, a symbolic way to kick off the next 40 years of service to the East End community. Funds contributed at the event supported the David T. Anderson Endowment for Youth Education, providing a legacy of sustainable funding for the After School Academy.

We were honored to celebrate this momentous anniversary all year long, and thank you for celebrating with us. John Coleman left behind a mission and a legacy that remains consistent with Peter Paul's mission today, and while we as an organization continue to flex and adapt to the expressed needs of our community, we hold true to this original vision. As John Coleman wrote in 1983, "The Peter Paul Development Center attempts to be the bridge by which people of different 'villages' of this city can walk toward one another in love." To this day

Peter Paul serves as that bridge, connecting communities, bringing all to the table and filling the East End with love.

Educate the Child

Prior to moving to a virtual presence in March, Peter Paul served an unduplicated 274 students at its five Promise Center locations. The After School Academy provides students with academic

instruction, reading assistance, enrichment experiences, mentoring and tutoring. Students participate in enrichment activities, receive a healthy meal each day and are provided transportation to and from their program site. Key to Peter Paul's program is its individualized approach to academic instruction: each student has a Peter Paul Education Plan (P-PEP), which charts student data, areas of strength and weakness, and student aspirations. Classroom teachers use these P-PEPs to drive lesson planning and individualized student instruction, and they also inform which students need extra support from reading or math specialists, or additional work with volunteer tutors and mentors.

When COVID-19 required school closures in March, Peter Paul education staff responded immediately and began facilitating live, online lessons, workshops and enrichment activities for children to do at home. The goal was to provide some structured learning time while keeping students and staff engaged with each other. These engagements focused on enrichment activities intended to complement the online learning tools created by Richmond Public Schools, and included activities such as yoga, mindfulness and meditation, dance and step, STEM and art. Peter Paul teachers stayed in touch with all their students via weekly phone calls to check in, maintain connection and assess any emergency needs.

Peter Paul's After School Academy, whether remote or in person at the Promise Centers, addresses the needs of students by providing youth in grades 2-12 with an educational enrichment program that helps them succeed. By regularly monitoring academic and attitudinal performance, Peter Paul continually refines its research-informed curriculum and approach, tailoring instruction to the individual student, especially those experiencing the greatest challenges.

Engage the Family

Parents and caregivers are essential partners with Peter Paul on their children's journeys. In addition to this partnership, parents have access to a number of additional resources and engagement opportunities. One such resource is the Promise Family Network (PFN), a supportive group comprised of current and prospective Peter Paul parents who focus on strengthening their family well-being and developing stronger relationships between children, parents and other families. PFN families commit to the creation and execution of a family plan, where they set goals and then work to reach these goals in conjunction with family engagement staff.

Peter Paul families are encouraged to participate in various workshop and learning opportunities. From September 2019 through February 2020, Peter Paul hosted 21 total parent engagement events across its five locations, with varied topics including a family paint night, a VMFA field trip and a family fun night with Virginia Public Media.

When in-person activities transitioned to virtual in response to COVID-19, family programs adapted accordingly. New offerings to meet the needs of Peter Paul's families include the virtual parent and caregiver hangouts: opportunities to build and strengthen authentic relationships with current and prospective Peter Paul families. An extension of the Promise Family Network, hangouts promote connectivity and offer an opportunity for parents and caregivers to share resources, skills and ideas on adjusting to the new normal. From April-June 2020, a total of 87 individuals participated in these hangouts. Additional offerings in response to COVID-19 are Virtual Dinner and Discussions: opportunities to bridge connections between families, neighbors and community partners. Chef Jason Muckle of Cooking for Health Education and Wellness guided participants through a live cooking demonstration, after which participants dove into discussions around self-care, parenting, relationship-building and more. A total of 39 individuals participated in the Dinner and Discussions.

Empower the Community

Through the Community Action Network (CAN) and partnerships with other nonprofit organizations in the greater Richmond community, Peter Paul delivers supportive programming and services for its neighbors. Through the CAN, Peter Paul convenes six action teams of East End neighbors and organizations. These teams advance initiatives vital to health and wellness, academic success, housing and workforce development. In 2019-2020, 651 individuals attended Peter Paul community events, including the East End Community Field

Day, Info Feasts, CAN meetings and other community engagement events. Additional outreach activities include the Senior Citizens Program (in partnership with The Senior Center of Greater Richmond), and twice-monthly food distribution (in partnership with FeedMore and St. Peter's Episcopal Church).

In response to COVID-19, Peter Paul continued a twice-monthly food distribution with an expanded food delivery service to senior citizens and other more vulnerable members of the community. Between March and June 2020, approximately 200 individuals accessed food distribution. Additionally, Peter Paul staff, working with partner organizations, developed programming and opportunities for engagement that responded to the expressed needs of families and community members. New offerings include virtual cooking classes, trauma resilience training, resources for at-home instructional support and more.

When COVID-19 led to increased food insecurity, a direct appeal brought in more than \$10,000 in immediate response funds for distribution to Peter Paul families, students and seniors supporting the purchase of food, personal care items and household supplies. This level of immediate funding was thanks to generous support from many individuals and civic organizations committed to meeting the emergency needs of Peter Paul's families.

Volunteers

Peter Paul is incredibly grateful to the 695 volunteers who provided 4,310 hours of service in 2019-2020! The Independent Sector values this incredible resource in Virginia at \$117,232. Peter Paul volunteers make Peter Paul's mission and purpose come to life. This commitment of time, talent and treasure is essential to providing the level of quality, holistic care for which Peter Paul is known. As we reimagine volunteering within a virtual context, you are invited to participate however you are able! Interested in volunteering? Contact Michael Bledsoe, Volunteer Manager, at mbledsoe@peterpaulva.org.

Potomac Region

The Potomac Region is comprised of 10 churches located in Fairfax and Prince William Counties: All Saints Sharon Chapel, Alexandria; Church of the Spirit, Alexandria; La Iglesia De San Marcos, Alexandria; Olivet, Alexandria; Pohick, Lorton; St. Aidan's, Alexandria; St. James, Mt. Vernon; St. Luke's, Alexandria; St. Margaret's, Woodbridge; and St. Marks, Alexandria. The Very Rev. Corry Weierbach is Dean and R. Scott Caulkins is President.

Since the last diocesan Convention, the Potomac Region Council has met five times, once in person and four times remotely (via Zoom), to share what is happening in the Region's churches and to discuss ways that we can work more closely as a Region. This past year the Region has donated money to support San Marcos, which meets at St. Mark's in Alexandria. At the request of four churches in the Region (All Saints Sharon Chapel, Olivet, St. Mark's and Church of the Spirit), the Region

Council approved a grant of \$5,000 from the Region's Church Planting Fund that was used to pay expenses associated with the development and maintenance of a website (www.potomacepiscopal.org) for worship, mission, social justice, and other activities of the four churches. The website also provides a platform to announce activities and events of other churches in the Region.

Several of the Region's churches experienced transition in clergy over the last year. The Rev. Elizabeth Gardner, Rector of St. Marks, replaced the Rev. John Hall who was Interim. The Rev. Rosemary Beales is Interim at St. Aidan's, in place of the Rev. John Baker who was Rector. The Rev. Dr. Richard (Rick) Miles is Interim at St. Luke's in place of the Rev. Tuck Bowerfind, who was Rector, and of the Rev. Veronika Travis who was Assistant Priest. The Rev. Margaret Peel departed as Interim of St. Margaret's, which is in search for a replacement. The Rev. Colleen Schiefelbein is Priest Associate at All Saints Sharon Chapel and the Potomac Episcopal collaboration (discussed below).

Like all parishes in the Diocese, as a consequence of the shut-down orders due to the pandemic, the churches in the Region had to rapidly adapt to conducting worship services, Christian education, bible studies, vestry meetings and other events online. This brought struggles, but it also provided an opportunity for church members otherwise unable to attend worship services and other events to participate in the life and ministry of their respective congregations remotely. It has also provided a unique opportunity to bring the clergy, lay leaders and members of several churches in the Region together like never before, resulting in the creation of a new community of faith that is anticipated to last and continue to grow after the pandemic ends. A description of this new faith community, referred to as "Potomac Episcopal," is attached to and submitted with this report.

"Go and walk through the land in every direction, for I am giving it to you."
(Genesis 13:17)

Potomac Episcopal, as we now call ourselves, is a collection of churches in the Potomac Region of the Diocese (southern Alexandria in Fairfax County). Originally, we began doing Sunday services online together during this unprecedented time and have found we are, in so many ways, better. While our natural affiliation begins with worship, we also share a passion for justice, serving our neighborhoods and learning.

By sharing our resources and energy, we are able to offer Sunday Morning Prayer live via Zoom at 10:00 am, special services as the liturgical calendar allows, weekday Morning Prayer at 8:00 a.m., weekday Compline at 8:00 p.m., and Wednesday Noonday prayer and Lectionary Study.

In addition to worshipping throughout the week, we learn and serve together. There is a robust Justice Team that meets weekly working tirelessly toward our becoming a Beloved Community through civic engagement, education and neighborhood action. Our Mission group coordinates acts of mercy throughout our little corner of Alexandria. Many folks enjoy, online of course, Sunday Bible Study for adults and Catechesis of the Good Shepherd for children. We also have a fun fellowship opportunity through our Wednesday Choir Connect – a weekly gathering of friends to learn more about one another through the foundation of music (no singing required!)

The original group started with St. Margaret's, Woodbridge; St. James', Mount Vernon; All Saints Sharon Chapel, Alexandria; Church of the Spirit, Alexandria; St. Mark's, Alexandria; and Olivet, Alexandria. After some time, St. Margaret's (who is in search) and St. James' decided to continue participating with our daily offerings but worship independently on Sundays.

We have a website (PotomacEpiscopal.org) and a collaboration weekly email. Church leadership from each parish meets together occasionally to see where this might be taking us next. While we offer our uncertainty to God, we rest in the knowledge that we are a Jesus community online deeply devoted to one another and our neighborhoods.

Province III of the Episcopal Church

Combined Synod/Council Meeting – Monday, October 26, 2020

Introduction: This year the meeting took place via Zoom, coordinated, and administered by Province III Coordinator, Pamela Cochran. There were 53 participants comprised of bishops, clergy, and lay Synod Deputies (elected by each diocese) and lay Council Representatives (appointed by the Diocese from among the elected Deputies).

- The meeting began with Morning Prayer lead by Bishop Kevin Brown, Diocese of Delaware.
- Meeting norms related to Zoom processes were reviewed.
- Procedural motions allowing the meeting to take place via Zoom were adopted.
- A resolution was passed to bring the ordinances of the Province in line with regulations of the Executive Council regarding background checks for elected and appointed deputies/representatives.
- Minutes for the last meetings of the Synod and Council were approved.

A series of ministry updates were presented:

- The Rev. John Downey, Diocese of Northwest Pennsylvania (and Western New York) offered a report for Ecumenical Affairs. He spoke to the pending Full Communion Agreement with the United Methodists (UMs) which was to be voted on by the UMs this past summer. However, because of major disagreements withing the denomination regarding same-sex marriage resulting in proposals to separate the differing parties into distinct branches, the agreement has been tabled while the UMs resolve their disputes. Now the soonest the agreement can be brought to our General Convention will be 2024.
- Steven Jones of the Diocese of Delaware, the Coordinator for the Environmental Stewardship Ministry, reported on their efforts to highlight the enormous benefits for the environment, local farms and the Church in fostering the consumption of local food. To this end, if our GC takes place in Baltimore in 2021, plans are being made to incorporate local food suppliers to provide the food for the Convention.
- Karl Colder, Diocese of Virginia, and the Rev. Dina van Klaveren of Glenwood, MD, reported on work of the Opioid Task Force. Sadly, though prior to the pandemic real strides had taken place in combating this crisis, the isolation, anxiety, and depression associated with illness, lockdowns and job loss has caused a spike in opioid use. A positive development has been the creation of a virtual telehealth platform which can be used by clients and providers to help manage and support those being treated for addiction.
- Joanne Fisher, Diocese of Easton, and Kate Riley are coordinators of the Christian Formation and Youth Ministry. In 2019 they sponsored a three-day bus trip for youth from Philadelphia to Washington, DC for the study of racial justice. Though in-person activities are suspended now due to the pandemic, the Province sponsored a well-attended Zoom conference for formation leaders from around the country to share best practices. Another conference is planned for 2021.
- Coordinators the Rev. Chris McCloud (Maryland), the Rev. David Wacaster (Washington), and Dr. Frances Dannenberg (Pittsburgh) co-lead the Racial Justice, Reconciliation and Anti-Racism Ministry. The ministry was on hiatus for about a year after Nancy Bolden stepped down. Coordinators are planning a book study from November to Lent with Author Ibram Kendi of *How to be an Anti-Racist*.
- The Rev. Yoimel Gonzales is Dean for the Latino Deacon's School of the Diocese of Washington. It is affiliated by the Deacon's School which is led by Archdeacon Sue Rautenkranz. A grant from Province III provides some of the support for the School, which is thriving.

Collaboration Between Diocese of Washington and the Seabury Foundation

The Rev. Susan K. Walker of the Diocese of Washington and Dr. Eliza Boyd of the Seabury Foundation offered an overview of their program for older adults, “The Path Forward.” This curriculum is being made available, through licensing, to dioceses, provinces and churches. The content, exploring spirituality and purpose in life, focuses on coping with increasing isolation (especially due to the pandemic) and providing spiritual tools for making connections for those who are aging. Using a Train-the-Trainer model, the program equips facilitators to lead 6 two-hour sessions. Detailed information about “The Path Forward” may be found by emailing: eboyd@seaburyresources.org.

Reports from Province III Officers

Bishop Mike Klusmeyer, president of the Province, presented a resolution to Nancy Bolder in commemoration of her leadership of all Anti-Racism programs since 2006 until last year when she stepped down. Mrs. Bolden represented the Province across the Church and has been a pivotal force in the Church’s efforts on behalf of Racial Justice and Reconciliation.

Canon Judith Lane Gregory, Treasurer of the Province, presented the budget which was accepted by the Council and Approved by the Synod. A surplus of about \$31,000 in cash because of reduced expenses due to the pandemic will be used to increase grants to the Ministries of Province III.

- Link to approved 2020 and 2021 Budgets:
https://www.province3.org/uploads/images/2020-and-2021-bugets_116.pdf.
- Link to 2020 and 2021 Budget Cover Memo:
https://www.province3.org/uploads/images/2020-and-2021-budgets-cover-memo_73.pdf

Russ Randle and the Rev. Patty Downing, Province III Representatives to the Executive Council, reported the following:

- Focus on Racial Justice include: A visit to the Equal Justice Initiative Museum in Montgomery, Alabama in the fall of 2019; in depth study of the status of Native Americans; the distribution of Beloved Community Grants.
- Adjustments due to the pandemic: Moving to greatly enhanced use of technology in support of virtual systems and meetings. Although this initiative had been approved before the pandemic, the timeline was greatly accelerated in order to continue the business of the Church.
- The Diocese of Cuba rejoined the Episcopal Church, welcomed in person by Church leaders in Havana.
- Because the Archives of the Church have been moved from their location in Austin, Texas, the Executive Council has secured temporary quarters for them while a permanent location is identified.
- The effect of the pandemic on the 2020 and 2021 budgets required extensive guidance to the staff for review and revisions.
- Waivers were approved for dioceses who were negatively impacted by the pandemic and unable to pay their assessments.
- The question of whether General Convention 80 will take place in 2021 or 2022 remains unresolved. The Executive Council hopes to announce a decision in November.
- Savings in the 2020 budget realized because of the elimination of travel and other related expenses allowed the Executive Council to make additional Beloved Community grants to dioceses, provinces and parishes.
- The stock market portfolio is doing well so far; it has not suffered any ill effects from the pandemic.
- Plans are on track to give the staff a COLA of up to 3% in 2021.

Pamela Cochran, Province III Coordinator reported that:

- Even with the pandemic, a large and effective amount of work is being accomplished by the Ministries; Episcopal Church Women, who celebrated their 101th year with a virtual meeting, continues their UTO and UTO Grant Programs; The Province continues to hold virtual Title IV conversations with those in the positions responsible for carrying out those requirements; Campus Ministries is planning a summer conference in support of the Vestry Vitality program.
- The Coordinator closed her report by giving a tour of the Province III website and encouraging everyone to use its rich repository of resources and documents.

Russ Randle reminded the group that technically an election for the Lay Representative to the Executive Council should take place before the next General Convention. Due to the uncertainty about the timing of GC 80, that election may be delayed one year.

Canon Scott Slater, Diocese of Baltimore, reminds everyone that each Diocese is supposed to designate a representative to assist the Diocese of Baltimore with the work of planning and executing GC 80.

The meeting closed with a prayer and adjourned at 2:30 p.m.

SUBMITTED BY: ELLYN LOMACK CRAWFORD, SYNOD DEPUTY AND REPRESENTATIVE TO COUNCIL,
DIOCESE OF VIRGINIA

The Virginia Diocesan Center at Roslyn

After a busy start to 2020, Roslyn was faced with an abrupt decline in revenue due to the pandemic. Business evaporated and within weeks we lost hundreds of thousands of dollars of anticipated income. We analyzed our situation and determined that the best course of action was to suspend regular operations for the year and trim our operating costs as low as possible.

At the same time, the Underground Kitchen (UGK), a pop-up dining experience with the mission to raise up chefs of color, female chefs and other traditionally under resourced communities within the hospitality trade, was also faced with shuttering their operation. As a result, they had chefs and food but no one to feed. Through a network of Episcopal churches in the Diocese of Virginia led by Deacon Barbara Ambrose with St. Andrew's Episcopal Church, chefs and food were connected with kitchen space and a feeding ministry was born. This new initiative, Underground Kitchen Community First (UGKCF), prepared and delivered meals to individuals, front line workers and low-income communities across the area. To date, UGKCF has served nearly 60,000 people. What an amazing effort.

As a conference center in the Diocese of Virginia, we were asked if we would make our kitchen available for this work and of course we said YES! Because of our size and capacity, Roslyn quickly became the hub of operations for UGKCF. We have been honored to play such a key role in this meaningful effort.

While we have plans to reopen in 2021, we are also very excited to continue the partnership we have developed with UGK and UGKCF. The missions and goals of our organizations are very similar and together we will be able to accomplish much for the community. Though UGKCF will be moving from Roslyn into a larger space, UGK will continue to base their operation here – hosting events that bring people together in our peaceful setting. A portion of the money made from UGK events will come back

to Roslyn. We look forward to developing this new partnership while also continuing to provide the retreat experience guests have come to expect from Roslyn (while social distancing of course).

Many, many thanks to our guests, the Roslyn staff, the Memorial Trustees, and the Roslyn Managers Corporation for standing strong in these unsure times. We look forward to the new experiences that 2021 will bring.

Shrine Mont

Shrine Mont is a conference and retreat center serving the Episcopal Diocese of Virginia. At our heart is the Cathedral Shrine of the Transfiguration, the cathedral of the Diocese with public services held at 11:00 on Sundays in the spring, summer and fall. During the course of our season, we welcome parish retreats, family reunions, a vast array of conferences and meetings, and the diocesan summer camp program.

Shrine Mont is located on 1,200 acres of forest in the historic resort town of Orkney Springs, VA, 15 miles west of I-81 between Winchester and Harrisonburg. Part of our facility is a renovated nineteenth century resort that is on the National Register of Historic Places. Accommodations vary from hotel style rooms to cottages for families or small groups. Recreation activities include swimming, tennis, hiking, sports activities, volleyball, Bocce, hayrides and camp fires. Golf and a zip line are available at the nearby Bryce resort.

In a typical year, Shrine Mont will host over 13,000 guests and 700 campers and staff during our season, which starts in mid-April and ends in early November.

This has been a challenging season for Shrine Mont. We were not able to open until June 19 and virtually all of our programs, camps, conferences and reunions were cancelled. As the reality of the Coronavirus set in this spring, the Shrine Mont leadership made a commitment to open as soon as we were able with the safety of guests and staff being the highest priority. Our mission is to be A Place Apart and people need what we offer more now than ever and we have been here for them. We also made a commitment to keep the core staff employed as long as we are able to help them, their families and our community.

With those two goals in mind, Shrine Mont welcomed families and small group gatherings until we closed for the season on October 25. For those who stayed this year, we fulfilled our mission and gave guests a safe place to be outside and away from other people. We are deeply appreciative of all who visited the Mountain this year.

The financial reality is that our revenues from boarding and lodging are down by 80% of a normal year. Shrine Mont qualified for the federal Payroll Protection Program and has received some CARES act funding through Shenandoah County. Our greatest help has come through the generosity of donors to Shrine Mont. Donations are currently three times what they usually are at this time of year and we are hopeful this trend continues through the end of 2020 and the beginning of 2021. Usually, we save funds from our summer operations to pay for the winter off-season. Without those funds this year, we will continue to count on the generosity of our Shrine Mont family and our savings until we reopen.

All of us at Shrine Mont are thankful for the leadership of the Bishop and our Board of Directors. They are truly committed to our mission and our staff. In 2020, we welcomed three new members to our board: Dr. Ron Carey of St. Peter's, Richmond; Ms. Diane Miller of St. Timothy's, Herndon; and the Rev. Roger Bowen of Trinity, Staunton. At the end of the year, Mr. Frank Burke of Grace, Kilmarnock, and Ms. Anne Wilkens of St. Stephen's, Richmond, will finish their terms. Thank you, Frank and Anne, for your hard work.

SUBMITTED BY: KEVIN MOOMAW, EXECUTIVE DIRECTOR

South Fairfax Region

For our annual report for Convention for The South Fairfax Region, we have had a great deal of change in our Region this year.

We welcome the Rev. Carey Connors coming to St. Christopher's as Priest-in-Charge.

The Rev. Will Packard is the new Priest in Charge at St. Andrew's.

The Rev. Andy Anderson has been the Interim at The Falls Church.

The Rev. Guimond Pierre Louis is joining St. Peter's in the Woods as Assistant Rector later this month.

The Rev. John Bolin Shellito is the new Rector at St. Barnabas.

We welcome and are grateful to all of our new clergy.

SUBMITTED BY: LUCINDA "CINDY" McLAUGHLIN

Standing Committee

My name is Diane Wright and it has been my honor to serve as the President of the Standing Committee this past year.

Since our last Convention, you have been well served by the dedicated and hardworking members of your Standing Committee. The Standing Committee is composed of 12 members, six from the lay order and six from the clergy order. Each year at Convention, delegates elect two new members of each order for a three-year term. The current members are the following (in alphabetical order): Ashley Cameron, the Rev. Deacon Katherine Ferguson, Deborah Gandy, the Rev. Andrew Merrow, Diane Miller, the Rev. David Niemeyer, Christie Thomas, the Rev. Anne Turner, Stevenson Walker, the Rev. Bambi Willis, the Rev. Dr. Dorothy White and myself. We are a diverse group of people – of varying ages, genders, marital status, and racial and ethnic backgrounds. As a committee, we have grown into a faith community that cares deeply for and about one another. Each member of the Standing Committee has many and varied gifts which have been offered in service to this Diocese and I am grateful for their patience, wisdom and passion for the Church.

Historically, Standing Committee meetings have been held the first Thursday of each month in Fredericksburg. During the past two years, the Committee moved some meetings to Saturdays to accommodate schedules of working members. Since the onset of the COVID-19 pandemic, all our work has continued via Zoom.

The Standing Committee has varied canonical roles and responsibilities.

- We serve as a Council of Advice for the Bishop and we meet monthly with Bishop Goff. We are grateful that Bishop Goff chooses to utilize the collective wisdom of the Standing Committee to assist in exercising her ministry as our Ecclesiastical Authority, and we commend her for her strong, dedicated and wise leadership. We also are grateful for our two bishops that answered the call to serve our Diocese during this time: Bishop Jennifer Brooke-Davidson who has been with us just over one year and Bishop Porter Taylor who joined us in July.
- A major role of the Standing Committee is the approval of candidates for ordination to the priesthood and the vocational diaconate. We review their extensive files and interview

each candidate. This year we interviewed and approved 11 candidates for ordination to the priesthood and seven candidates for ordination to the vocational diaconate. We would not be able to do this important work without the dedicated support of Ed Keithly and Vicky Bickel on the diocesan staff who track each aspirant, postulant, and candidate as they move through the process. It is an incredible privilege to meet each person called to serve in ordained ministry in the Diocese. The future of the church is bright!

- The Standing Committee also consents to the elections of bishops in other dioceses. This year we approved the election of nine bishops.
- Lastly, the Standing Committee approves applications to encumber or dispose of property by a church of the Diocese and provide advice and consent to the Bishop regarding the sale of real property of the Diocese. Since last Convention, our advice and/or consent was sought for seven transactions involving real property of the Diocese. We would like to take this opportunity to thank Bill Martin and Ted Smith on the diocesan staff who support our work as well as the Chancellor of the Diocese, J.P. Causey, who kindly provides us with thoughtful advice and guidance on varied questions.

In addition to our canonical duties, we have reviewed existing policies and procedures asking “why we do what we do,” Including how and when Standing Committee meets in order to determine how to make serving on Standing Committee more accessible to more working lay members and bi-vocational clergy.

In this coming year, as we begin the search process for our next bishop diocesan, the Standing Committee will play a pivotal role in the process including forming the search and nominating committee as well as the transition committee. We request your prayers for this work. You will be hearing more in the coming months and we hope you will discern how to support our Diocese in this vital and essential work.

In conclusion, it has been an honor and a privilege for this Standing Committee to serve the Diocese and we are grateful to all who support the work of our Diocese as we strive together to share God’s love with our neighbors near and far.

SUBMITTED BY: DIANE WRIGHT, PRESIDENT (2019-2020)

Triangle of Hope

The Triangle of Hope working team has continued working with our international partners, and like the rest of the world we have been delayed by COVID-19. The Youth Pilgrimage was one of the first things we had to cancel for 2020 with the onset of things, but it is being postponed with the same group planning to go in 2021 if possible, or 2022. Some will age out by then, but we are well underway to add more pilgrims to reach our full capacity of 15 youth pilgrims.

We are working on a joint devotional between the Mothers Unions of Kumasi and Liverpool, and Virginia Episcopal Church Women.

We gather virtually with our international partners regularly, and we appreciate the support of the bishops as we continue this important and pivotal work.

Virginia Diocesan Homes

2020 has been a year to keep projects going while adjusting to the new way of working with the COVID-19 virus. The five CCRC's have fared amazingly well with full-on lockdowns and heightened cleaning and screening of staff coming and going. Lockwood Elmwood House established by St. Alban's Church has had no cases at all.

During 2020, existing projects continue to move forward, and new ones were added.

St. Paul's on the Hill – This 64-unit affordable independent living facility is on track to fund and start construction in the spring of 2021.

Christ Church, Glen Allen – This project is in the zoning approval phase for a 120-unit affordable independent living facility with a section devoted to special needs adults. The project will also include approximately 20 cottages.

La Iglesia de Santa Maria, Falls Church – This project has undergone discussions over a period of several years. The parish has a large Sunday attendance, in pre-COVID-19 times often around 700, and is active in the Latino/Hispanic Ministries. A 54-unit affordable independent living project may be able to be developed on their site in Eastern Fairfax County. VDH has commissioned a new feasibility study and is working on geo technical issues to further define where on the site the project might be placed. VDH is seeking Spanish speakers with land development experience to assist us with this project.

Church of the Incarnation, Mineral – The church has a small house on their site and approached VDH for ideas to re-purpose it for another use. The house will need substantial renovations to be ready for occupancy. VDH and Church of the Incarnation will talk with the City of Mineral and Louisa County and see what might be needed.

Woodbridge Site – The 10-acre former site of St. Margaret's Church has attracted interest from several sources. It is believed it can accommodate up to 150 units of affordable senior housing.

The VDH Board will expanded from 12 Trustees to 13 in December after its annual meeting with the addition of three new nominees. Two Trustees, the Rev. Jonathan Bryan and J.P. Causey, will rotate off but will continue to assist the board in an advisory role. VDH has submitted the names of three nominees to the Convention for approval. Board members and their churches are listed below.

Dick Juergens, St. George's, Fredericksburg
 Mary Holly Bigelow, St. Stephens, Richmond
 John Horn, St. Aidan's, Alexandria
 Nina Janapaul, St. George's, Arlington
 Clyde Lamond III, Trinity, Upperville
 Kendra Kirks McDougal, St. Mary's, Colonial Beach
 Betsy Sue Scott, St. Francis, Great Falls
 Stetson Tinkham, Christ Church, Alexandria
 Jim Wehr, St. James, Leesburg
 Bob Woods, St. Mary's Whitechapel, Lancaster

Nominees

Helen Plaisance, Trinity, Charlottesville
 Rev. Kathleen D.M. Chipps, St. Andrew's, Burke
 Joy Warburton, Trinity, Arlington

On an operational note, VDH is now seeking a replacement for our Administrative Assistant position. Someone with parish Administrative or similar skills might be interested in this part time, work from home position. The job position description is available on our web site:

<http://www.thediocese.net/resources/organizations/virginia-diocesan-homes/>

Contact Dick Juergens, djuergens@phillipsrc.com, 301-529-2770 if interested.

Winchester Region

As with many organizations throughout the Diocese, the impact of the COVID-19 pandemic during the past year extended to the activities of the Winchester Region. Our meetings have been suspended, and planning and consideration of programming to address issues of concern within our individual congregations and the wider community also has been placed on hold.

As of this writing, six of our congregations have conducted outdoor worship services and eagerly await the day when plan approval and health markers allow all to return to indoor worship. At the outset of the pandemic and the cessation of in-person worship, clergy from some of our regional parishes collaborated on the recording and creation of joint services for Palm Sunday, Easter and Pentecost. While not a full substitute for the much-loved traditions of gathering as communities on those days, they did provide a sense of connection in the early period when physical distancing restrictions were in full effect. Clergy in the region are now considering further collaborations for the upcoming Advent and Christmas season as a way of keeping our communities connected and engaged.

We pray eagerly for the day when we can move forward into the next chapter of our life as a region and continue with our plans for invigorated community service and activities.

SUBMITTED BY: NADINE PLUCHINSKY, PRESIDENT

Properties Held in the Diocese of Virginia

Property Held in the Name of the Bishop of the Diocese

<i>Property</i>	<i>How/When Acquired</i>	<i>Cost/Value</i>
1703 N. 22nd Street City of Richmond	Purchase Aug. 8, 2003	\$8,000
1708 N. 22nd Street City of Richmond Peter Paul Development Center	Purchase Oct. 22, 2002	\$20,000
1710 N. 22nd Street City of Richmond	Purchase Sept. 4, 2002	\$12,500
1712 N. 22nd Street City of Richmond	Purchase July 1, 2003	\$15,000
1715 N. 22nd Street City of Richmond	Purchase Sept. 5, 2002	\$15,000
17811 Mine Rd. Dumfries, Prince William Co. 26 Acres	Gift 1989	\$5,700
26 Acres New Kent Co.	Purchase May 2002	\$100,000
5.71 Acres Rockingham Co. Christ the King, Harrisonburg Rts. 659 and 704/Tax Map 125-A-L20D1	Purchase 2001	\$420,000
5290 Saratoga Ln Dale City, Prince William Co. church sanctuary	Transferred Dec. 2006	NA
9077 Atlee Road Mechanicsville, Hanover Co. Vicarage, All Souls'	Purchase June 13, 2003	\$230,000
Titus Property 14899 James Monroe Hwy, Leesburg, Loudoun Co. Suburban Single Family dwelling; 1.02 ac.; Goresville; PIN 180-49-2116-000; This property is contiguous to Christ Church, Lucketts	Purchase Sept. 1998	\$123,000
2610 Omisol Rd. Woodbridge, Prince William Co. 2.8810 ac., church sanctuary	Purchase Oct. 1997	\$590,000
Church of the Creator Mechanicsville, Hanover Co. 4.0 ac.	Purchase Oct. 1963	\$8,000

Properties Held

Church of the Creator 1204 Willow Avenue Mechanicsville, Hanover Co. Rectory	Purchase Oct. 1967	\$8,000
Deltaville Mission Site Rt. 33 Hardyville, Middlesex Co. 10.69 ac. & house	Purchase 1999	\$115,000
Grace Church Bremo Bluff, Fluvanna Co. 0.70386 ac./Parcel A-14A, Tax Map 58	Gift April 15, 2004	\$5,000
James Monroe Highway Goresville, Loudoun Co. 4.37 ac.	Purchase 1999	\$186,600
La Iglesia de Santa Maria 7000 Arlington Blvd. Falls Church, Arlington Co.	Purchase April 1, 2004	\$4.2 million
96 Shelton Shop Road Stafford Co. 10.06212 ac. & house / Tax Map 19/23 H	Purchase June 2001	\$345,000
St. Luke's Chapel Rte. 17 Essex Co. Abandoned Church	Unknown/Unknown	Unknown
Essex Co. Adjacent to St. Luke's Chapel 5.836 acres/ Plat Book 30, p. 21, Parcel II	Purchase/Jan. 27, 2005	\$21,414
St. Martin's Church St. Martin's Lane Henrico Co. 7.8 ac.	Gift of DMS Jan. 1964	None
Tibbs Property Prince William Co. 18.1 ac	Purchase Dec. 27, 2001	\$249,000
8116 Ox Road Crosse Point, Fairfax Co. 5.7488 acres Froman Property	Purchase 2000	\$275,000
8108 Ox Road Crosse Point, Fairfax Co. 5.9354 acres Froman Property	Purchase Sept. 2000	\$310,000
Trinity Church Beaverdam	Transferred from The Fork Church, Doswell 2010	No cost
St. Francis, Goochland 9.6 ac, Goochland Co.	Gift 2007	\$520,000

Properties Held

Church of Our Saviour, Oatlands 39918 Oatlands Mill Road 1.72 ac, with historic church in Leesburg	Transferred 2011	\$314,800
3301 Hidden Meadow Dr Herndon, VA Epiphany, Herndon	Transferred 2012	\$2,871,830
121 E Fairfax St Falls Church, VA The Falls Church	Transferred 2012	\$14,156,900
101-116 E Fairfax St Falls Church, VA Southgate	Transferred 2012	\$2,945,500
118 E Fairfax St Falls Church TFC Parking lot	Transferred 2012	\$2,351,400
1008 Broadmont Terr Falls Church, VA Rectory	Transferred 2012	\$1,004,600
13900 Church Hill Dr Woodbridge, VA	Transferred 2012	\$2,664,200
5600 Cross Lane, Manassas, VA Vacant land	Transferred 2012	\$992,500
6735 Fayette St Haymarket, VA Parish House, St. Paul's Haymarket	Transferred 2012	\$178,000
6740 Fayette St Haymarket, VA Meade House, St. Paul's Haymarket	Transferred 2012	\$239,700
6742 Fayette St Haymarket, VA Vacant land	Transferred 2012	\$97,500
6760 Fayette St Haymarket, VA Church, St. Paul's Haymarket	Transferred 2012	\$259,700
10520 Main St Fairfax, VA Church	Transferred 2012	\$10,667,600
10490 Main St Fairfax, VA Parking lot	Transferred 2012	\$1,083,400
1 Truro Lane Fairfax, Va Rectory	Transferred 2012	\$1,267,300

Properties Held

3401 Chain Bridge Road Fairfax, VA Rectory	Transferred 2012	\$737,860
65 St. Stevens Ln Heathsville, VA Rectory, St. Stephen's Heathsville	Transferred 2012	\$190,800
6853 Northumberland Hwy Heathsville, VA Church, St. Stephen's Heathsville	Transferred 2012	\$583,300
Map 16-A(2)-2 Parish House & Cemetery St. Stephen's Heathsville	Transferred 2012	\$199,400

Property Held in the Name of the Trustees of the Diocese

<i>Property</i>	<i>How/When Acquired</i>	<i>Cost/Value</i>
Meade Memorial 515 White Post Road White Post, Clarke Co. Rectory 2.5 ac.	Transfer from parish trustees/ Dec. 31, 1991	\$250,000
Corner Stone Property (program of St. David's) 11235 W River Rd Aylett, King William County	Purchase Feb 5, 2001	\$105,000

Abandoned Church Property

<i>Property</i>	<i>How/When Acquired</i>	<i>Cost/Value</i>
All Saints' Church Mitchells, Culpeper Co.	Unknown/Unknown	\$28,200
Baldwin's Ridge Cemetery Fauquier Co.	Unknown/Unknown	\$38,000
St. John's Chapel Trevillians, Louisa Co. 11.3 ac. Abandoned church from special commissioner of the Court/1914 (Originally)	Unknown	
St. John's Church Bumpass, Spotsylvania 1.27 ac.	Unknown/Unknown	\$52,800

Active Church Properties Titled to the Diocesan Missionary Society

<i>Property</i>	<i>How/When Acquired</i>	<i>Cost/Value</i>
Church of the Messiah, Fredericksburg	June 9, 1989	\$200,000
Good Shepherd Church Rt. 29 South Hickory Hill, Albemarle Co. 11.2 ac	Purchased: July 1956 From Trustees of the Funds March 1956 From Church: April 1941	\$19000 Unknown Unknown
Good Shepherd Church Rt. 7 & 604 Bluemont, Clarke Co.	Purchased March 1941	\$19,672
Grace Church Rt. 706 Red Hill, Albemarle Co. 1.0 ac.	Gift/1880	\$14,000
Hanover County, 13 ac site for All Souls, Atlee	Purchased/June 2006	\$1,269,426
St. George's Mission Rt. 624 Pine Grove, Page Co 2.5 ac.	From Trustees of Archdeaconry of the Blue Ridge/Jan. 1957	\$47,300
St. John-the-Baptist Rt. 637 & 682 Ivy, Albemarle Co. 4.9 ac.	Gift & purchase: 1924-1961 From church: March 1957	Unknown \$21,000
St. Mary's Church Buckmarsh St. Berryville, Clarke Co. One lot	Purchased/July 1945	\$36,080
St. Paul's Church 15th & F Street West Point, King William Co. Six lots	Purchased/April 1958	\$25,042
St. Paul's Church Rt. 602 Ingham, Page Co. .75 ac.	From church/March 1958	\$13,000
St. Peter's in the Woods Fairfax Station 7.16 ac	Purchased/March 1991	\$1,100,000

Property Held in the Name of the Trustees of the Funds

<i>Property</i>	<i>How/When Acquired</i>	<i>Cost/Value</i>
Mayo Memorial Church House 110 W. Franklin St. Richmond, City of Richmond	Purchase/Gift: 1923 Renovations 1983	\$80,000 \$608,550

Property Held in the Name of the Treasurer

Hastings Hunt (Cameron Parish) Fairfax Co. 2.5127 ac./Parcel G Section 6	Unknown/Unknown	\$3,770
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Report of Pledges and Contributions

Report of Parish Pledges Submitted as of November 2020 2021 Budget Year

Congregation	Pledged Region	Paid YTD 2021	Pledged 10/31/2020	Pledged 2020
Christ Church, Alexandria	Alexandria		120,833	
Emmanuel Church, Alexandria	Alexandria		14,174	15,462
Grace Church, Alexandria	Alexandria		35,231	
Immanuel on-the-Hill, Alexandria	Alexandria		68,217	80,000
Meade Memorial, Alexandria	Alexandria		1,750	2,100
Resurrection, Alexandria	Alexandria	15,500	12,917	15,500
St. Clement, Alexandria	Alexandria	19,765	14,100	18,800
St. Paul's, Alexandria	Alexandria	126,000		126,000
	<i>Subtotal</i>	<i>161,265</i>	<i>267,222</i>	<i>257,862</i>
Cristo Rey, Arlington	Arlington	2,100	1,750	2,100
San Jose, Arlington	Arlington	5,000	2,660	5,000
St. Andrew's, Arlington	Arlington	28,000	26,212	26,212
St. George's, Arlington	Arlington		54,000	
St. John's, Arlington	Arlington		3,370	
St. Mary's, Arlington	Arlington	160,000	84,337	180,000
St. Michael's, Arlington	Arlington		20,487	24,480
St. Peter's, Arlington	Arlington		33,333	40,000
Trinity, Arlington	Arlington	12,400	12,000	
	<i>Subtotal</i>	<i>207,500</i>	<i>238,150</i>	<i>277,792</i>
Christ Ascension, Richmond	Central Richmond	7,000	7,000	7,000
Grace & Holy Trinity, Richmond	Central Richmond		66,000	72,000
Holy Comforter, Richmond	Central Richmond		17,250	
St. Andrew's, Richmond	Central Richmond	16,800	11,204	16,800
St. James's, Richmond	Central Richmond		138,333	
St. John's, Richmond	Central Richmond	18,000	13,500	18,000
St. Mark's, Richmond	Central Richmond	21,613	18,010	21,613
St. Paul's, Richmond	Central Richmond		105,837	125,000
St. Peter's, Richmond	Central Richmond		-	4,000
St. Philip's, Richmond	Central Richmond		21,739	24,250
St. Stephen's, Richmond	Central Richmond		150,000	
St. Thomas', Richmond	Central Richmond		5,250	
	<i>Subtotal</i>	<i>63,413</i>	<i>554,123</i>	<i>288,663</i>
Buck Mountain, Earlysville	Charlottesville		8,625	11,500
Christ Church, Charlottesville	Charlottesville	60,000	41,250	
Christ Church, Gordonsville	Charlottesville		5,637	8,455
Emmanuel Church, Greenwood	Charlottesville		17,763	
Good Shepherd, Boonesville	Charlottesville		750	700
Grace Church, Breomo Bluff	Charlottesville			
Grace Church, Keswick	Charlottesville	5,000	1,500	2,000
Grace Church, Stanardsville	Charlottesville	7,975	5,981	7,975
Holy Cross, Batesville	Charlottesville		5,445	5,445
Incarnation, Mineral	Charlottesville		1,200	
McIlhane Parish, Charlottesville	Charlottesville	6,000	3,750	5,500
Our Saviour, Charlottesville	Charlottesville	71,421	65,469	71,421

Report of Pledges

St. Anne's, Scottsville	Charlottesville	1,000	500	
St. James', Louisa	Charlottesville	15,000	11,250	
St. John's, Columbia	Charlottesville		1,000	1,000
St. John the Baptist, Ivy	Charlottesville		1,027	2,700
St. Luke's, Simeon	Charlottesville		7,950	7,950
St. Paul's Memorial, Charlottesville	Charlottesville	97,500	71,668	86,000
St. Paul's, Ivy	Charlottesville		39,000	52,000
St. Thomas', Orange	Charlottesville	19,409	16,340	19,606
Trinity, Charlottesville	Charlottesville	15,000	15,830	19,514
	<i>Subtotal</i>	<i>298,305</i>	<i>321,935</i>	<i>301,766</i>
Christ Church, Brandy Station	Culpeper		2,500	2,500
Emmanuel, Rapidan	Culpeper		6,200	6,200
Grace Church, Casanova	Culpeper	4,800	4,000	4,800
Little Fork (St. Mark's), Rixeyville	Culpeper	3,434	1,400	
Piedmont, Madison	Culpeper	5,000	3,000	
St. James', Warrenton	Culpeper		52,438	
St. Luke's, Remington	Culpeper		4,000	
St. Stephen's, Catlett	Culpeper			
St. Stephen's, Culpeper	Culpeper	32,194	23,590	31,453
Trinity Church, Washington	Culpeper			
	<i>Subtotal</i>	<i>45,428</i>	<i>97,128</i>	<i>44,953</i>
Aquia, Stafford	Fredericksburg	3,000	3,399	3,000
Christ Church, Spotsylvania	Fredericksburg	6,110	5,090	
Emmanuel, Port Conway	Fredericksburg	11,350		500
Messiah, Fredericksburg	Fredericksburg		9,861	
St. Asaph's, Bowling Green	Fredericksburg			
St. George's, Fredericksburg	Fredericksburg		107,083	
St. John's, King George	Fredericksburg		1,000	1,000
St. Mary's, Colonial Beach	Fredericksburg		4,000	
St. Paul's, Owens	Fredericksburg	6,930	6,400	
St. Peter's, Port Royal	Fredericksburg	4,800	5,100	
Trinity, Fredericksburg	Fredericksburg	55,000	41,215	55,000
	<i>Subtotal</i>	<i>87,190</i>	<i>183,148</i>	<i>59,500</i>
Epiphany, Oak Hill	North Fairfax		1,500	6,000
Holy Comforter, Vienna	North Fairfax		83,333	
Holy Cross, Dunn Loring	North Fairfax		10,000	10,000
St. Francis Korean, McLean	North Fairfax	1,000	1,000	1,200
St. Anne's, Reston	North Fairfax		45,900	61,200
St. Dunstan's, McLean	North Fairfax		9,000	36,000
St. Francis, Great Falls	North Fairfax		30,543	
St. John's, McLean	North Fairfax		95,750	91,500
St. Thomas', McLean	North Fairfax	37,576	31,310	37,569
St. Timothy's, Herndon	North Fairfax		13,333	16,000
	<i>Subtotal</i>	<i>38,576</i>	<i>321,670</i>	<i>259,469</i>
All Souls, Atlee	North Richmond	3,500	14,539	3,500
Calvary Church, Hanover	North Richmond	2,000	1,584	1,900
Church of the Creator, Mechanicsville	North Richmond	2,200	1,500	
Emmanuel Church, Richmond	North Richmond	16,000	13,333	16,000

Report of Pledges

Epiphany, Richmond	North Richmond		5,250	
Immanuel, Old Church, Mechanicsville	North Richmond		18,525	15,900
Our Saviour, Montpelier	North Richmond	5,000	2,500	5,000
St. James the Less, Ashland	North Richmond	31,000	20,666	31,000
St. Paul's, Hanover	North Richmond		10,000	20,000
The Fork Church, Doswell	North Richmond			
	<i>Subtotal</i>		<i>59,700</i>	<i>87,897</i>
				<i>93,300</i>
Cople Parish, Hague	Northern Neck	14,014	9,062	13,487
Grace Church, Kilmarnock	Northern Neck	42,000	32,500	
North Farnham Parish, Farnham	Northern Neck	1,250	900	
St. James', Montross	Northern Neck		3,500	
St. John's, Warsaw	Northern Neck	4,000	2,500	
St. Mary's, Fletton	Northern Neck		1,336	
St. Mary's, Whitechapel, Lively	Northern Neck	19,185	10,500	14,000
St. Paul's, Nomini Grove	Northern Neck			
St. Peter's, Oak Grove	Northern Neck	6,655	5,042	6,050
St. Stephen's, Heathsville	Northern Neck		14,167	17,000
Trinity, Lancaster	Northern Neck	8,140	5,796	7,727
Wicomico Church, Wicomico Church	Northern Neck		7,500	
	<i>Subtotal</i>		<i>95,244</i>	<i>92,803</i>
				<i>58,264</i>
Christ Church, Lucketts	Northern Piedmont	8,400	8,800	7,600
Emmanuel, Delaplane	Northern Piedmont			22,159
Emmanuel, Middleburg	Northern Piedmont	13,000	9,000	12,000
Grace, The Plains	Northern Piedmont	22,200	18,319	21,000
Leeds Parish, Markham	Northern Piedmont		7,280	10,000
Our Redeemer, Aldie	Northern Piedmont			
St. Gabriel's/San Gabriel, Leesburg	Northern Piedmont			5,000
St. Andrew's, Ada	Northern Piedmont			1,126
St. David's, Ashburn	Northern Piedmont	5,500	8,333	
St. James', Leesburg	Northern Piedmont		27,695	
St. Matthew's, Sterling	Northern Piedmont		55,833	
St. Paul's, Haymarket	Northern Piedmont	8,528	8,063	8,528
St. Peter's, Purcellville	Northern Piedmont		4,833	
Trinity Church, Upperville	Northern Piedmont		56,352	
	<i>Subtotal</i>		<i>57,628</i>	<i>204,509</i>
				<i>87,413</i>
All Saints Sharon Chapel, Alexandria	Potomac	19,236	16,030	
Church of the Spirit, Alexandria	Potomac		500	
Olivet, Alexandria	Potomac		10,343	
Pohick, Lorton	Potomac		25,000	
San Marcos, Alexandria	Potomac			
St. Aidan's, Alexandria	Potomac		18,750	25,000
St. James', Mount Vernon	Potomac	500	500	
St. Luke's, Alexandria	Potomac	25,000	15,271	25,000
St. Margaret's, Woodbridge	Potomac		1,834	
St. Mark's, Alexandria	Potomac	10,000	8,604	
	<i>Subtotal</i>		<i>54,736</i>	<i>96,832</i>
				<i>50,000</i>
The Falls Church, Falls Church	South Fairfax		39,221	48,000
Good Shepherd, Burke	South Fairfax	35,000	26,250	35,000

Report of Pledges

Holy Cross Korean, Falls Church	South Fairfax		2,400	2,400
Santa Maria, Falls Church	South Fairfax		2,520	10,080
St. Peters in the Woods, Fairfax Station	South Fairfax		12,000	15,000
St. Alban's, Annandale	South Fairfax		50,080	60,000
St. Andrew's, Burke	South Fairfax	50,000	61,000	42,000
St. Barnabas', Annandale	South Fairfax	45,000	37,719	
St. Christopher's, Springfield	South Fairfax		13,125	
St. John's, Centreville	South Fairfax		7,500	10,000
St. Patrick's, Falls Church	South Fairfax			
St. Paul's, Bailey's Crossroads	South Fairfax		8,700	15,000
Trinity, Manassas	South Fairfax		14,000	
	<i>Subtotal</i>	<i>130,000</i>	<i>274,515</i>	<i>237,480</i>
Christ Church, Luray	Southern Shenandoah	12,085	9,018	10,822
Emmanuel, Harrisonburg	Southern Shenandoah		26,946	
Emmanuel, Woodstock	Southern Shenandoah		7,600	
Grace Church, Port Republic	Southern Shenandoah			
St. Stephen & the Good Shepherd, Rocky Bar	Southern Shenandoah			
St. Andrew's, Mount Jackson	Southern Shenandoah		4,365	
St. George's, Stanley	Southern Shenandoah			500
St. Paul's, Ingham	Southern Shenandoah	300	300	300
Cathedral Shrine of the Transfiguration, Orkney Springs	Southern Shenandoah	10,000	5,000	10,000
	<i>Subtotal</i>	<i>22,385</i>	<i>53,229</i>	<i>21,622</i>
Abingdon, White Marsh	Upper Tidewater		21,270	28,360
Christ Church, Christchurch	Upper Tidewater		13,333	10,500
Grace Church, Millers Tavern	Upper Tidewater			
Immanuel, King & Queen Court House	Upper Tidewater	25		
Kingston Parish, Mathews	Upper Tidewater	20,670	15,456	
St. David's, Aylett	Upper Tidewater		1,500	1,500
St. John's, Tappahannock	Upper Tidewater	2,000	1,000	2,000
St. John's, West Point	Upper Tidewater		11,554	15,405
St. Paul's, Millers Tavern	Upper Tidewater	10,000	7,497	10,000
St. Paul's, West Point	Upper Tidewater	1,000	8,200	1,000
St. Peter's, New Kent	Upper Tidewater		14,871	
Varina Church, Varina	Upper Tidewater	5,300	1,659	5,100
Vauter's, Loretto	Upper Tidewater		5,000	
Ware, Gloucester	Upper Tidewater		11,444	15,257
Westover Church, Charles City	Upper Tidewater			
	<i>Subtotal</i>	<i>38,995</i>	<i>112,784</i>	<i>89,122</i>
All Saints', Richmond	West Richmond	30,000	30,000	
Christ Church, Glen Allen	West Richmond	50,000	41,667	50,000
Grace, Goochland	West Richmond		7,500	
St. Francis, Manakin Sabot	West Richmond		2,925	3,845
St. Bartholomew's, Richmond	West Richmond			
St. Martin's, Richmond	West Richmond		3,458	4,125
St. Mary's, Goochland	West Richmond		51,075	
St. Matthew's, Richmond	West Richmond		8,340	
St. Stephen's, Richmond	West Richmond			180,000
	<i>Subtotal</i>	<i>80,000</i>	<i>144,965</i>	<i>237,970</i>

Calvary, Front Royal	Winchester	22,000	15,810	
Christ Church, Winchester	Winchester		34,875	
Cunningham Chapel, Millwood	Winchester	14,500	3,800	12,000
Good Shepherd, Bluemont	Winchester	1,670	1,800	1,800
Grace Church, Berryville	Winchester	7,500	5,794	
Meade Memorial, White Post	Winchester		400	
St. Mary's, Berryville	Winchester		334	
St. Paul's on-the-Hill, Winchester	Winchester	2,400	1,700	
	<i>Subtotal</i>	<i>48,070</i>	<i>64,513</i>	<i>13,800</i>
	Total	1,488,435	3,116,125	2,378,976

Report of Audits

Congregation	Region	2015	2016	2017	2018	2019
Christ Church, Alexandria	Alexandria	1				
Emmanuel, Alexandria	Alexandria	1	1	1	1	
Grace, Alexandria	Alexandria		1	1		
Immanuel on-the-Hill, Alexandria	Alexandria	1	1	1	1	1
Meade Memorial, Alexandria	Alexandria					
Resurrection, Alexandria	Alexandria	1	1		1	
St. Clement, Alexandria	Alexandria	1	1	1	1	1
St. Paul's, Alexandria	Alexandria	1	1	1	1	
Cristo Rey, Arlington	Arlington		1	1		
San Jose, Arlington	Arlington		1	1		
St. Andrew's, Arlington	Arlington	1	1		1	1
St. George's, Arlington	Arlington	1	1	1	1	1
St. John's, Arlington	Arlington	1	1			
St. Mary's, Arlington	Arlington	1	1			
St. Michael's, Arlington	Arlington	1	1	1	1	
St. Peter's, Arlington	Arlington	1	1	1	1	
Trinity, Arlington	Arlington	1	1	1	1	
Christ Ascension, Richmond	Central Richmond	1	1		1	
Grace & Holy Trinity, Richmond	Central Richmond	1	1	1	1	
Holy Comforter, Richmond	Central Richmond	1	1	1	1	
St. Andrew's, Richmond	Central Richmond					
St. James's, Richmond	Central Richmond	1	1	1		1
St. John's, Richmond	Central Richmond	1				
St. Mark's, Richmond	Central Richmond	1	1	1		
St. Paul's, Richmond	Central Richmond	1	1	1	1	1
St. Peter's, Richmond	Central Richmond	1	1	1		1
St. Philip's, Richmond	Central Richmond	1	1	1		1
St. Stephen's, Richmond	Central Richmond					
St. Thomas, Richmond	Central Richmond	1	1			
Buck Mountain, Earlysville	Charlottesville	1	1	1	1	
Christ Church, Charlottesville	Charlottesville	1				
Christ Church, Gordonsville	Charlottesville	1	1			1
Emmanuel, Greenwood	Charlottesville	1	1	1	1	
Good Shepherd, Boonesville	Charlottesville	1	1	1		
Grace, Breemo Bluff	Charlottesville					
Grace, Keswick	Charlottesville	1	1	1	1	
Grace, Stanardsville	Charlottesville	1	1	1	1	
Holy Cross, Batesville	Charlottesville	1	1	1	1	1

Congregation	Region	2015	2016	2017	2018	2019
Incarnation, Mineral	Charlottesville	1		1	1	1
McIlhany Parish, Charlottesville	Charlottesville	1	1	1	1	
Our Saviour, Charlottesville	Charlottesville	1	1	1		1
St. Anne's, Scottsville	Charlottesville	1	1			1
St. James', Louisa	Charlottesville			1	1	
St. John the Baptist, Ivy	Charlottesville	1	1	1	1	1
St. John's, Columbia	Charlottesville	1	1	1	1	1
St. Luke's, Simeon	Charlottesville	1	1	1	1	
St. Paul's Memorial, Charlottesville	Charlottesville	1	1	1	1	1
St. Paul's, Ivy	Charlottesville	1	1	1	1	
St. Thomas, Orange	Charlottesville	1	1	1		1
Trinity, Charlottesville	Charlottesville	1				
Christ Church, Brandy Station	Culpeper		1	1	1	
Emmanuel, Rapidan	Culpeper	1	1	1	1	
Grace, Casanova	Culpeper	1	1	1		1
Little Fork (St. Mark's Parish), Rixeyville	Culpeper	1		1	1	1
Piedmont, Madison	Culpeper	1	1			1
St. James', Warrenton	Culpeper	1	1	1		
St. Luke's, Remington	Culpeper	1				
St. Stephen's, Catlett	Culpeper	1	1			
St. Stephen's, Culpeper	Culpeper	1		1	1	
Trinity, Washington	Culpeper	1	1	1	1	1
Aquia, Stafford	Fredericksburg	1	1	1		1
Christ Church, Spotsylvania	Fredericksburg	1	1	1	1	
Emmanuel, Port Conway	Fredericksburg	1	1	1		1
Messiah, Chancellor, Fredericksburg	Fredericksburg	1		1	1	
St. Asaph's, Bowling Green	Fredericksburg					
St. George's, Fredericksburg	Fredericksburg	1	1	1	1	1
St. John's, King George	Fredericksburg	1	1	1		1
St. Mary's, Colonial Beach	Fredericksburg	1	1	1		
St. Paul's, Owens	Fredericksburg	1	1	1		
St. Peter's, Port Royal	Fredericksburg	1	1	1	1	1
Trinity, Fredericksburg	Fredericksburg	1	1	1		
Epiphany Church, Oak Hill	North Fairfax	1	1	1	1	
Holy Comforter, Vienna	North Fairfax	1	1	1	1	
Holy Cross, Dunn Loring	North Fairfax	1	1	1	1	
St. Anne's, Reston	North Fairfax	1		1	1	1
St. Dunstan's, McLean	North Fairfax	1	1	1		

Congregation	Region	2015	2016	2017	2018	2019
St. Francis Korean, McLean	North Fairfax	1	1			
St. Francis, Great Falls	North Fairfax			1		1
St. John's, McLean	North Fairfax	1	1	1		
St. Thomas, McLean	North Fairfax	1	1	1	1	1
St. Timothy's, Herndon	North Fairfax	1	1	1	1	
All Souls', Atlee	North Richmond	1	1		1	1
Calvary, Hanover	North Richmond	1	1	1	1	1
Church of the Creator, Mechanicsville	North Richmond	1	1	1	1	1
Emmanuel, Richmond	North Richmond	1	1	1	1	
Epiphany, Richmond	North Richmond	1	1	1		1
Immanuel, Old Church, Mechanicsville	North Richmond	1	1	1	1	1
Our Saviour, Montpelier	North Richmond			1	1	1
St. James the Less, Ashland	North Richmond	1	1	1	1	
St. Paul's, Hanover	North Richmond	1	1	1		
The Fork Church, Doswell	North Richmond	1	1	1		
Cople Parish, Hague	Northern Neck	1	1	1	1	1
Grace, Kilmarnock	Northern Neck	1		1		1
North Farnham Parish, Farnham	Northern Neck	1	1		1	
St. James', Montross	Northern Neck	1	1			
St. John's, Warsaw	Northern Neck	1	1	1	1	
St. Mary's, Fleeton	Northern Neck			1	1	1
St. Mary's, Whitechapel, Lively	Northern Neck	1	1	1	1	
St. Paul's, Nomini Grove	Northern Neck	1				
St. Peter's, Oak Grove	Northern Neck	1	1	1	1	1
St. Stephen's, Heathsville	Northern Neck	1	1	1		1
Trinity, Lancaster	Northern Neck	1	1	1	1	1
Wicomico Church, Wicomico Church	Northern Neck					
Christ Church, Lucketts	Northern Piedmont	1	1	1		
Emmanuel, Delaplane	Northern Piedmont	1	1	1		1
Emmanuel, Middleburg	Northern Piedmont	1	1	1	1	
Grace, The Plains	Northern Piedmont	1	1		1	1
Leeds Parish, Markham	Northern Piedmont	1	1	1	1	
Our Redeemer, Aldie	Northern Piedmont			1	1	
St. Andrew's, Ada	Northern Piedmont					
St. David's, Ashburn	Northern Piedmont					
St. Gabriel's/San Gabriel, Leesburg	Northern Piedmont	1	1			
St. James', Leesburg	Northern Piedmont	1	1	1	1	
St. Matthew's, Sterling	Northern Piedmont	1	1	1	1	1

Congregation	Region	2015	2016	2017	2018	2019
St. Paul's, Haymarket	Northern Piedmont			1		
St. Peter's, Purcellville	Northern Piedmont					
Trinity, Upperville	Northern Piedmont	1	1		1	1
All Saints Sharon Chapel, Alexandria	Potomac					
Church of the Spirit, Alexandria	Potomac			1		
San Marcos, Alexandria	Potomac	1	1	1		
Olivet, Alexandria	Potomac	1	1			
Pohick, Lorton	Potomac					
St. Aidan's, Alexandria	Potomac	1	1	1	1	
St. James', Mount Vernon	Potomac	1				
St. Luke's, Wellington, Alexandria	Potomac	1		1	1	1
St. Margaret's, Woodbridge	Potomac	1	1	1		1
St. Mark's, Alexandria	Potomac	1	1	1	1	
Christ Church, Luray	Southern Shenandoah	1				
Emmanuel, Harrisonburg	Southern Shenandoah	1	1	1	1	
Emmanuel, Woodstock	Southern Shenandoah	1	1	1	1	1
Grace Memorial, Port Republic	Southern Shenandoah					
Cathedral Shrine of the Transfiguration, Orkney Springs	Southern Shenandoah	1	1	1	1	1
St. Andrew's, Mount Jackson	Southern Shenandoah	1	1	1		
St. George's, Stanley	Southern Shenandoah					
St. Paul's, Ingham, Shenandoah	Southern Shenandoah					
St. Stephen's & the Good Shepherd, Rocky Bar	Southern Shenandoah					
The Falls Church, Falls Church	South Fairfax	1	1			
Good Shepherd, Burke	South Fairfax	1	1	1	1	1
Holy Cross Korean, Falls Church	South Fairfax	1	1			
Santa Maria, Falls Church	South Fairfax	1	1	1	1	1
St. Alban's, Annandale	South Fairfax	1	1	1	1	
St. Andrew's, Burke	South Fairfax		1	1	1	
St. Barnabas, Annandale	South Fairfax		1	1		1
St. Christopher's, Springfield	South Fairfax	1	1	1		
St. John's, Centreville	South Fairfax	1	1	1	1	
St. Patrick's, Falls Church	South Fairfax	1	1			
St. Paul's, Bailey's Crossroads	South Fairfax					
St. Peter's in-the-Woods, Fairfax Station	South Fairfax	1	1	1		1
Trinity, Manassas	South Fairfax	1	1			
Abingdon Church, White Marsh	Upper Tidewater	1				

Congregation	Region	2015	2016	2017	2018	2019
Christ Church, Christchurch	Upper Tidewater	1	1	1		
Immanuel Church, King & Queen Court House	Upper Tidewater	1	1	1		
Kingston Parish, Mathews	Upper Tidewater	1	1	1	1	1
St. David's, Aylett	Upper Tidewater	1	1		1	
St. John's, Tappahannock	Upper Tidewater	1	1	1	1	
St. John's, West Point	Upper Tidewater	1	1	1	1	1
St. Paul's, Millers Tavern	Upper Tidewater	1	1	1	1	
St. Paul's, West Point	Upper Tidewater					
St. Peter's, New Kent	Upper Tidewater	1	1	1		1
Varina Church, Varina	Upper Tidewater		1	1	1	1
Vauter's, Loretto	Upper Tidewater	1				
Ware, Gloucester	Upper Tidewater		1	1	1	
Westover Church, Charles City	Upper Tidewater	1		1	1	1
All Saints, Richmond	West Richmond	1				
Christ Church, Richmond	West Richmond	1	1	1	1	
Grace, Goochland	West Richmond		1	1		1
St. Bartholomew's, Richmond	West Richmond					
St. Francis, Manakin Sabot	West Richmond	1	1	1	1	1
St. Martin's, Richmond	West Richmond					
St. Mary's, Goochland	West Richmond	1				
St. Matthew's, Richmond	West Richmond	1	1	1	1	1
Calvary, Front Royal	Winchester					
Christ Church, Winchester	Winchester	1	1	1	1	1
Cunningham Chapel Parish, Millwood	Winchester	1		1	1	
Good Shepherd, Bluemont	Winchester	1			1	1
Grace Church, Berryville	Winchester	1	1	1		
Meade Memorial, White Post	Winchester					
St. Mary's, Berryville	Winchester		1			
St. Paul's on-the-Hill, Winchester	Winchester	1	1			

Official Acts of the Bishops

2020 Official Acts of the Bishops

Postulants for Holy Orders toward ordination to vocational diaconate accepted by Bishop Goff:

<i>Name</i>	<i>Date of acceptance</i>	<i>Presenting Parish</i>
Cushing, Mary E.	10/7/2020	St. Michael's, Arlington
Dickinson, John Curtis "JD"	10/7/2020	Christ Church, Glen Allen

Postulants for Holy Orders toward ordination to vocational diaconate accepted by Bishop Brooke-Davidson:

<i>Name</i>	<i>Date of Acceptance</i>	<i>Presenting Parish</i>
Harding, Susannah Greer "Susie"	5/9/2020	St. Matthew's, Sterling
McNamara, Dawn Sykes	2/12/2020	Grace & Holy Trinity, Richmond
Thomas, Judith Marie "Judi"	10/7/2020	Christ Church, Glen Allen

Postulants for Holy Orders toward ordination to priesthood accepted by Bishop Goff:

<i>Name</i>	<i>Date of Acceptance</i>	<i>Presenting Parish</i>
Smith, Robbie Dale "Dale"	11/2/2020	St. Mark's, Richmond

Postulants for Holy Orders toward ordination to priesthood accepted by Bishop Brooke-Davidson:

<i>Name</i>	<i>Date of Acceptance</i>	<i>Presenting Parish</i>
Bennett, Denise Clegg	3/16/2020	St. Andrew's, Richmond
Bragaw, Steve Girard	3/16/2020	Emmanuel, Greenwood
Fraser-Morris, Peter Zvarych	2/3/2020	St. Paul's Memorial, Charlottesville
Greene, Janettarose Lavoie	3/16/2020	St. Mary's, Arlington
Hassman, Lachlan Stewart	3/16/2020	St. Paul's Memorial, Charlottesville
McMillen, Amanda Katelyn	3/16/2020	Christ Church, Charlottesville
Renaud, Theodore Kyriacou "Ted"	11/2/2020	St. Aidan's, Alexandria
Wright, Emma Addison	2/3/2020	Young Priest Initiative (YPI)

Candidates for Holy Orders toward ordination to priesthood accepted by Bishop Goff:

<i>Name</i>	<i>Date of Acceptance</i>	<i>Presenting Parish</i>
Bacas, Nina Liggett	2/24/2020	St. Mary's, Arlington
Eskite (nee Bauer), Rachel Christine	5/18/2020	All Souls, Mechanicsville
Ferguson, Katherine Victoria	11/2/2020	St. Anne's, Reston
Kamran, Celal Jeshar	4/27/2020	Young Priest Initiative (YPI)
Lewis, Melanie Krosnes	2/24/2020	Calvary, Front Royal
Means-Koss, Brian Jeremy "Jeremy"	2/24/2020	Grace, Alexandria
Rodriguez Aristizabal, Jose Santiago "Santi"	5/18/2020	Christ Church, Alexandria
Sweeney, Michael Edward	4/27/2020	St. Stephen's, Richmond
Wilson, James McFetridge	5/18/2020	Christ Church, Charlottesville

Candidates for Holy Orders toward ordination to priesthood accepted by Bishop Brooke-Davidson:

<i>Name</i>	<i>Date of Acceptance</i>	<i>Presenting Parish</i>
Fraser-Morris, Peter Zvarych	10/12/2020	St. Paul's Memorial, Charlottesville
Harber, Rachel Howe	2/24/2020	St. Paul's, Alexandria

Candidates for Holy Orders toward ordination to vocational diaconate accepted by Bishop Goff:

<i>Name</i>	<i>Date of Acceptance</i>	<i>Presenting Parish</i>
Busch, Steven “Steve”	1/22/2020	The Falls Church, Falls Church
Evans, Courtenay Boyd	1/15/2020	Christ Church, Charlottesville
Godwin, Shea Marie	1/22/2020	Christ Church, Luray
Hartman, Sarah Jean Jensen “Salli”	1/15/2020	St. Paul’s, King George
Justice, Brian Christopher	1/22/2020	St. Paul’s, Richmond
Moncure, Peggy Roettger “Peg”	1/15/2020	Ware Church, Gloucester
Pace, Stephen Taylor “Steve”	9/9/2020	St. James the Less, Ashland

Ordinations to the Vocational Diaconate:

None

Transitional Diaconate Ordinations:

<i>Name</i>	<i>Ordination Date</i>	<i>Location/Ordaining Bishop</i>
Bourne, Amanda Patrice	3/7/2020	Epiphany, Herndon/Susan E. Goff
Crichton, Mary Gwynn “Gwynn”	3/7/2020	Epiphany, Herndon/Susan E. Goff
Dickinson, William Streit “Will”	3/7/2020	Epiphany, Herndon/Susan E. Goff
Dumont-Machowski, Matthew	3/7/2020	Epiphany, Herndon/Susan E. Goff
Elser, Claire Louise	3/7/2020	Epiphany, Herndon/Susan E. Goff
Lazzuri, Jennifer Lynn	3/7/2020	Epiphany, Herndon/Susan E. Goff
Morton III, James Hamilton Bates	3/7/2020	Epiphany, Herndon/Susan E. Goff
Nunnally, Peter Eric	3/7/2020	Epiphany, Herndon/Susan E. Goff
Schiefelbein, Leslie Colleen “Colleen”	3/7/2020	Epiphany, Herndon/Susan E. Goff
Sheridan, Samuel Rixey	3/7/2020	Epiphany, Herndon/Susan E. Goff
Bacas, Nina Liggett	6/15/2020	Bishops’ Chapel, Roslyn Retreat Center, Richmond/Jennifer Brooke-Davidson
Harber, Rachel Howe	6/15/2020	Bishops’ Chapel, Roslyn Retreat Center, Richmond/Jennifer Brooke-Davidson
Lewis, Melanie Krosnes	6/15/2020	Bishops’ Chapel, Roslyn Retreat Center, Richmond/Jennifer Brooke-Davidson
Means-Koss, Brian Jeremy “Jeremy”	6/16/2020	Bishops’ Chapel, Roslyn Retreat Center, Richmond/Jennifer Brooke-Davidson
Ware Dunn, Philene	6/16/2020	Bishops’ Chapel, Roslyn Retreat Center, Richmond/Jennifer Brooke-Davidson
Winn, Mary Margaret “Mary Margaret”	6/16/2020	Bishops’ Chapel, Roslyn Retreat Center, Richmond/Jennifer Brooke-Davidson on behalf of Phoebe Roaf, West Tennessee

Priesthood Ordinations:

<i>Name</i>	<i>Ordination Date</i>	<i>Location/Ordaining Bishop</i>
Morton III, James Hamilton Bates	9/19/2020	Cathedral Church of St. John the Divine, New York, NY/Andrew M. L. Dietsche on behalf of Susan E. Goff
Bourne, Amanda Patrice	12/12/2020	St. Mary’s, High Point, NC/Anne E. Hodges-Copple on behalf of Susan E. Goff
Means-Koss, Brian Jeremy “Jeremy”	12/15/2020	Good Shepherd, Burke/Granville Porter Taylor
Winn, Mary Margaret “Mary Margaret”	12/15/2020	Good Shepherd, Burke/Granville Porter Taylor on behalf of Phoebe Roaf

Harber, Rachel Howe	12/17/2020	Good Shepherd, Burke/Jennifer Brooke-Davidson
Ware Dunn, Philene	12/17/2020	Good Shepherd, Burke/Jennifer Brooke-Davidson
Elser, Claire Louise	10/2/2020	Grace and St. Stephen's, Colorado Springs, CO/Kym Lucas on behalf of Susan E. Goff
Bacas, Nina Liggett	12/16/2020	Good Shepherd, Burke/Susan E. Goff
Connors, Carey Dougherty	9/12/2020	St. Paul's, Richmond/Susan E. Goff
Crichton, Mary Gwynn "Gwynn"	9/14/2020	St. Paul's, Richmond/Susan E. Goff
Dickinson, William Streit "Will"	9/14/2020	St. Paul's, Richmond/Susan E. Goff
Dumont-Machowski, Matthew	9/17/2020	St. Paul's, Richmond/Susan E. Goff
Lazzuri, Jennifer Lynn	9/12/2020	St. Paul's, Richmond/Susan E. Goff
Lewis, Melanie Krosnes	12/19/2020	Good Shepherd, Burke/Susan E. Goff
Nunnally, Peter Eric	9/17/2020	St. Paul's, Richmond/Susan E. Goff
Schiefelbein, Leslie Colleen "Colleen"	9/19/2020	St. Paul's, Richmond/Susan E. Goff
Sheridan, Samuel Rixey	9/19/2020	St. Paul's, Richmond/Susan E. Goff

Ordinations to the Priesthood on behalf of another diocese:

None

Received from churches in the Historic Succession:

None

Letters Dimissory Given:

<i>Name</i>	<i>Date</i>	<i>Receiving Diocese</i>
Connor Newlun	1/8/2020	Maryland
Ellis Tuck Bowerfind	3/19/2020	Southwestern Virginia
Elizabeth Locher	3/19/2020	Pittsburgh
R. Grant Mansfield	3/19/2020	Newark
Donna L. Foughty	5/15/2020	Massachusetts
Matthew Welsch	7/2/2020	New York
Andrew Terry	8/6/2020	Texas
Ann Barker	7/19/2020	Atlanta
Cecelia Schroeder	9/30/2020	Los Angeles
Veronika Travis	9/30/2020	Pennsylvania
Lynne Washington	12/1/2020	Atlanta
Stephen McWhorter	12/14/2020	Alabama

Letters Dimissory Accepted:

<i>Name</i>	<i>Date</i>	<i>Sending Diocese</i>
Veronika Edna Travis	1/15/2020	Vermont
Elizabeth Bonforte Gardner	1/23/2020	Washington
Johanna "Joie" Baker	8/31/2020	Arizona
Jason D. Roberson	9/8/2020	South Carolina
Jonathan Adams	9/29/2020	Texas
W. Terry Miller	9/29/2020	Florida
Martin R. Geiger	9/30/2020	Missouri
Marion Kanour	12/15/2020	Southwestern Virginia

Priests Inhibited:

None

Priests Removed or Deposed:

<i>Name</i>	<i>Date</i>	<i>Canon</i>
Charles Alexander Riffée	10/22/20	Canon III.9.9 and 12

Priests Suspended:

None

Postulants Removed from Holy Orders:

None

Lay Catechist (number of people licensed): 0

Lay Eucharistic Minister licenses issued (number of people licensed): 90

Lay Eucharistic Visitors licenses issued (number of people licensed): 16

Lay Preacher licenses issued (number of people licensed): 1

Worship Leader licenses issued (number of people licensed): 7

Remarriage applications approved (number of petitions granted): 40

Clergy Serving under License:

<i>Name</i>	<i>Canonical Residence</i>
Thomas Alexander Allain	Mississippi
Elenor “Andy” Lucius Anderson	Alabama
Catherine Anthony	Chicago
Deacon Edward K. Bachschmid	Rio Grande
Areeta Darshanee Bridgemohan	Michigan
J. Jellico Bright	Liberia
Raymond Francis Brown	East Carolina
Elizabeth Carmody	Washington
Rodney Caulkins	Southern Virginia
Randolph Charles	Washington
Thon Moses Chol	Renk, Sudan
Christopher Cole	Atlanta
Anne Fredericks Cooper	Liberia
R. David Cox	Southwest Virginia
Deacon Stephen Crippen	Olympia
Pedro Cuevas Feliz	Rio Grande
Susan Rainey Gamble Dankel	Massachusetts
Deacon Martha M. Dooley	New Jersey
Georgia C. DuBose	West Virginia

Barbara T. Duncan	Washington
Kristen Farrington	Maryland
Carol Cole Flanagan	Washington
Zachary M. Fleetwood	Convocation of Episcopal Churches in Europe
Martin R. Geiger	Missouri
Rodney E. Gordon	Southern Virginia
Michael B. Guy	Evangelical Lutheran (ELCA)
Neal Halvorson-Taylor	Evangelical Lutheran (ELCA)
Jerome A. Hinson	West Missouri
Thomas R. Hughes	Easton
Howard M. Humphrey, Jr.	Ohio
J. Hugh Alexander James	Connecticut
Martha D. Johns	Los Angeles
H. Vance Johnson	Washington
Richard J. Jones	Southwestern Virginia
Charles Austin Joy	Southern Virginia
Deacon William Henry Joyner, Jr.	North Carolina
Marion Elizabeth Kanour	Southwestern Virginia
Linda Kapurch	Maryland
John Luther Kater	California
Zaccheaus Katta	Medak, Church of South India
Briggett J. Keith	Newark
John M. Kerr	Portsmouth, UK
Victor M. King	Liberia (West Africa)
Ryan Lesh	New York
Margaret “Mally” Ewing Lloyd	Massachusetts
J. Fletcher Lowe	Delaware
Jan A. Maas	New York
W. Daniel MacGill, III	West Virginia
Lucretia W. Mann	El Camino Real
David B. McIlhiney	New Hampshire
Randall Lee McQuinn	Kansas
Richard A. Miles	North Carolina
Robert J. Miller	Southern Virginia
Canon Henry N. F. Minich	Southeast Florida
Sandra Lee Mizirl	Texas
Tyler Lindell Montgomery	Southern Virginia
B. Eugene Moritz	Southwestern Virginia
John E. Newell	Southern Virginia
Sara Palmer	Southern Ohio
Susan D. Parsons	California
R. Jeffrey Patnaude	Ohio
Beverly A. Patterson	West Texas
Richard E. Pelkey	Florida
Meredith Woods Potter	Chicago
Kathleen V. Price	Washington
Stephen E. Rorke	Rochester
Charles Russell	Indianapolis
Donna J. Scott	Tennessee
Claudia Sare Seiter	Utah
Lyndon Shakespeare	Washington
Jane E. Sigloh	Southwest Virginia

Carol Sims	Southern Virginia
Amy Austin Slater	Florida
Daniel Spors	Milwaukee
William Smyth Stanley	Los Angeles
John DeWitt Stonesifer	Washington
David B. Thames	Texas
Mark Wastler	Maryland
Elliott Waters	Pennsylvania
Halley L. Willcox	Atlanta
Mary Margaret Winn	West Tennessee

Clergy who have died:

<i>Name</i>	<i>Date of Death</i>
Hugh Couch White, III	2/6/2020
Gordon Bell Davis	2/10/2020
John Joseph Desaulniers	8/26/2020

Official Acts of the Standing Committee

Official Acts of the Standing Committee

November 16, 2019 to November 14, 2020

Election of Standing Committee Officers

President: Diane Wright 11/16/19
 Secretary: Ashley Cameron 11/16/19

Consent for appointments

Consent for the Appointment of Regional Deans 2020

(per letter of Bishop Goff to Standing Committee dated 10/29/19)

11/16/2019

(New Dean appointments are underlined)

Archdean	The Very Rev. Cass Bailey, Trinity, Charlottesville
Alexandria Region	The Very Rev. Randy Alexander, Immanuel on the Hill, Alexandria
Arlington Region	The Very Rev. Kim Coleman, Trinity, Arlington
Central Richmond Region	The Very Rev. Dr. Hilary Smith, Holy Comforter, Richmond
Charlottesville Region	The Very Rev. Cass Bailey, Trinity, Charlottesville
Culpeper Region	The Very Rev. Ben Shelton, St. Stephen's, Culpeper
Fredericksburg Region	<u>The Very Rev. Kyle Tomlin, Church of the Messiah, Fredericksburg</u>
North Fairfax Region	The Very Rev. Fran Gardner-Smith, St. Thomas, McLean
North Richmond Region	<u>The Very Rev. Judy Davis, Emmanuel, Brook Hill, Richmond</u>
Northern Neck Region	The Very Rev. Megan Limburg, St. Mary's, Whitechapel & Trinity, Lancaster
Northern Piedmont Region	The Very Rev. Weston Mathews, Grace, The Plains
Potomac Region	The Very Rev. Corry Weierbach, Church of the Spirit, Alexandria
South Fairfax Region	The Very Rev. Susan Hartzell, St. Peter's in the Woods, Fairfax Station
So. Shenandoah Valley Region	The Very Rev. Cathy Tibbetts, Christ Church, Luray
Upper Tidewater Region	The Very Rev. Gary Barker, Kingston Parish, Mathews
West Richmond Region	<u>The Very Rev. John Maher, St. Francis, Manakin-Sabot</u>
Winchester Region	The Very Rev. Matt Rhodes, Cunningham Chapel Parish

Consent to appointment of the Rev. Cass Bailey as Archdean

11/16/2019

Consent to the appointment of the Rev. Deacon Holly Hanback
 and the Rev. Deacon David Curtis as Archdeacons

11/16/2019

Consent to the Appointment of Regional Deans 2021

11/5/2020

(New Dean appointments are underlined)

Archdean	<u>The Very Rev. Kim Coleman, Trinity, Arlington</u>
Alexandria Region	The Very Rev. Randy Alexander, Immanuel on the Hill, Alexandria
Arlington Region	The Very Rev. Kim Coleman, Trinity, Arlington
Central Richmond Region	<u>The Very Rev. Charlie Dupree, St. Paul's, Richmond</u>
Charlottesville Region	The Very Rev. Cass Bailey, Trinity, Charlottesville
Culpeper Region	The Very Rev. Ben Maas, St. James, Warrenton
Fredericksburg Region	The Very Rev. Kyle Tomlin, Church of the Messiah, Fredericksburg
North Fairfax Region	The Very Rev. Fran Gardner-Smith, St. Thomas, McLean
North Richmond Region	The Very Rev. Judy Davis, Emmanuel, Brook Hill, Richmond
Northern Neck Region	The Very Rev. Megan Limburg, St. Mary's, Whitechapel & Trinity, Lancaster
Northern Piedmont Region	The Very Rev. Weston Mathews, Grace, The Plains
Potomac Region	The Very Rev. Corry Weierbach, Church of the Spirit, Alexandria

South Fairfax Region	The Very Rev. Susan Hartzell, St. Peter's in the Woods, Fairfax Station
So. Shenandoah Valley Region	<u>The Very Rev. Barbara Seward, Emmanuel, Harrisonburg</u>
Upper Tidewater Region	The Very Rev. Gary Barker, Kingston Parish, Mathews
West Richmond Region	The Very Rev. John Maher, St. Francis, Manakin-Sabot
Winchester Region	The Very Rev. Matt Rhodes, Cunningham Chapel Parish

Consent for the election of

The Rev. Susan B. Hayes, Bishop Diocesan of the Diocese of Southern Virginia	11/16/2019
The Rev. Mark Allan Van Koevering, Bishop Diocesan of the Diocese of Lexington	1/9/2020
The Rev. Canon Frank S. Logue, Bishop Diocesan of the Diocese of Georgia	1/9/2020
The Rev. Deon Kevin Johnson, Bishop Diocesan of the Diocese of Missouri	1/9/2020
The Rev. Poulson Reed, Bishop Coadjutor of the Diocese of Oklahoma	2/8/2020
The Very Rev. Craig Loya, Bishop Diocesan of the Episcopal Church in Minnesota	2/8/2020
The Rev. Dr. Glenda S. Curry, Bishop Coadjutor of the Diocese of Alabama	3/5/2020
The Rev. Diana Akiyama, Bishop Diocesan of the Diocese of Oregon	10/1/2020
The Rev. Canon Paul-Gordon Chandler, Bishop Diocesan of the Episcopal Church in Wyoming.	11/5/2020

Approval of election of collegiate delegates to Diocesan Convention 2019

James Madison University	
Rebecca Shannon, delegate; Stephanie Whitehouse, alternate	10/3/19
University of Virginia	
Zachary Kathol, delegate; Lachlan Hassman, alternate	10/3/19
Virginia Commonwealth University	
Julia Terhune, delegate; Gabriel Arrington, alternate	10/3/19
University of Mary Washington	
Matthew Crawford, delegate; Charlene Boyd, alternate	10/3/19

Consent to Candidacy to the Vocational Diaconate

Steven Busch	2/8/2020
Shea Godwin	2/8/2020
Salli Hartman	2/8/2020
Courtenay Evans	4/2/2020
Brian Justice	4/2/2020
Peggy Moncure	4/2/2020
Stephen Pace	10/1/2020

Consent for Candidacy for Ordination to the Priesthood

Nina Bacas	3/5/2020
Rachel Harber	3/5/2020
Melanie Lewis	3/5/2020
Jeremy Means-Koss	3/5/2020
Celal Kamran	5/9/2020
Michael Sweeney	5/9/2020
Rachel Bauer Eskite	6/4/2020
Santiago "Santi" Rodriquez	7/9/2020
James Wilson	7/9/2020
Peter Fraser-Morris	11/5/2020

Consent for the Ordination to the Transitional Diaconate

Gwynn Crichton	12/19/2019
William Dickinson	12/19/2019
Matthew Dumont-Machowski	12/19/2019
Claire Elser	12/19/2019
James Morton	12/19/2019
Peter Nunnally	12/19/2019
Jennifer Lazzuri	12/24/2020
Samuel Sheridan	12/24/2020
Amanda Bourne	3/5/2020
Leslie Colleen Schiefelbein	3/5/2020
Nina Bacas	4/2/2020
Rachel Harber	4/2/2020
Melanie Lewis	4/2/2020
Jeremy Means-Koss	4/2/2020
Philene Ware Dunn	4/2/2020

Consent for the Ordination to the Priesthood

Amanda Bourne	8/6/2020
Gwynn Crichton	8/6/2020
Carey Connors	8/6/2020
William Dickinson	8/6/2020
Matthew Dumont-Machowski	8/6/2020
Clare Elser	8/6/2020
Jennifer Lazzuri	8/6/2020
James Morton	8/6/2020
Peter Nunnally	8/6/2020
Colleen Schiefelbein	8/6/2020
Samuel Sheridan	8/6/2020
Nina Bacas	11/5/2020
Rachel Harber	11/5/2020
Melanie Lewis	11/5/2020
Jeremy Means-Koss	11/5/2020
Philene Ware Dunn	11/5/2020

Consent for Encumbrance of Church Property

Consent to the sale of the 5.117+/- acres at the intersection of Boyers Road and Port Republic Road in Rockingham County	1/9/2020
Consent to request for indebtedness by St. John's, Centerville (HVAC unit) (email vote)	1/28/2020
Amendment to the lease between The Falls Church Episcopal and Developer Paul Young	3/5/2020
Resolution regarding the approval of Paycheck Protection Program loans	5/9/2020
Christ Church, Glen Allen, neuro-diverse housing development project on the property of Christ Church, Glen Allen	5/9/2020
St. George's, Fredericksburg, request to incur indebtedness. Tabled until parish consent received.	6/11/2020
Approved the sale of the Prince William County property located at 15015 and 15023 Lee Highway, Gainesville, VA	8/6/2020

Other Canonically Required Consents

- Consent to Bishop Goff's accepting the resignation from the Priesthood
of the Rev. Alexander Riffe 10/1/2020
- Consent to the deconsecration of the building of St. Paul's on-the-Hill
in Winchester, Virginia 10/1/2020
- Approval of collegiate delegates to Convention 10/1/2020 and 11/5/2020
GMU: Maeve Costello
JMU: Rebecca Shannon, Kaelie Jager (alternate)
UVA: Elizabeth Eareckson, Sophie Gibson (alternate)
VCU: Anne Penrod

Report of Confirmations and Receptions

Due to the COVID-19 pandemic, in-person worship was suspended on March 11, 2020. No Bishops' visitations were conducted after that date for the rest of 2020.

<i>Church</i>	<i>Location</i>	<i>Date</i>	<i>Bishop</i>
Buck Mountain	Earlysville	2/9/20	Goff
Christ Ascension	Richmond	1/19/20	Goff
Christ Church	Brandy Station	3/1/20	Goff
Christ Church	Luray	1/12/20	Brooke-Davidson
Emmanuel	Greenwood	1/12/20	Goff
Grace	The Plains	2/16/20	Goff
Olivet	Alexandria	1/12/20	Gulick
Resurrection	Alexandria	2/2/20	Goff
San Marcos	Alexandria	1/26/20	Goff
St. Andrew's, Richmond @ St. Paul's, Richmond	Richmond	2/23/20	Brooke-Davidson
St. Anne's Parish (Christ Church, St. Stephen's, St. John's)	Scottsville	2/2/20	Brooke-Davidson
St. George's	Arlington	2/16/20	Gulick
St. John's	Columbia	1/19/20	Brooke-Davidson
St. Mark's	Alexandria	1/26/20	Goff
St. Mary's	Arlington	2/9/20	Brooke-Davidson
St. Matthew's @ Mayo House	Richmond	1/14/20	Brooke-Davidson
St. Paul's	Richmond	2/23/20	Brooke-Davidson
St. Peter's in the Woods	Fairfax Station	2/9/20	Mathes
St. Stephen's	Catlett	3/1/20	Brooke-Davidson
The Falls Church @ St. Mary's, Arlington	Falls Church	2/9/20	Brooke-Davidson
Trinity	Arlington	1/26/20	Brooke-Davidson

Totals:

Visitation Totals

<i>Bishop</i>	<i>Baptized</i>	<i>Confirmed</i>	<i>Received</i>	<i>Reaffirmed</i>
Susan Goff	0	30	20	18
Jennifer Brooke-Davidson	3	36	10	3
Ted Gulick	0	1	5	2
Jim Mathes	1	5	3	2

Report on Confirmations and Receptions

<i>Baptized</i>	<i>Confirmed</i>	<i>Received</i>	<i>Reaffirmed</i>
0	3	7	0
0	1	1	1
0	0	1	0
0	0	1	0
0	12	1	0
0	6	2	2
n/a	n/a	n/a	n/a
0	3	1	0
0	2	3	15
0	1	0	0
0	0	0	0
0	1	5	2
0	1	0	0
0	3	4	0
2	24	3	0
0	1	1	0
1	4	2	1
1	5	3	2
0	2	0	0
0	1	0	0
0	2	3	2
4	72	38	25

Parochial Reports

Summary of Annual Parochial Reports for 2019

Reports Submitted		143
Baptized Members		
	January 1, 2019	59,386
	Increases	2,688
	Decreases	4,501
	December 31, 2019	57,573
Baptisms		
	16 and Over	68
	Under 16	646
All Communicants in Good Standing		47,568
Confirmations & Receptions		
	Confirmations Under 16	254
	Confirmations Over 16	284
	Received	214
Other Active Members		8,878
Holy Eucharist Services		
	Sundays	13,179
	Weekdays	3,563
	Private	4,547
Other Services		
	Marriages	221
	Burials	659
Average Sunday Attendance		17,218
	Easter Sunday	43,573
Christian Education		
	Students	4,807
	Churches with Adult Programs	120
Stewardship		
	Average pledge (per unit per week)	65
Pledged Income		
	Pledging Units	12,930
	Amount Pledged	\$43,827,666

REVENUE

Operating Revenue

Plate & Pledge	\$50,794,102
Investment Income	\$4,832,652
Other Operating Income	\$8,584,339
Unrestricted Bequests	\$478,316
From the Diocese	\$599,939
<i>Total</i>	\$65,289,348

Non-operating Revenue

Capital Funds	\$11,390,455
Additions to Endowment/Trust Funds	\$4,022,180
Contributions for Outreach	\$3,661,141
Funds for Transmittal	\$1,019,279
<i>Total</i>	\$20,093,055

Total Revenue \$85,382,403

EXPENSE

Operating Expense

To the Diocese	\$3,377,862
Outreach	\$2,427,659
Other Operating Expense	\$57,560,986
<i>Total</i>	\$63,366,507

Non-Operating Expense

Improvements	\$13,179,973
Mission & Outreach Expense	\$3,363,200
Seminary Contributions	\$34,265
Transmittals	\$1,716,797
<i>Total</i>	\$18,294,235

Total Expense \$81,660,742

Parochial Reports Statistics

City	Congregation	Active Members	Communicants in Good Standing
Afton	Holy Cross Church, Batesville	71	54
Aldie	Church of Our Redeemer	244	98
Alexandria	Christ Church	1541	1218
Alexandria	Church of St. Clement	211	211
Alexandria	Church of the Resurrection	123	123
Alexandria	Emmanuel Church	728	615
Alexandria	Grace Episcopal Church	1008	655
Alexandria	Meade Memorial Church	113	112
Alexandria	St. Aidan's Church	288	288
Alexandria	St. James' Church, Mount Vernon	112	100
Alexandria	St. Luke's Church	354	289
Alexandria	St. Mark's Church	250	216
Alexandria	St. Paul's Church	3254	3178
Annandale	St. Barnabas' Church	207	169
Arlington	La Iglesia de Cristo Rey	179	125
Arlington	La Iglesia de San Jose	124	107
Arlington	St. Andrew's Church	253	253
Arlington	St. George's Church	555	555
Arlington	St. John's Church	47	47
Arlington	St. Michael's Church	235	235
Arlington	St. Peter's Church	1082	1023
Arlington	Trinity Church	231	207
Ashburn	St. David's Church	487	487
Ashland	Church of St. James the Less	388	388
Aylett	St. David's Church	51	30
Bailey's Crossroads	St. Paul's Church	69	69
Berryville	Grace Church	164	101
Berryville	St. Mary's Church	16	12
Bluemont	Church of the Good Shepherd	23	23
Burke	Church of the Good Shepherd	591	540
Burke	St. Andrew's Church	807	433
Casanova	Grace Church, Emmanuel Parish	38	38
Catlett	St. Stephen's Church	157	96
Charles City	Westover Parish Church	170	169
Charlottesville	Christ Episcopal Church	2028	1775
Charlottesville	Church of Our Saviour	554	520

Vital Statistics

Others	Average Sunday Attendance	Sunday Eucharists	Baptisms 16 Years and Older	Baptisms Under 16 Years	Confirmed or Received
8	37	49	0	0	0
2	41	95	1	1	0
40	399	150	4	27	20
0	69	98	0	3	6
60	79	147	0	2	0
70	156	103	0	7	0
136	275	235	0	15	15
1	38	52	0	0	1
20	108	144	2	3	14
16	55	95	0	1	0
55	150	111	0	5	10
37	94	103	0	3	0
536	476	246	2	35	21
1	89	99	0	2	5
19	67	53	0	1	3
12	48	55	0	0	0
0	88	84	0	5	6
150	191	119	2	10	13
17	39	99	0	0	0
2	106	113	0	9	8
170	167	164	0	2	8
22	67	2	0	6	0
547	288	152	4	17	22
15	128	106	2	3	20
0	19	46	0	0	3
0	24	50	0	0	3
5	67	74	3	1	0
1	16	34	0	0	0
8	13	25	1	0	2
197	244	104	2	8	0
226	203	135	0	10	0
0	23	51	0	0	3
10	36	99	0	1	0
8	44	52	0	2	0
250	568	203	3	46	36
87	232	145	1	3	10

City	Congregation	Active Members	Communicants in Good Standing
Charlottesville	McIlhany Parish, Albermarle	30	30
Charlottesville	St. John the Baptist Church	36	29
Charlottesville	St. Paul's Church, Ivy	835	502
Charlottesville	St. Paul's Memorial Church	649	637
Charlottesville	Trinity Episcopal Church	166	166
Christchurch	Christ Church Parish	113	113
Colonial Beach	St. Mary's Church	131	97
Columbia	St. John's Church	25	25
Culpeper	St. Stephen's Church	363	271
Delaplane	Piedmont Parish	194	160
Doswell	The Fork Church	179	99
Dunn Loring	Church of the Holy Cross	321	280
Earlsville	Buck Mountain Church	279	227
Fairfax	Holy Cross Korean Church	41	40
Fairfax Station	St. Peter's in the Woods	320	300
Falls Church	St. Patrick's Anglo Vietnamese Church	108	59
Falls Church	The Falls Church	803	787
Farnham	North Farnham Parish Church	32	32
Fredericksburg	Church of the Messiah	106	93
Fredericksburg	St. George's Church	776	776
Fredericksburg	Trinity Church	621	455
Glen Allen	Christ Church	1283	1283
Gloucester	Ware Church	235	142
Goochland	Grace Church	261	142
Gordonsville	Christ Church	79	75
Great Falls	St. Francis' Church	297	297
Greenwood	Emmanuel Church	389	389
Hanover	Calvary Church	99	56
Harrisonburg	Emmanuel Church	223	219
Haymarket	St. Paul's Church	177	177
Heathsville	St. Stephen's Church	65	57
Henrico	Epiphany Church	359	219
Henrico	St. Martin's Church	309	309
Henrico	Varina Church	226	102
Herndon	St. Timothy's Church	628	628
Keswick	Grace Church	245	241
Kilmarnock	Grace Church	573	490

Vital Statistics

Others	Average Sunday Attendance	Sunday Eucharists	Baptisms 16 Years and Older	Baptisms Under 16 Years	Confirmed or Received
120	45	10	1	0	0
6	22	37	0	0	0
0	228	126	0	8	20
26	273	156	3	5	0
39	94	50	0	0	1
30	78	104	0	2	5
6	62	97	0	2	3
20	16	51	0	0	0
20	128	109	0	5	0
8	49	49	0	4	11
8	55	50	0	2	0
41	118	107	0	9	8
0	84	99	0	0	0
0	35	0	0	1	5
0	133	121	0	5	3
4	40	75	0	2	0
110	301	88	1	14	10
2	22	20	0	0	0
56	92	98	0	2	11
348	366	198	3	10	24
4	203	166	0	4	5
210	347	142	1	9	15
0	65	101	0	1	0
17	74	98	0	1	3
2	44	81	0	4	3
92	124	106	1	6	12
50	115	51	0	2	0
11	29	29	0	0	0
32	123	102	0	2	0
144	110	103	0	10	0
22	35	60	0	0	1
19	81	104	0	1	5
0	96	104	2	0	7
5	42	43	0	1	3
20	193	247	1	9	0
115	115	91	0	3	0
70	194	148	0	4	0

City	Congregation	Active Members	Communicants in Good Standing
King and Queen Court House	Immanuel Church	7	2
King George	Emmanuel Church	10	8
King George	St. John's Church	50	46
King George	St. Paul's Church	160	145
Kinsale	Cople Parish	141	120
Lancaster	St. Mary's, Whitechapel	69	68
Lancaster	Trinity Church	72	72
Leesburg	Christ Church, Lucketts	61	61
Leesburg	St. Gabriel's Church	170	111
Leesburg	St. James' Church	729	708
Loretto	Vauters Church	83	49
Louisa	St. James' Church	169	141
Madison	Piedmont/Bromfield Parish	119	65
Manakin Sabot	St. Francis' Church	53	44
Manassas	Trinity Church	1159	0
Markham	Episcopal Church of Leeds Parish	325	199
Mathews	Kingston Parish	209	209
McLean	St. John's Church	1201	1021
McLean	St. Thomas' Church	352	303
Mechanicsville	Church of the Creator	173	48
Mechanicsville	Immanuel Church	290	259
Middleburg	Emmanuel Church	161	161
Miller's Tavern	St. Paul's Church	182	82
Millwood	Cunningham Chapel Parish	159	101
Mineral	Church of the Incarnation	66	64
Montpelier	Church of Our Saviour	159	159
Montross	St. James' Church	104	77
Mount Jackson	St. Andrew's Church	51	48
New Kent	St. Peter's Parish Church	329	259
Oak Grove	St. Peter's	125	76
Orange	St. Thomas' Church	148	148
Orkney Springs	Cathedral Shrine of the Transfiguration	5	5
Port Republic	Grace Memorial Church	55	45
Port Royal	St. Peter's Church	62	61
Purcellville	St. Peter's Church	263	179
Rapidan	Emmanuel Church	57	53
Reedville	St. Mary's Church	83	42

Vital Statistics

Others	Average Sunday Attendance	Sunday Eucharists	Baptisms 16 Years and Older	Baptisms Under 16 Years	Confirmed or Received
3	5	12	0	0	0
2	34	16	0	1	0
3	37	36	0	3	0
13	69	105	0	3	0
35	54	0	0	2	2
4	36	48	0	0	2
7	32	47	0	0	2
0	30	0	0	1	5
36	105	106	0	11	16
274	249	150	0	4	12
2	27	44	0	0	3
16	78	162	0	7	2
9	39	47	0	0	4
0	30	47	0	1	0
0	219	209	1	10	4
0	96	108	1	7	0
310	95	101	0	2	2
276	225	196	0	6	12
0	89	143	0	2	5
0	49	2	0	2	1
20	76	53	0	1	0
3	54	104	1	4	2
17	47	51	0	3	6
60	50	67	0	4	0
10	42	47	1	1	0
9	56	90	1	2	0
16	23	28	0	0	0
5	26	48	0	0	0
15	99	105	1	8	14
0	39	48	0	1	0
0	75	98	0	0	6
0	205	83	0	0	0
6	28	50	1	0	1
14	37	50	0	2	2
56	154	114	0	2	7
19	30	49	0	0	0
34	30	46	0	0	1

City	Congregation	Active Members	Communicants in Good Standing
Reston	St. Anne's Church	1025	1025
Richmond	Christ Ascension Church	61	52
Richmond	Church of the Holy Comforter	233	223
Richmond	Emmanuel Church at Brook Hill	326	326
Richmond	Grace & Holy Trinity Church	540	327
Richmond	St. Andrew's Church	227	192
Richmond	St. James's Church	2932	2199
Richmond	St. John's Church	265	189
Richmond	St. Mark's Church	410	372
Richmond	St. Matthew's Church	471	355
Richmond	St. Paul's Church	670	520
Richmond	St. Peter's Church	93	64
Richmond	St. Philip's Church	311	260
Richmond	St. Stephen's Church	4769	3946
Richmond	St. Thomas' Church	358	358
Rixeyville	Little Fork Church	82	82
Spotsylvania	Christ Church	227	170
Springfield	St. Christopher's Church	563	546
Stafford	Aquia Church	1136	865
Stanardsville	Grace Church	75	73
Sterling	St. Matthew's Church	940	810
Tappahannock	St. John's Episcopal Church	115	113
The Plains	Grace Church	365	332
Upperville	Trinity Church	459	378
Vienna	Church of the Holy Comforter	2174	1587
Warrenton	St. James' Church	646	627
Warsaw	St. John's Church	40	40
Warsaw	St. Paul's Church, Nomini Grove	40	40
Washington	Trinity Church	228	174
West Point	St. John's Church	95	74
West Point	St. Paul's Church	40	20
White Marsh	Abingdon Church	317	255
Wicomico Church	Wicomico Parish Church	261	241
Winchester	Christ Church	681	572
Winchester	St. Paul's Church on the Hill	213	147
Woodbridge	St. Margaret's Church	151	143
Woodstock	Emmanuel Church	94	69
Total		57,573	47,568

Vital Statistics

Others	Average Sunday Attendance	Sunday Eucharists	Baptisms 16 Years and Older	Baptisms Under 16 Years	Confirmed or Received
250	247	94	0	12	0
2	30	90	0	0	0
31	93	62	0	1	8
0	103	115	1	0	1
29	174	126	1	4	10
35	78	104	0	1	1
0	433	139	1	30	39
90	106	97	0	4	9
28	125	105	0	2	0
40	188	102	0	1	5
183	206	50	2	6	0
0	53	2	0	2	0
6	116	3	0	1	0
900	1115	286	4	48	80
140	92	71	0	2	0
0	32	0	0	0	0
7	87	99	0	3	10
0	105	99	0	7	0
112	145	153	1	4	0
8	43	50	0	1	2
260	301	218	4	5	0
7	50	102	0	2	0
0	129	104	0	2	0
310	143	105	0	11	7
305	347	189	0	6	16
19	192	111	3	13	40
0	27	32	0	1	1
19	28	24	0	0	5
88	76	105	0	2	0
0	39	0	0	0	0
0	12	13	0	0	0
23	128	106	2	10	9
241	110	102	0	1	0
12	202	109	0	9	2
10	61	98	2	2	0
61	109	0	0	4	11
3	49	91	0	3	1
8,878	17,218	13,179	68	646	752

Financial Statistics

City	Congregation	REVENUE		
		Plate & Pledge	Operating Revenue	Total Revenue
Afton	Holy Cross Church, Batesville	66,272	71,206	94,472
Aldie	Church of Our Redeemer	104,862	105,647	105,647
Alexandria	Christ Church	1,533,092	2,188,257	2,948,563
Alexandria	Church of St. Clement	215,338	301,032	301,032
Alexandria	Church of the Resurrection	207,377	207,377	4,067,634
Alexandria	Emmanuel Church	468,357	693,241	732,142
Alexandria	Grace Church	816,078	926,399	1,082,628
Alexandria	Meade Memorial Church	217,925	217,925	219,783
Alexandria	Olivet	186,324	222,844	237,778
Alexandria	St. Aidan's Church	326,878	347,813	517,681
Alexandria	St. James' Church, Mount Vernon	222,568	322,091	334,662
Alexandria	St. Luke's Church	461,644	517,116	796,207
Alexandria	St. Mark's Church	211,360	264,679	269,331
Alexandria	St. Paul's Church	1,594,497	1,971,798	3,641,959
Annandale	St. Barnabas' Church	351,399	362,876	421,069
Arlington	La Iglesia de Cristo Rey	31,975	94,475	94,475
Arlington	La Iglesia de San Jose	49,407	117,907	117,907
Arlington	St. Andrew's Church	332,196	428,545	516,071
Arlington	St. George's Church	748,662	818,328	1,249,008
Arlington	St. John's Church	113,234	154,131	157,516
Arlington	St. Michael's Church	288,867	386,540	442,672
Arlington	St. Peter's Church	815,404	882,890	1,046,145
Arlington	Trinity Church	156,660	515,193	565,722
Ashburn	St. David's Church	902,217	906,823	985,501
Ashland	Church of St. James the Less	350,433	400,076	499,720
Aylett	St. David's Church	20,137	48,406	49,906
Bailey's Crossroads	St. Paul's Church	82,952	227,706	228,317
Berryville	Grace Church	122,590	216,953	386,541
Berryville	St. Mary's Church	18,079	38,333	38,921
Bluemont	Church of the Good Shepherd	18,136	28,232	33,115
Burke	Church of the Good Shepherd	839,164	1,016,731	1,026,037
Burke	St. Andrew's Church	715,293	894,981	1,706,739
Casanova	Grace Church Emmanuel Parish	93,766	116,539	214,180

EXPENSE

Operating Expense	To the Diocese	Outreach and Development	Total Expense
50,636	3,252	676	69,603
110,187	-	1,927	110,187
2,042,470	145,000	130,792	2,513,569
275,381	19,017	335	281,969
181,888	14,000	5,985	439,975
748,302	33,892	19,904	796,124
992,526	77,124	31,975	1,778,485
211,206	1,800	-	213,064
232,915	12,411	1,200	277,108
345,769	25,000	11,200	348,376
306,078	1,000	732	348,337
533,560	34,000	1,000	720,120
360,626	18,500	1,683	431,589
2,000,513	124,000	126,000	3,914,066
358,827	39,068	13,394	483,762
95,042	2,100	1,500	95,042
127,907	5,000	1,000	127,907
392,484	20,862	11,016	474,167
840,702	69,060	2,008	967,191
155,618	4,146	3,342	157,190
451,473	25,523	5,104	458,934
825,090	40,000	21,833	998,048
502,107	12,000	14,907	540,842
1,004,869	8,381	1,000	1,094,517
369,877	31,000	15,496	428,253
1,000	1,000	-	61,078
208,014	8,250	6,216	208,746
238,325	7,327	-	345,135
33,536	1,400	-	38,364
24,431	1,400	799	30,693
936,178	33,000	9,676	988,930
746,344	40,000	32,785	1,208,689
114,629	3,946	355	197,508

City	Congregation	REVENUE		
		Plate & Pledge	Operating Revenue	Total Revenue
Catlett	St. Stephen's Church	86,386	105,582	296,406
Charles City	Westover Parish Church	188,851	261,204	266,204
Charlottesville	Christ Church	1,668,895	1,871,369	2,000,584
Charlottesville	Church of Our Saviour	850,158	922,056	975,846
Charlottesville	McIlhany Parish, Albermarle	128,412	171,827	398,927
Charlottesville	St. John the Baptist Church	26,390	67,115	74,520
Charlottesville	St. Paul's Church, Ivy	729,567	765,971	886,410
Charlottesville	St. Paul's Memorial Church	744,737	1,148,903	1,370,105
Charlottesville	Trinity Church	-	7,449	1,071,696
Christchurch	Christ Church Parish	207,763	234,273	246,198
Colonial Beach	St. Mary's Church	164,163	184,712	189,125
Columbia	St. John's Church	33,639	41,985	50,298
Culpeper	St. Stephen's Church	293,367	356,067	358,505
Delaplane	Piedmont Parish	171,392	280,649	280,649
Doswell	The Fork Church	111,140	155,257	155,257
Dunn Loring	Church of the Holy Cross	394,161	481,174	538,791
Earlsville	Buck Mountain Church	228,350	248,350	327,275
Fairfax	Holy Cross Korean Church	61,107	106,657	106,657
Fairfax Station	St. Peter's in the Woods	550,713	550,713	729,089
Falls Church	St. Patrick's Anglo Vietnamese Church	48,682	119,521	139,047
Falls Church	The Falls Church	728,151	1,084,927	1,110,707
Farnham	North Farnham Parish Church	60,385	114,228	114,228
Fredericksburg	Church of the Messiah	227,671	231,592	254,409
Fredericksburg	St. George's Church	1,070,453	1,122,367	1,521,942
Fredericksburg	Trinity Church	500,865	595,072	1,043,313
Glen Allen	Christ Church	995,076	1,010,063	1,387,801
Gloucester	Ware Church	132,781	276,029	294,001
Goochland	Grace Church	94,501	241,554	259,403
Gordonsville	Christ Church	98,247	110,069	126,869
Great Falls	St. Francis' Church	674,534	742,090	834,858
Greenwood	Emmanuel Church	464,127	466,152	666,152
Hanover	Calvary Church	45,119	52,681	53,562
Harrisonburg	Emmanuel Church	280,611	317,673	337,881
Haymarket	St. Paul's Church	161,370	231,481	256,245
Heathsville	St. Stephen's Church	110,049	184,296	218,060

EXPENSE

Operating Expense	To the Diocese	Outreach and Development	Total Expense
116,658	-	1,189	323,250
251,756	14,000	9,671	275,899
1,856,082	50,000	198,000	1,856,082
916,273	70,589	48,089	963,888
191,513	4,895	1,648	191,513
60,971	2,593	1,138	68,376
750,356	52,000	12,667	865,354
1,133,371	82,000	10,000	1,150,458
250,554	18,850	1,500	1,103,518
237,715	10,500	1,927	237,715
168,611	3,000	-	180,530
31,043	1,000	342	33,609
389,591	26,509	2,000	391,591
234,092	23,368	8,000	234,092
153,618	5,500	-	153,618
479,577	10,000	2,300	536,975
249,587	11,000	23,175	305,053
96,827	2,400	6,806	96,827
506,300	7,500	3,165	521,041
124,097	-	-	139,018
1,262,740	24,000	26,742	1,285,361
84,453	1,450	1,758	84,453
223,122	11,393	11,040	240,313
1,110,963	128,000	37,561	1,553,779
536,517	57,600	8,818	643,106
1,157,501	54,055	72,378	1,547,181
314,683	13,600	5,576	314,683
241,629	7,000	2,125	257,048
101,240	12,000	-	110,740
692,604	35,003	32,915	765,425
372,727	25,578	6,564	455,444
40,427	1,696	2,733	70,348
273,456	30,877	1,171	293,424
230,968	8,033	-	253,989
173,182	16,200	-	216,471

City	Congregation	REVENUE		
		Plate & Pledge	Operating Revenue	Total Revenue
Henrico	Epiphany Church	189,143	235,377	300,310
Henrico	St. Martin's Church	229,578	238,550	281,717
Henrico	Varina Church	105,438	138,233	155,358
Herndon	St. Timothy's Church	593,446	641,206	844,915
Keswick	Grace Church	308,645	455,126	852,196
Kilmarnock	Grace Church	461,659	622,518	812,191
King and Queen Court House	Immanuel Church	4,889	6,426	6,426
King George	Emmanuel Church	3,685	16,800	79,414
King George	St. John's Church	69,128	79,128	79,128
King George	St. Paul's Church	179,605	243,148	332,252
Kinsale	Cople Parish	140,701	177,859	228,859
Lancaster	St. Mary's, Whitechapel	84,017	166,998	206,875
Lancaster	Trinity Church	67,668	95,302	426,829
Leesburg	Christ Church, Lucketts	56,640	85,500	97,360
Leesburg	St. Gabriel's Church	123,599	237,372	250,402
Leesburg	St. James' Church	774,449	1,000,858	1,450,514
Loretto	Vauters Church	67,846	72,389	72,389
Louisa	St. James' Church	190,888	194,521	216,415
Madison	Piedmont/Bromfield Parish	83,726	84,158	86,416
Manakin Sabot	St. Francis' Church	61,929	102,929	152,929
Markham	Episcopal Church of Leeds Parish	256,593	306,874	322,602
Mathews	Kingston Parish	268,943	325,209	362,564
McLean	St. John's Church	1,115,982	1,186,637	1,636,322
McLean	St. Thomas' Church	429,302	537,548	619,496
Mechanicsville	Church of the Creator	134,291	180,771	185,663
Mechanicsville	Immanuel Church	167,041	231,916	443,112
Middleburg	Emmanuel Church	200,981	351,548	356,548
Miller's Tavern	St. Paul's Church	145,951	171,395	201,025
Millwood	Cunningham Chapel Parish	123,071	307,754	330,109
Mineral	Church of the Incarnation	65,963	69,634	89,855
Montpelier	Church of Our Saviour	168,661	210,313	264,862
Montross	St. James' Church	48,556	78,414	95,281
Mount Jackson	St. Andrew's Church	66,172	75,586	117,986
New Kent	St. Peter's Parish Church	258,125	267,825	455,938
Oak Grove	St. Peter's	110,127	115,273	254,814

EXPENSE

Operating Expense	To the Diocese	Outreach and Development	Total Expense
238,658	7,000	5,008	280,425
227,327	4,080	-	268,341
141,492	5,100	4,154	152,339
667,037	16,050	6,098	750,390
476,251	9,000	54,050	1,550,737
550,888	44,000	13,000	666,739
5,225	25	150	5,225
16,800	-	-	21,845
95,195	-	-	95,195
259,440	6,300	10,365	312,469
194,322	12,636	1,297	205,322
198,987	14,500	58,950	255,605
80,140	7,675	2,496	155,490
56,835	7,800	945	87,575
240,019	4,000	202	252,807
948,021	11,004	10,467	1,131,890
70,351	3,000	-	72,883
203,828	15,000	8,157	216,415
75,884	6,000	100	80,531
97,835	3,720	1,200	101,073
324,802	10,000	5,474	415,574
318,992	20,705	-	351,185
1,187,537	91,607	21,749	1,585,917
458,835	33,711	1,937	554,731
182,826	2,100	3,230	224,813
307,305	6,950	1,037	344,910
381,007	11,000	6,000	381,007
150,995	10,000	4,948	150,995
275,334	4,145	23,449	359,056
103,755	1,200	6,100	124,705
217,138	5,000	3,286	228,945
58,035	3,500	3,533	58,185
95,059	5,820	360	97,559
212,042	14,472	2,953	404,344
109,206	5,500	1,769	309,797

City	Congregation	REVENUE		
		Plate & Pledge	Operating Revenue	Total Revenue
Orange	St. Thomas' Church	187,895	252,705	262,346
Orkney Springs	Cathedral Shrine of the Transfiguration	2,979	2,979	2,979
Port Royal	St. Peter's Church	108,990	109,034	126,627
Purcellville	St. Peter's Church	478,800	541,125	674,019
Rapidan	Emmanuel Church	72,644	94,275	122,460
Reedville	St. Mary's Church	61,938	128,492	131,334
Reston	St. Anne's Church	746,727	981,587	1,037,875
Richmond	Christ Ascension Church	77,052	177,777	177,777
Richmond	Church of the Holy Comforter	257,425	321,985	377,850
Richmond	Emmanuel Church at Brook Hill	282,653	620,783	666,077
Richmond	Grace & Holy Trinity Church	732,798	1,409,371	1,548,973
Richmond	St. Andrew's Church	161,927	243,780	243,780
Richmond	St. James's Church	2,405,716	2,622,919	2,657,949
Richmond	St. John's Church	206,096	460,045	470,440
Richmond	St. Mark's Church	356,748	417,268	430,599
Richmond	St. Matthew's Church	687,140	744,195	758,509
Richmond	St. Paul's Church	702,886	2,196,840	2,648,145
Richmond	St. Peter's Church	93,885	170,534	171,334
Richmond	St. Philip's Church	333,000	348,900	419,550
Richmond	St. Stephen's Church	2,712,355	4,281,938	4,940,632
Richmond	St. Thomas' Church	296,044	359,157	400,861
Rixeyville	Little Fork Church	81,072	125,162	130,658
Spotsylvania	Christ Church	281,473	304,001	314,923
Springfield	St. Christopher's Church	389,817	390,290	427,368
Stafford	Aquia Church	816,714	868,200	947,488
Stanardsville	Grace Church	93,570	116,430	162,639
Sterling	St. Matthew's Church	822,335	857,879	972,106
Tappahannock	St. John's Church	129,581	129,581	236,153
The Plains	Grace Church	358,416	526,284	526,284
Upperville	Trinity Church	678,971	1,053,868	1,290,942
Vienna	Church of the Holy Comforter	1,098,213	1,150,501	1,731,821
Warrenton	St. James' Church	585,119	607,230	873,489
Warsaw	St. John's Church	48,818	95,311	96,739

EXPENSE

Operating Expense	To the Diocese	Outreach and Development	Total Expense
258,421	19,521	16,620	268,562
10,000	10,000	-	10,000
99,516	6,000	3,000	117,557
530,620	5,800	12,641	639,018
88,987	6,200	11,385	126,405
121,696	2,204	2,500	142,050
981,585	60,000	17,871	1,181,703
175,875	7,000	2,533	175,875
314,649	21,000	12,000	386,257
461,085	13,001	4,250	477,306
1,337,970	72,000	20,000	1,475,255
271,981	16,350	5,807	271,981
2,638,628	166,000	67,889	2,638,628
447,677	18,000	21,564	457,190
423,766	18,428	1,935	432,462
587,492	10,008	60,893	776,143
2,107,075	125,000	309,035	5,411,661
174,282	4,000	5,334	200,482
282,290	24,000	3,390	320,990
3,927,525	175,000	348,000	4,427,723
383,535	21,000	13,377	433,132
69,796	2,514	-	91,993
299,867	6,110	5,000	310,348
389,934	26,425	1,000	455,983
690,536	2,500	4,996	748,913
108,579	7,600	4,525	171,543
773,344	55,000	17,949	850,538
135,310	2,000	-	324,715
525,376	18,000	935	534,916
894,466	73,579	48,080	1,020,411
1,199,436	100,000	22,000	2,591,911
681,883	57,000	-	841,811
98,338	3,000	4,483	99,114

City	Congregation	REVENUE		
		Plate & Pledge	Operating Revenue	Total Revenue
Warsaw	St. Paul's Church, Nomini Grove	15,422	58,807	58,807
Washington	Trinity Church	184,771	230,532	230,532
West Point	St. John's Church	155,327	169,215	173,215
West Point	St. Paul's Church	31,649	34,952	34,952
White Marsh	Abingdon Church	306,918	395,707	405,503
Wicomico Church	Wicomico Parish Church	336,382	336,382	336,382
Winchester	Christ Church	629,466	662,301	851,940
Winchester	St. Paul's Church on the Hill	107,236	107,236	107,236
Woodbridge	St. Margaret's Church	193,504	246,685	246,685
Woodstock	Emmanuel Church	112,236	151,812	217,252
Total		50,794,102	65,289,348	85,382,403

EXPENSE

Operating Expense	To the Diocese	Outreach and Development	Total Expense
25,347	2,400	-	30,058
230,315	15,000	28,459	230,315
168,125	15,430	4,500	173,125
32,259	1,000	-	32,609
398,552	28,311	2,457	406,062
63,498	7,500	28,703	131,001
608,428	50,000	16,800	727,708
118,496	2,040	-	122,817
11,981	3,833	8,148	21,457
157,269	10,860	12,298	250,255
63,366,507	3,377,862	2,427,659	81,660,742

Diocese of Virginia Financial Report

**THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA**

**FINANCIAL STATEMENTS AND
SUPPLEMENTAL SCHEDULES**

*As of and for the Year Ended December 31, 2019
(with comparative totals for December 31, 2018)*

And Report of Independent Auditor



THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
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Report of Independent Auditor

To the Executive Board
The Protestant Episcopal Church in the Diocese of Virginia
Richmond, Virginia

We have audited the accompanying financial statements of The Protestant Episcopal Church in the Diocese of Virginia, which comprise the statement of financial position as of December 31, 2019, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of The Protestant Episcopal Church in the Diocese of Virginia as of December 31, 2019, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

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Emphasis of Matter

As disclosed in Note 20, The Protestant Episcopal Church in the Diocese of Virginia has made reclassifications to net assets as of December 31, 2018, to account for prior period endowment contributions and investment returns that were not reflected in the appropriate net asset classification. Our opinion is not modified with respect to this matter.

Report on Comparative Information

We have previously audited The Protestant Episcopal Church in the Diocese of Virginia's 2018 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated October 30, 2019. In our opinion, the comparative information presented herein as of and for the year ended December 31, 2018 is consistent, in all material respects, with the audited financial statements from which it has been derived.

Report on Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements taken as a whole. The accompanying supplemental schedules on pages 21 through 28 are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements as of December 31, 2019 and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements taken as a whole.

Cherry Bekaert LLP

Richmond, Virginia
October 2, 2020

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
STATEMENT OF FINANCIAL POSITION

DECEMBER 31, 2019

(WITH COMPARATIVE TOTALS FOR DECEMBER 31, 2018)

	<u>2019</u>	<u>2018</u>
ASSETS		
Current Assets:		
Cash and cash equivalents	\$ 1,893,322	\$ 2,149,517
Investments - STAMP	1,109,818	1,086,458
Accounts receivable:		
Church promises to give to the Diocese	317,070	230,441
Related organizations	148,400	101,838
Contributions receivable - current portion	49,472	56,235
Other	301,434	530,320
Prepaid expenses	40,322	40,322
Real estate held for sale	1,482,569	1,963,815
Notes receivable	4,575	4,575
Total Current Assets	<u>5,346,982</u>	<u>6,163,521</u>
Investments - Trustees of the Funds	<u>24,807,307</u>	<u>21,374,107</u>
Contributions receivable - less current portion	<u>81,417</u>	<u>152,899</u>
Property and equipment - net	<u>162,022</u>	<u>111,115</u>
Other Assets:		
Real estate	55,371,487	55,371,487
Beneficial interest in trusts	232,459	206,539
Total Other Assets	<u>55,603,946</u>	<u>55,578,026</u>
Assets Held as Agent:		
Investments held for others	1,033,099	787,665
Less investment held for others	<u>(1,033,099)</u>	<u>(787,665)</u>
Total Assets Held as Agent	<u>-</u>	<u>-</u>
Total Assets	<u>\$ 86,001,674</u>	<u>\$ 83,379,668</u>

The accompanying notes to the financial statements are an integral part of this statement.

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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
STATEMENT OF FINANCIAL POSITION (CONTINUED)

DECEMBER 31, 2019

(WITH COMPARATIVE TOTALS FOR DECEMBER 31, 2018)

	<u>2019</u>	<u>2018</u>
LIABILITIES		
Current Liabilities:		
Line of credit	\$ -	2,488,678
Accounts payable and accrued liabilities:		
Trade	226,854	184,446
Related organizations	46,695	46,695
Prepaid rent	15,500	15,500
Current portion of notes payable	93,739	88,971
Total Current Liabilities	<u>382,788</u>	<u>2,824,290</u>
Long-Term Liabilities:		
Notes payable - less current portion	<u>2,757,948</u>	<u>2,866,590</u>
Total Liabilities	<u>3,140,736</u>	<u>5,690,880</u>
NET ASSETS		
Without Donor Restrictions:		
Undesignated	13,629,176	12,448,978
Board designated	<u>55,207,374</u>	<u>53,676,251</u>
Total Without Donor Restrictions	<u>68,836,550</u>	<u>66,125,229</u>
With Donor Restrictions	<u>14,024,388</u>	<u>11,563,559</u>
Total Net Assets	<u>82,860,938</u>	<u>77,688,788</u>
Total Liabilities and Net Assets	<u>\$ 86,001,674</u>	<u>\$ 83,379,668</u>

The accompanying notes to the financial statements are an integral part of this statement.

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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
STATEMENT OF ACTIVITIES

YEAR ENDED DECEMBER 31, 2019

(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2018)

	2019		2018	
	Without Donor Restrictions	With Donor Restrictions	Total	Total
Operating Revenue:				
Camps and conferences	\$ 494,788	\$ -	\$ 494,788	\$ 499,414
Income from Virginia Episcopalian	34,591	-	34,591	19,016
Total Operating Revenue	529,379	-	529,379	518,430
Support and Other Revenue:				
Gain from sale of real estate	1,956,681	-	1,956,681	-
Loss on disposal of property and equipment	-	-	-	(1,223)
Contributions from churches	3,899,719	-	3,899,719	4,043,456
Individual contributions and gifts	22,191	-	22,191	28,233
Health insurance reimbursement	101,052	-	101,052	107,927
Investment income (loss), net	2,292,928	1,159,433	3,452,361	(1,563,494)
Change in beneficial interest in trust	-	25,920	25,920	(29,086)
Other restricted income	-	1,546,933	1,546,933	476,860
Other	275,617	219,134	494,751	391,337
	8,548,188	2,951,420	11,499,608	3,454,010
Net assets released from restrictions	490,591	(490,591)	-	-
Total Support and Other Revenue	9,038,779	2,460,829	11,499,608	3,454,010
Total Revenue and Support	9,568,158	2,460,829	12,028,987	3,972,440
Expenses and Other Deductions:				
Program Services Expenses:				
Support of Our Greater Church Community	699,692	-	699,692	741,074
Ministry Areas in the Diocese	2,853,098	-	2,853,098	2,665,748
Governance and commission support	425,296	-	425,296	424,045
Communications and Technology Across the Diocese	391,366	-	391,366	433,352
Camps and conferences	713,600	-	713,600	666,119
Total Program Services Expenses	5,083,052	-	5,083,052	4,930,338
Supporting Services Expenses:				
General administration	1,588,094	-	1,588,094	1,656,475
Fundraising	185,691	-	185,691	177,237
Total Supporting Services Expenses	1,773,785	-	1,773,785	1,833,712
Total Expenses and Other Deductions	6,856,837	-	6,856,837	6,764,050
Excess (deficiency) of revenue and support over expenses and other deductions	2,711,321	2,460,829	5,172,150	(2,791,610)
Change in net assets	2,711,321	2,460,829	5,172,150	(2,791,610)
Net assets, beginning of year	67,286,625	10,402,163	77,688,788	80,480,398
Reclassification (Note 20)	(1,161,396)	1,161,396	-	-
Net assets, beginning of year, as adjusted	66,125,229	11,563,559	77,688,788	80,480,398
Net assets, end of year	\$ 68,836,550	\$ 14,024,388	\$ 82,860,938	\$ 77,688,788

The accompanying notes to the financial statements are an integral part of this statement.

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**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
STATEMENT OF FUNCTIONAL EXPENSES**

YEAR ENDED DECEMBER 31, 2019

	2019						2018				
	Support of Our Greater Church Community	Ministry Areas in the Diocese	Governance and Commission Support	Communications and Technology Across the Diocese	Camps and Conferences	Total Program Services	General Administration	Fund Raising	Total Supporting Services	Total	Total
Salaries and wages	-	\$ 660,704	\$ 283,628	\$ 298,620	\$ 168,431	\$ 1,411,283	\$ 1,034,887	\$ 182,027	\$ 1,216,914	\$ 2,628,197	\$ 2,544,785
Room and board	-	-	-	-	405,982	405,982	-	-	405,982	405,982	423,549
Travel	46,194	29,558	8,468	14,002	-	98,222	35,912	3,684	39,576	137,798	220,320
Grants	-	474,830	-	-	-	474,830	-	-	474,830	474,830	428,776
Scholarships	-	3,153	-	-	-	3,153	-	-	3,153	3,153	9,320
Committees	-	108,186	3,233	-	-	111,419	-	-	111,419	111,419	112,655
Ministries	-	83,727	28,607	-	-	112,334	321	-	321	112,018	93,213
Other	653,489	27,115	8,279	11,852	45,760	746,504	7,184	-	7,184	733,688	848,142
Insurance	-	-	-	-	-	-	108,801	-	108,801	108,801	129,680
Aid for mission churches	-	652,371	-	-	-	652,371	-	-	652,371	652,371	662,310
Aid to churches	-	109,502	-	-	-	109,502	-	-	109,502	109,502	51,995
Aid to other organizations	-	40,500	-	-	-	40,500	-	-	40,500	40,500	47,500
College ministries support	-	244,771	-	-	-	244,771	-	-	244,771	244,771	213,985
Support services	-	119,806	-	-	-	119,806	-	-	119,806	119,806	95,304
Auto expense and reserve	-	-	-	-	-	-	50,751	-	50,751	50,751	21,448
Telephone	-	-	-	-	-	-	19,172	-	19,172	19,172	24,952
Office supplies	-	-	1,472	-	28,822	30,294	58,806	-	58,806	89,100	68,899
Building expenses	-	136,258	-	-	-	136,258	82,080	-	82,080	167,534	167,534
Professional fees	-	-	91,609	-	64,605	156,214	93,247	-	93,247	249,461	183,964
Miscellaneous	-	162,617	-	86,992	-	229,609	66,674	-	66,674	296,283	371,461
Depreciation	699,692	2,853,098	425,296	391,366	713,600	5,083,652	1,557,815	185,691	1,743,506	6,286,588	6,727,055
Total expenses	\$ 699,692	\$ 2,853,098	\$ 425,296	\$ 391,366	\$ 713,600	\$ 5,083,652	\$ 1,588,094	\$ 185,691	\$ 1,773,785	\$ 6,856,837	\$ 6,764,050

The accompanying notes to the financial statements are an integral part of this statement.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
STATEMENT OF CASH FLOWS

YEAR ENDED DECEMBER 31, 2019

(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2018)

	<u>2019</u>	<u>2018</u>
Cash flows from operating activities:		
Change in net assets	\$ 5,172,150	\$ (2,791,610)
Adjustments to reconcile change in net assets to net cash used in operating activities:		
Depreciation	30,279	36,995
Loss on disposal of property and equipment	-	1,223
Gain from sale of real estate	(1,956,681)	-
Unrealized (gain) loss on investments - net	(2,167,828)	2,579,807
Increase (decrease) in beneficial interest in trusts	(25,920)	29,086
Change in:		
Accounts receivable	173,940	167,061
Accounts payable and accrued liabilities	42,408	(23,323)
Net cash provided by (used in) operating activities	<u>1,268,348</u>	<u>(761)</u>
Cash flows from investing activities:		
Purchase of investments, including reinvested investment income	(1,810,737)	(449,751)
Proceeds from sale of investments	522,005	3,000
Proceeds from sale of real estate	2,437,927	-
Purchase of real estate	-	(489)
Purchase of property and equipment	(81,186)	-
Net cash provided by (used in) investing activities	<u>1,068,009</u>	<u>(447,240)</u>
Cash flows from financing activities:		
Payments on line of credit	(2,488,678)	-
Principal payments on notes payable	(103,874)	(98,872)
Net cash used in financing activities	<u>(2,592,552)</u>	<u>(98,872)</u>
Net change in cash and cash equivalents	(256,195)	(546,873)
Cash and cash equivalents, beginning of year	<u>2,149,517</u>	<u>2,696,390</u>
Cash and cash equivalents, end of year	<u>\$ 1,893,322</u>	<u>\$ 2,149,517</u>
Supplemental disclosure of cash flow information:		
Cash paid for interest	<u>\$ 139,205</u>	<u>\$ 158,463</u>

The accompanying notes to the financial statements are an integral part of this statement.

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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2019

Note 1—Organization and nature of activities

The Protestant Episcopal Church in the Diocese of Virginia (“Diocese”) is a community of members and clergy in counties throughout central, northern, and northwestern Virginia. Established in 1785, the Diocese serves the world through its congregations, schools, diocesan centers, and diocesan homes.

Note 2—Summary of significant accounting policies

Reporting Entity and Related Organizations – These statements present the financial position, changes in net assets, and cash flows for funds under control of the Annual Council of the Diocese. The statements do not present such information on individual church, parish, or regional organizations or separately organized and controlled entities in the Diocese, such as Trustees of the Funds of the Protestant Episcopal Church in the Diocese of Virginia, Inc. (“Trustees of the Funds”), Memorial Trustees under the will of Annie Rose Walker and Roslyn Managers Corporation (“Memorial Trustees”), Diocesan Missionary Society of Virginia (“DMS”), Church Schools of the Diocese of Virginia (“CSDV”), The Episcopal Church Women, Virginia Diocesan Homes, and Shrine Mont, Inc. (“Shrine Mont”).

Basis of Presentation – The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (“U.S. GAAP”). The Diocese financial statements have been prepared to focus on the organization as a whole. Resources are classified into two net asset categories based on the existence or absence of donor-imposed restrictions. Accordingly, the net assets of the Diocese and changes therein are classified and reported as follows:

Net Assets Without Donor Restrictions – Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the Diocese. These net assets may be used at the discretion of the Diocese management and the Board of Directors. The Diocese has chosen to provide further classification information about net assets without donor restrictions on the statements of financial position. The sub classifications are as follows:

Undesignated – Represents the cumulative net assets without donor restrictions excluding those net assets designated for specific activities.

Board-Designated – Comprised of funds set aside by the Board of Directors to be used for specific activities within general guidelines established by the Diocese.

Net Assets With Donor Restrictions – Net assets subject to stipulations imposed by donors and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of the Diocese or by the passage of time. Other donor restrictions are perpetual in nature, whereby the donor has stipulated the funds be maintained in perpetuity.

Use of Estimates – The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements. Such estimates also affect the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates and assumptions.

Cash and Cash Equivalents – For purposes of reporting cash flows, the Diocese considers demand deposits and investments with a purchased maturity of less than three months to be cash and cash equivalents.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTSDECEMBER 31, 2019

Note 2—Summary of significant accounting policies (continued)

Investments – Investments are recorded at their net asset value (“NAV”), or its equivalent. Investment income is recorded when interest is earned and dividends are declared. Gain or loss on investment sales is recorded on the trade-date based upon specific identification. Unrealized gains and losses on investments are recorded based on the change between cost basis and NAV of investments at year-end compared to the change in the prior year.

Accounts Receivable – Accounts receivable represent amounts due to the Diocese related to program revenues. Accounts receivable are written off when determined to be uncollectible. In management’s opinion, no allowance is needed at year-end.

Property and Equipment – Property and equipment are stated at cost. Major additions are capitalized. Repairs and renewals are expensed. Depreciation is computed using the straight-line method over a useful life of between five and seven years.

Real Estate and Real Estate Held for Sale – The Diocese holds real estate, recorded at cost, as a part of mission development projects in various regions. The intent is to transfer the properties to the particular parishes when they are authorized to appoint their own trustees. The real estate acquired through the property litigation has been recorded at the property’s fair value at the time of acquisition. It will be carried at the acquisition date fair value until it is either disposed of or the value is deemed to be permanently impaired.

Property titled to trustees of individual congregations is not recorded by the Diocese. Under the Canon law of the Episcopal Church, this property is held in trust, in the names of the individual churches, for the benefit of the Episcopal Church and the Diocese.

Income Tax Status – The Diocese is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code; accordingly, the accompanying financial statements do not reflect a provision or liability for federal and state income taxes. The Diocese has determined that it does not have any material unrecognized tax benefits or obligations as of December 31, 2019.

Concentration of Credit Risk – Financial instruments which potentially subject the Diocese to concentrations of credit risk consist principally of temporary cash investments and trade receivables. The Diocese places its cash and cash equivalents on deposit with financial institutions in the United States. The Federal Deposit Insurance Corporation provides insurance coverage for up to \$250,000 for substantially all depository accounts. The Diocese, from time to time, may have amounts on deposit in excess of the insured limits; however, the Diocese has not experienced any losses in such amounts. As of December 31, 2019 the Diocese had \$1,801,985 in deposits that exceeded these insured limits.

Contributions – Contributions are recognized when cash, other assets, or an unconditional promise to give is received. Conditional promises to give, that is, those with a measurable performance or other barrier, and a right of return or right of release, are not recognized until the conditions on which they depend have been substantially met. Contributions of assets other than cash are recorded at their estimated fair value.

Donor-restricted contributions are reported as increases in net assets with donor restrictions. When a restriction expires, net assets are reclassified from net assets with donor restrictions to net assets without donor restrictions in the statements of activities.

Functional Expenses – The costs of providing the various programs and other activities of the Diocese have been summarized on a functional basis in the statement of functional expenses. Direct, identifiable expenses are charged to programs and supporting services. Expenses related to more than one function are allocated to the various programs and supporting services based on time and effort.

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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2019

Note 2—Summary of significant accounting policies (continued)

New Accounting Pronouncement – In May 2014, Financial Accounting Standards Board (“FASB”) issued Accounting Standards Update (“ASU”) 2014-09, *Revenue from Contracts with Customers (Topic 606)*, requiring an entity to recognize the amount of revenue to which it expects to be entitled for the transfer of promised goods or services to customers. This ASU supersedes the revenue recognition requirements in *Topic 605, Revenue Recognition*. The Diocese adopted this ASU on January 1, 2019. The Diocese implemented ASU 2014-09 using a modified retrospective method of application. The adoption of ASU 2014-09 resulted in changes to the disclosure of revenue recognition. There are no material changes to the recognition or presentation of revenue as a result of the application of ASU 2014-09. As a result, no cumulative effect adjustment was recorded upon adoption.

In June 2018, FASB issued ASU 2018-08, *Not-for-Profit Entities (Topic 958) – Clarifying the Scope and the Accounting Guidance for Contributions Received and Contributions Made*. This ASU clarifies the factors and criteria to consider when determining whether (1) a transaction should be characterized as an exchange transaction or as a contribution, and (2) a contribution is, or is not, conditional. The Diocese implemented ASU 2018-08 using a modified retrospective method of application. There are no material changes to the recognition or presentation of revenue as a result of the application of ASU 2018-08. As a result, no cumulative effect adjustment was recorded upon adoption.

Future Accounting Pronouncements – In February 2016, FASB issued ASU 2016-02, *Leases (Topic 842)*, which sets out the principles for the recognition, measurement, presentation, and disclosure of leases for both parties to a contract (i.e., lessees and lessors). The new standard requires lessees to apply a dual approach, classifying leases as either finance or operating leases based on the principle of whether or not the lease is effectively a financed purchase by the lessee. This classification will determine whether lease expense is recognized based on an effective interest method or on a straight-line basis over the term of the lease, respectively. A lessee is also required to record a right-of-use asset and a lease liability for all leases with a term of greater than 12 months regardless of their classification. Leases with a term of 12 months or less will be accounted for similar to existing guidance for operating leases today. The new standard requires lessors to account for leases using an approach that is substantially equivalent to existing guidance for sales-type leases, direct financing leases, and operating leases. The standard is effective on January 1, 2022, with early adoption permitted. The Diocese is in the process of evaluating the impact of this new guidance.

Note 3—Liquidity and availability

Financial assets available for general expenditures within one year at December 31, 2019:

Financial assets at year-end:	
Cash and cash equivalents	\$ 1,893,322
Investments	25,917,125
Accounts receivable:	
Church promises to give to the Diocese	317,070
Related organizations	148,400
Contributions receivable - current portion	49,472
Other	<u>301,434</u>
Total financial assets at year-end	28,626,823
Less amounts not available to be used for general expenditures within one year:	
Financial assets not available to be used within one year	<u>14,024,388</u>
Financial assets available to be used within one year	<u>\$ 14,602,435</u>

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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2019

Note 3—Liquidity and availability (continued)

The Diocese has board-designated assets limited to use which are available for general expenditures within one year in the normal course of operations. Accordingly, these assets have been included in the quantitative information above for financial assets available to be used within one year. The Diocese has other assets limited to use for donor-restricted purposes and endowed investments. These assets are limited in use, which is more fully described in Note 16, and are not available within one year.

As part of the Diocese’s liquidity management plan, cash in excess of daily requirements are invested in the investment accounts. The Diocese considers general expenditures to include program expenses, management and administrative expenses, and any commitments or liabilities to be paid in the subsequent year.

Note 4—Investments

Investments are reported at fair value. Investments consist of the following at December 31, 2019:

	<u>Fair Value</u>	<u>Cost</u>
Investments - STAMP	\$ 1,109,818	\$ 1,117,563
Investments - Trustees of the Funds	24,807,307	12,962,386
	<u>\$ 25,917,125</u>	<u>\$ 14,079,949</u>

The Diocese also has amounts invested with Trustees of the Funds of the Episcopal Diocese of Virginia (“TOTF”) through a unitized investment pool for Diocesan organizations and parishes within the Diocese of Virginia. The funds are held as part of a diversified managed endowment model portfolio. Investment earnings net of fees are allocated to the participants based on units.

Investment income included the following for December 31, 2019:

STAMP income	\$ 38,420
STAMP unrealized loss	16,751
Trustees of the Funds income, net	1,246,113
Trustees of the Funds unrealized gain	<u>2,151,077</u>
	<u>\$ 3,452,361</u>

Note 5—Investments carried at net asset value or its equivalent

All amounts held by TOTF are held in two accounts (STAMP and TOTF) with no restrictive redemption provisions and no unfunded commitment requirements. TOTF is managed with the overall investment objective of preserving a steady and consistent spending stream for the support of fund participants. The asset structure reflects TOTF’s needs for liquidity, preservation, purchasing power, long-term growth of principal, and risk tolerance of the TOTF. TOTF investments are comprised of three parts: a bond fund, an equity fund, and a short-term fund. Each one has specific objectives and policy guidelines.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2019

Note 5—Investments carried at net asset value or its equivalent (continued)

The table below sets forth a summary of investments that are valued using Net Asset Value (“NAV”) at December 31, 2019. This category includes the following type of investment:

	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Lock-in Period</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Trustees of the Funds ^(a)	\$ 24,807,307	n/a	n/a	Daily	None
STAMP ^(b)	\$ 1,109,818	n/a	n/a	Daily	None

^(a) This class includes funds of hedge funds across multiple strategies. Sub-strategies include, but are not limited to: long/short term debt, absolute return, and even driven.

^(b) This class includes investments in shorter-term, investment grade bonds, U.S. Treasury and government agency bonds, pooled consumer bonds, mortgages, and asset-backed securities.

Note 6—Notes receivable

Notes receivable consisted of the following at December 31, 2019:

Other installment loan

Uncollateralized note receivable with monthly interest and principal payments of \$594 per month, including interest at 7.00%, and a final payment due April 2016.	<u>\$ 4,575</u>
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Note 7—Contributions receivable

During 2013, the Diocese, in coordination with Shrine Mont, Inc., launched a fundraising campaign to raise funds for the facilities used by the Shrine Mont Camp Program and for scholarships for young people to attend the Shrine Mont Camp Program. The Diocese has contributions receivable at December 31, 2019 as follows:

Contributions receivable	\$ 130,889
Less current portion	<u>(49,472)</u>
	<u>\$ 81,417</u>
Gross amounts to be collected in:	
Less than one year	\$ 49,472
One to five years	<u>88,061</u>
	137,533
Less 4% discount	<u>(6,644)</u>
Fair value	<u>\$ 130,889</u>

The Diocese has elected to record all contributions receivable at fair value. The process utilizes the income approach with discounted cash flows, providing a single discounted value for all contributions receivable.

The fair value adjustment for 2019 was \$4,680 and is included in gift income in the statement of activities. No changes in the fair value measurement were attributable to instrument specific risk.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2019

Note 8—Property and equipment

Major classes of property and equipment consisted of the following at December 31, 2019:

Equipment	\$ 307,258
Vehicles	182,293
	<u>489,551</u>
Less accumulated depreciation	<u>(327,529)</u>
	<u>\$ 162,022</u>

Note 9—Beneficial interest in trusts

The Diocese is an income beneficiary of a perpetual trust. This trust makes distributions to the Diocese based on the Diocese's percentage interest as stated in the trust documents. The fair value of the interest in the trusts is \$232,459 at December 31, 2019, which has been recorded as an asset and is adjusted each year to reflect the change in value. The Diocese has also been named as a beneficiary in a charitable lead trust. No financial information is currently available to value this interest. Annual receipts on this trust are included in gift income.

Note 10—Related party transactions

The Diocese provides administrative and accounting services to several related organizations. TOTF and DMS reimburse the Diocese for a portion of the salary and benefits of the accounting staff under a "common paymaster" arrangement. Under this arrangement, any person employed by several related organizations is compensated by one organization, which is reimbursed by the other organizations. During 2019, salary costs incurred and subsequently reimbursed were \$273,671 and \$52,529 for TOTF and DMS, respectively. As of December 31, 2019, the Diocese also had related party receivables with the TOTF, Memorial Trustees, and DMS in the amount of \$138,789, \$9,476, and \$135, respectively.

TOTF, a nonstock, nonprofit corporation, was established in 1892 to receive, hold, and invest gifts and bequests of real and personal property for the Diocese, including the Mayo Memorial House, which is used as the general offices of the Diocese. The Diocese receives free use of the Mayo Memorial House. The value of this non-exchange transaction is not reflected in the financial statements.

The Diocese runs camps and conferences as a part of their summer programs. These activities are held at Shrine Mont, which is a separate Diocesan retreat facility. During 2019, the Diocese paid \$405,981 for room and board to Shrine Mont as a part of these programs.

The Diocesan Missionary Society provides loans to organizations within the Diocese that are in financial need. Three loans to the Diocese are outstanding as of December 31, 2019, with a balance of \$2,851,687 (see Note 12).

Note 11—Pension plan

The Diocese has a defined contribution pension plan for all lay employees working at least 20 hours per week in accordance with the requirements of the Canons of the Episcopal Church. Plan contribution expense for 2019 was \$158,102. In addition, clergy employees of the Diocese participate in the defined benefit pension plan of the Church Pension Fund in accordance with the Canons of the Episcopal Church. Pension plan expense on behalf of clergy employees of the Diocese in 2019 was \$112,408.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2019

Note 12—Notes payable and line of credit

Notes payable consisted of the following as of December 31, 2019:

Note payable to DMS - collateralized by real property, due in monthly installments of \$3,536, including interest at 6.5%, with the remaining principal due in full October 2022, assuming all future 5-year extensions are granted.	\$ 111,202
Note payable to DMS - collateralized by real property, due in quarterly installments of interest only at 2.80%, with remaining principal due in full April 2024, assuming all future 5-year extensions are granted.	1,019,962
Note payable to DMS - collateralized by real property, due in monthly installments of \$11,117, including interest at 4.5%, with remaining principal due in full May 2024.	<u>1,720,523</u>
	2,851,687
Less current portion	<u>(93,739)</u>
	<u>\$ 2,757,948</u>

Estimated future principal payments on notes payable for years ending December 31 are as follows:

2020	\$ 93,739
2021	98,519
2022	96,770
2023	65,302
2024	<u>2,497,357</u>
	<u>\$ 2,851,687</u>

The Diocese had a \$3,000,000 line of credit available from SunTrust Bank to fund cash requirements. The line of credit was paid off in full in June 2019. The agreement subsequently expired on July 22, 2019 and was not renewed.

Note 13—Lease commitments

The Diocese has noncancelable operating lease agreements for copiers and equipment. The copier leases require payment of an excess copy charge in addition to the monthly lease payment.

Minimum lease commitments for future years ending December 31 are as follows:

2020	\$ 20,038
2021	18,761
2022	4,670
2023	4,670
2024	4,670
Thereafter	<u>1,557</u>
	<u>\$ 54,366</u>

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2019

Note 13—Lease commitments (continued)

The Diocese leases real estate property owned to tenants under noncancelable operating leases with the terms of 5 to 15 years. The following is a schedule, by years, of future minimum rentals under the leases at December 31, 2019:

2020	\$	120,000
2021		120,000
2022		120,000
2023		120,000
2024		120,000
Thereafter		800,000
	<u>\$</u>	<u>1,400,000</u>

Note 14—Commitments and contingencies

The Diocese has guaranteed a \$6,000,000 20-year tax-exempt bond issuance by Memorial Trustees. The bonds were originally issued in September 2001 and subsequently re-issued in 2012 at \$4,025,000. The outstanding balance on the bonds at December 31, 2019 was \$2,881,031. No liability has been accrued with respect to either guarantee.

The Diocese has outstanding commitments at year-end of approximately \$146,359 with respect to the Annual Council Convention for 2020. This convention typically takes place in the last week of January each year.

Note 15—Board-designated net assets

Net assets without donor restriction includes designated funds by the Diocese for the following purposes at December 31, 2019:

Diocesan programs	<u>\$</u>	<u>55,207,374</u>
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These amounts include an operating reserve that was established by the Diocese to provide for liquid funds in the event of short-term cash flow needs for unanticipated events that would necessitate the use of reserves to continue the operations and mission of the organization.

Note 16—Restricted net assets

The Diocese had restrictions on net assets as follows at December 31, 2019:

Purpose restricted:		
Development funds	\$	1,669,792
Diocesan programs		3,631,046
Bishop's programs		1,976,378
Beneficial interest in perpetual trusts		232,460
Time restricted for endowments, some of which is perpetual in nature:		
Bishop's programs		6,514,712
Total restricted net assets	<u>\$</u>	<u>14,024,388</u>

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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2019

Note 16—Restricted net assets (continued)

Net assets were released from donor restrictions by incurring expenses satisfying the restricted purposes or other events specified by the donors as follows for the year at December 31, 2019:

Satisfaction of purpose restriction	<u>\$</u> <u>490,591</u>
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Note 17—Endowment funds

The Diocese's endowment consists of 29 individual funds. These funds are all donor-restricted endowment funds and were established for a variety of purposes. Its endowment includes both donor-restricted funds and funds designated by the Board to function as endowments. As required by U.S. GAAP, net assets associated with these endowment funds are classified and reported based on the existence or absence of donor-imposed restrictions.

The management of donor-restricted endowment funds is governed by state law under the Uniform Prudent Management of Institutional Funds Act ("UPMIFA") as adopted by the Virginia state legislature in 2008. The law gives guidance for investment and spending practices, giving consideration for donor intent and the organization's overall resources and charitable purpose. As a result of this interpretation, the Diocese classifies as net assets with donor restrictions (a) the original value of gifts donated to the perpetual endowment, (b) the original value of subsequent gifts to the perpetual endowment, and (c) accumulations to the perpetual endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund. Donor-restricted amounts not retained in perpetuity are subject to appropriation for expenditure by us in a manner consistent with the standard of prudence prescribed by UPMIFA. The Diocese considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds: (1) the duration and preservation of the various funds, (2) the purposes of the donor-restricted endowment funds, (3) general economic conditions, (4) the possible effect of inflation and deflation, (5) the expected total return from income and the appreciation of investments, (6) other resources of the Diocese, and (7) the Diocese's investment policies.

Investment Return Objectives, Risk Parameters and Strategies – The Diocese is guided by the investment and spending policies of the Trustees of the Funds for endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowment funds while also maintaining the purchasing power of those endowment assets over the long-term. To support distributions and preserve purchasing power, the Trustees of the Funds' objective is to maximize investment return within reasonable and prudent levels of risk. While it is understood that the Diocese has the right to withdraw its investments at any time according to the then current withdrawal policy of the Trustees of the Funds, it is the express intent of the Trustees of the Funds to invest the fund for the long term and accept that level of portfolio risk consistent with achieving long-term growth and preservation of capital.

Spending Policy – In pursuit of this objective, the Trustees of the Funds have set an annual distribution rate policy range of 4% to 5%. The annual distribution, calculated using the current distribution rate, is based on a rolling 20-quarter market value average of the fund. The Trustees of the Funds authorize the annual distribution to be issued after the third quarter of each calendar year. The distribution rate will be reviewed annually for appropriateness in prevailing economic conditions. The Diocese may request a different payout percentage, subject to approval by the Trustees of the Funds. To serve these management objectives, the investment objective of the Diocese is to attain a real total return of at least 5% per annum over the long term.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2019

Note 17—Endowment funds (continued)

Endowment net asset composition by type of fund as of December 31, 2019:

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
Donor-restricted endowment funds:			
Original donor-restricted amounts and amounts required to be maintained in perpetuity by donor	\$ -	\$ 2,257,799	\$ 2,257,799
Accumulated investments gains	-	4,256,913	4,256,913
Endowment net assets, end of year	<u>\$ -</u>	<u>\$ 6,514,712</u>	<u>\$ 6,514,712</u>

Changes in endowment net assets for the fiscal year ended December 31, 2019:

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
Endowment net assets, beginning of year	\$ -	\$ 6,086,223	\$ 6,086,223
Investment income, net	-	735,417	735,417
Appropriation for expenditure	-	(306,928)	(306,928)
Endowment net assets, end of year	<u>\$ -</u>	<u>\$ 6,514,712</u>	<u>\$ 6,514,712</u>

Funds with Deficiencies – From time to time, the fair value of assets associated with individual donor-restricted endowment funds may fall below the level that the donor or the UPMIFA requires the Diocese to retain as a fund of perpetual duration. At December 31, 2019, funds with original gift values of \$218,598, fair values of \$179,558, and deficiencies of \$39,040 were reported in net assets with donor restrictions. These deficiencies resulted from unfavorable market fluctuations.

Note 18—Fair value measurements

Accounting standards establish a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described below:

Level 1 – Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Diocese has the ability to access.

Level 2 – Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 – Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2019

Note 18—Fair value measurements (continued)

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following are descriptions of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used during 2019.

Beneficial Interest in Trusts – Valued using the fair value of the underlying assets of the trust as an estimate for the present value of the expected future cash flows.

Contributions Receivable – Contributions receivable are reported at a net realizable value if, at the time the promise is made, payment is expected to be received in one year or less. Contributions receivable that are expected to be collected in more than one year are reported at fair value initially and in subsequent periods. Fair value is calculated as the present value of the expected future contributions receivable to be received using a discount rate.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Diocese believes its valuation methods are appropriate and consistent with those of other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Diocese's assets at fair value as of December 31, 2019:

Assets at Fair Value as of December 31, 2019				
	Level 1	Level 2	Level 3	Total
Beneficial interest in trusts	\$ -	\$ -	\$ 232,459	\$ 232,459
Contributions receivable	-	-	130,889	130,889
Investments measured at NAV ^(a)	-	-	-	25,917,125
Total assets at fair value	\$ -	\$ -	\$ 363,348	\$ 26,280,473

^(a) In accordance with Subtopic 820-10, certain investments that are measured at fair value using the NAV per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets available for benefits.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2019

Note 18—Fair value measurements (continued)

Level 3 Gains and Losses – The table below sets forth a summary of changes in the fair value of the Diocese's Level 3 investment assets for 2019.

	<u>Beneficial Interest in Trusts</u>	<u>Contributions Receivable</u>
Balance, beginning of year	\$ 206,539	\$ 209,134
Contribution payments received	-	(75,972)
Change in fair value	25,920	(2,273)
Net increase (decrease)	<u>25,920</u>	<u>(78,245)</u>
Balance, end of year	<u>\$ 232,459</u>	<u>\$ 130,889</u>

Note 19—Comparative totals

The summarized amounts shown for 2018 in the accompanying financial statements are included to provide a basis for comparison with 2019 and are not intended to present all information necessary for a fair presentation of the summarized 2018 statements in conformity with U.S. GAAP. Accordingly, such information should be read in conjunction with the Diocese's financial statements for 2018, from which the summarized information was derived.

Note 20—Reclassification of net assets

There were certain prior period endowment contributions and endowment investment returns that were not reflected in the appropriate net asset classifications. The Diocese made reclassifications between net asset classifications to correct these reporting errors as of December 31, 2018. The reclassifications resulted in a reduction of net assets without donor restrictions of \$1,161,396, which includes a reduction of \$77,489 to undesignated net assets and \$1,083,907 to Board-designated net assets, and an increase in net asset with donor restrictions of \$1,161,396.

Note 21—Subsequent events

In preparing these financial statements, the Diocese has evaluated events and transactions for potential recognition or disclosure through October 2, 2020, the date the financial statements were available to be issued.

In response to the worldwide spread of coronavirus ("COVID-19"), management of the Diocese has implemented a number of practices designed to protect the safety and well-being of its employees and customers including adoption of the applicable portions of the President's Coronavirus Guidelines for America (the "Guidelines"). Adoption of the Guidelines has resulted in, among other things, a significant number of the Diocese's personnel working remotely as well as a renewed emphasis in employee communications with respect to jobsite hygiene and social distancing for those employees whose responsibilities require them to be physically present at various locations.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2019

Note 21—Subsequent events (continued)

The extent to which COVID-19 may impact the Diocese's future operations will depend upon future developments which are highly uncertain and cannot be predicted at this time. In response to this uncertainty, management is continuously monitoring the Diocese's financial performance and related cash position and liquidity and developing and implementing plans designed to maintain the Diocese's consolidated financial position should the breadth and duration of the business disruptions related to COVID-19, as well as its impact on the U.S. economy and business confidence, continue for an extended period of time.

The Diocese sold a property in Gainesville, Virginia in August 2020 for approximately \$2,000,000. This will result in a gain on sale of property of approximately \$1,800,000 in 2020.

SUPPLEMENTAL SCHEDULES

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULE OF OPERATING FUNDS, BUDGETARY COMPARISON
OF SUPPORT, AND REVENUES AND EXPENSES

YEARS ENDED DECEMBER 31, 2019 AND 2018

	2019		2018	Budget Variance	
	Budget	Actual	Actual	Favorable (Unfavorable) Amount	Percent
Support and Revenue:					
Contributions from churches	\$4,170,000	\$3,899,719	\$4,043,456	\$ (270,281)	-6.48%
Other gifts, grants, and promises to give	80,000	73,156	65,219	(6,844)	-8.56%
Investment income (loss)	100,000	158,411	(48,858)	58,411	100.00%
Income from Virginia Episcopalian	32,000	34,591	19,016	2,591	8.10%
Health insurance administration	103,000	101,052	107,927	(1,948)	-1.89%
Miscellaneous income	-	2,317	7,476	2,317	0.00%
	<u>4,485,000</u>	<u>4,269,246</u>	<u>4,194,236</u>	<u>(215,754)</u>	<u>-4.81%</u>
Net assets released from restrictions	450,000	490,591	1,239,764	40,591	9.02%
Total Support and Revenue	<u>4,935,000</u>	<u>4,759,837</u>	<u>5,434,000</u>	<u>(175,163)</u>	<u>-3.55%</u>
Expenses:					
Ministry Areas:					
General Church Support	632,242	632,242	626,665	-	0.00%
Christian Formation:					
Committee on Christian Formation	265,775	294,024	254,040	(28,249)	-10.63%
Youth ministry development	7,000	774	1,192	6,226	88.94%
Clergy and diocesan conferences	13,500	38,123	12,831	(24,623)	-182.39%
Education for ministry program	2,500	12,898	1,261	(10,398)	-415.92%
	<u>288,775</u>	<u>345,819</u>	<u>269,324</u>	<u>(57,044)</u>	<u>-19.75%</u>
Strengthening Our Churches:					
Aid to mission churches	578,800	544,828	551,213	33,972	5.87%
Aid to mountain missions	71,352	71,718	73,739	(366)	-0.51%
Special ministries and other committees	39,650	36,148	33,634	3,502	8.83%
Other areas for strengthening our churches	56,900	32,060	48,774	24,840	43.66%
	<u>746,702</u>	<u>684,754</u>	<u>707,360</u>	<u>61,948</u>	<u>8.30%</u>
Mission and Outreach:					
Committee on Mission and Outreach	30,200	10,503	25,028	19,697	65.22%
Other mission and outreach areas	63,500	45,500	61,093	18,000	28.35%
	<u>93,700</u>	<u>56,003</u>	<u>86,121</u>	<u>37,697</u>	<u>40.23%</u>
Ministry:					
Commission on Ministry	125,000	90,053	102,546	34,947	27.96%
Human Dignity and Justice:					
Areas for Human Need and Justice	18,865	4,520	2,924	14,345	76.04%
Total Ministry Areas	<u>1,905,284</u>	<u>1,813,391</u>	<u>1,794,940</u>	<u>91,893</u>	<u>4.82%</u>

See report of independent auditor on supplementary information.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULE OF OPERATING FUNDS, BUDGETARY COMPARISON
OF SUPPORT, AND REVENUES AND EXPENSES (CONTINUED)

YEARS ENDED DECEMBER 31, 2019 AND 2018

	2019		2018		Budget Variance Favorable (Unfavorable)	
	Budget	Actual	Actual	Amount	Percent	
Expenses (continued):						
Governance and Committee Support:						
Standing Committee	\$ 3,000	\$ 1,617	\$ 822	\$ 1,383	46.10%	
Executive Board, Deans, and Presidents	3,700	3,472	3,590	228	6.16%	
Other committee support	29,025	21,256	9,642	7,769	26.77%	
	<u>35,725</u>	<u>26,345</u>	<u>14,054</u>	<u>9,380</u>	<u>26.26%</u>	
Communications & Technology:						
Virginia Episcopalian and eCommunique	64,000	46,032	68,405	17,968	28.08%	
Other communications expenses	28,500	40,512	32,269	(12,012)	-42.15%	
	<u>92,500</u>	<u>86,544</u>	<u>100,674</u>	<u>5,956</u>	<u>6.44%</u>	
Bishops, Staff, and Support:						
The Episcopate:						
Bishops	522,695	423,223	484,096	99,472	19.03%	
Bishopal office staff	111,918	194,810	163,797	(82,892)	-74.06%	
Other expenses of the Office of the Bishop	9,000	7,410	4,826	1,590	17.67%	
Bishops and Episcopal office travel	65,350	58,340	56,911	7,010	10.73%	
	<u>708,963</u>	<u>683,783</u>	<u>709,630</u>	<u>25,180</u>	<u>3.55%</u>	
Staff:						
Professional staff	1,664,425	1,716,427	1,641,005	(52,002)	-3.12%	
Staff travel	58,603	25,484	48,734	33,119	56.51%	
Other staff expenses	15,000	29,670	24,819	(14,670)	-97.80%	
	<u>1,738,028</u>	<u>1,771,581</u>	<u>1,714,558</u>	<u>(33,553)</u>	<u>-1.93%</u>	
Support:						
Automobile expenses	40,000	64,592	39,049	(24,592)	-61.48%	
Office supplies, equipment, and services	105,000	124,097	121,636	(19,097)	-18.19%	
Building related expenses	100,000	155,524	174,168	(55,524)	-55.52%	
Professional fees	50,000	82,338	102,046	(32,338)	-64.68%	
Other expenses	7,000	6,974	19,079	26	0.37%	
	<u>302,000</u>	<u>433,525</u>	<u>455,978</u>	<u>(131,525)</u>	<u>-43.55%</u>	
Total Bishops, Staff, and Support	<u>2,748,991</u>	<u>2,888,889</u>	<u>2,880,166</u>	<u>(139,898)</u>	<u>-5.09%</u>	
Expended assets released from restrictions:						
Aid to individuals and organizations	-	490,591	1,239,764	(490,591)	-	
Total Expenses	<u>4,782,500</u>	<u>5,305,760</u>	<u>6,029,598</u>	<u>(523,260)</u>	<u>-10.94%</u>	

See report of independent auditor on supplementary information.

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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULE OF OPERATING FUNDS, BUDGETARY COMPARISON
OF SUPPORT, AND REVENUES AND EXPENSES (CONTINUED)

YEARS ENDED DECEMBER 31, 2019 AND 2018

	2019		2018	Budget Variance Favorable (Unfavorable)	
	Budget	Actual	Actual	Amount	Percent
Excess (deficiency) of support and revenue over expenses	<u>\$ 152,500</u>	<u>\$ (545,923)</u>	<u>\$ (595,598)</u>	<u>\$ (698,423)</u>	<u>-457.98%</u>
Transfer of Funds:					
Reserve accounts	(30,000)	(32,858)	(106,303)	(62,858)	100.00%
Shrine Mont camp program support	(122,500)	(122,500)	(122,500)	-	0.00%
Other	-	509,683	462,787	509,683	100.00%
	<u>(152,500)</u>	<u>354,325</u>	<u>233,984</u>	<u>446,825</u>	<u>-293.00%</u>
Total Changes in Net Assets After Transfers	<u>\$ -</u>	<u>\$ (191,598)</u>	<u>\$ (361,614)</u>	<u>\$ (251,598)</u>	<u>100.00%</u>

See report of independent auditor on supplementary information.

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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULE OF DESIGNATED FUNDS

DECEMBER 31, 2019 AND 2018

	2019	2018
Aheron Scholarship	\$ -	\$ (2,486)
Annual Council Fund	(27,921)	(9,837)
Atlee Mission Fund	(377,349)	(389,182)
Auto Reserve	(95,443)	(24,250)
Biggar/Power Fund	600	600
Blanchard 815 position expenses	-	-
Blakemore Trust Proceeds	1,215,815	(21,201)
Bishop Johnston Vestments	500	500
Bishops & Staff Reserve	48,775	49,975
Bishop's Designated for Tanzania	-	(2)
Bishop's DMS Grant	109,085	152,957
Bishop's House	(39,685)	1,000
Bishop's house rent	10,627	9,627
Building Repairs Reserve	9,400	(34,751)
Camp General Operating Fund	-	17,398
CCM-Reserve for Special Needs	9,836	10,000
CCM-Reserve for Transitions	10,000	10,000
Commission on Ministry Reserve	34,849	34,849
Committee on Aging	6,234	6,234
Committee on Race Relations	3,000	3,000
Communications Reserve	25,191	25,191
Congo	2,422	2,476
Congregational Development & Revitalization	16,312	16,312
Council Scholarship Fund	360	360
Cursillo in the Diocese of VA	-	5,344
DaySpring	351,217	665,236
DaySpring Real Estate Fund	38,896,220	38,896,220
Deacons Reserve	42,862	47,484
Des - Intern - M&O	-	(2,500)
Des - St. Andrew's Charlottesville	27,420	48,190
Des - Trinity Highland Springs	24,153	39,467
Diaconal Formation Institute	(16,124)	(11,147)
Diocesan Cemetery Fund	9,771	9,771
Diocesan Historic Property Fund	1,160	1,160
Diocesan Intern Program	5,000	5,000
Diocesan Program Office	21,110	21,110
Diocese of Madagascar	100	100
Diocese of Renk -- Sudan	14,236	11,691
Diocese of Tanzania	137,665	92,222
DOV Shout IT Facilities Fund	11,757	(5,213)
East End Initiative	(35,748)	960
Ecumenical and Interfaith Committee	960	-
Education for Ministry	965	965
EPIC Moms	19	19
Episcopal Art Series	-	(21,717)
Episcopal Transition Reserve	(30,697)	11,984
General Convention	(6,380)	(26,380)
Haiti	10,356	11,229
Interim Ministry Development	1,080	1,080
John G Hayes Jr Income Fd	(1,449)	1,878
John G Hayes Missionary Fund	1,126	1,126
La Iglesia de Santa Maria	(32,362)	(32,362)
Lambeth Convention	29,991	47,130
Subtotal (carried forward)	<u>40,427,016</u>	<u>39,678,817</u>

See report of independent auditor on supplementary information.

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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULE OF DESIGNATED FUNDS (CONTINUED)

DECEMBER 31, 2019 AND 2018

	2019	2018
Subtotal (brought forward)	\$ 40,427,016	\$ 39,678,817
Latino Ministry	(2,415)	(2,415)
Lay Pastoral Training Grant	-	8,000
LGBTQ Retreat	1,908	1,808
Liberia	1,577	1,577
Mental Health Committee Reserve	20	20
Micro-Economic Development	72,750	72,750
Mission Development	90,750	90,750
Mission Maintenance & Repair Reserve	(4,076)	(4,076)
Mountain Mission Reserve	44,228	39,492
Native American Ministry	1,215	740
Office Equipment Reserve	6,932	6,932
Omisol Road - Reserve	40,715	33,733
Opioid Task Force	300	-
Payroll Acct - St Margaret's Woodbridge	-	4,668
Prevention of Misconduct Reserve	4,000	4,000
Property & Opr Exp - St Pauls Haymarket	(7,357)	2,508
Property Exp - Church Hill Dr. Woodbridge	219,294	169,960
Property Exp - Epiphany Herndon	-	54,787
Property Exp - Main St, Fairfax (Truro)	-	(35,328)
Property Exp - Pickett Road/Braddock Rd	-	(7,627)
Property Fund	27,274	26,099
Property Maintenance Fund	20,634	28,952
Puerto Rico	1,793	1,793
Real Estate Value Fund	15,756,275	13,750,283
Region 2 Mission (Deltaville)	91,814	85,562
Reserve-2015 Unrestricted Reserve	681,459	749,068
Risk Management Program	18,481	(244)
Rockingham Property Fund (Reg 14)	12,811	12,815
Santa Maria Stewardship (DuPont Grant)	701	701
Shelton Shop Rd Property	166,155	146,735
SSJ Fund for Youth and Young Adult Formation	12,768	12,268
SSJ Portrait Fund	-	(11,500)
St. Clare's (W Henrico) Mission	(126,417)	(126,417)
St. Francis Mission Fd (Goochland)	(179,357)	(179,357)
ST Investments	34,510	33,072
St. Margarets Ruther Glenn	135	135
St. Phoebe's School	(1,018)	-
Stewardship Committee Reserve	467	467
Stewardship of Creation Grant Fund	5,228	5,228
Triangle of Hope	(1,524)	2,875
Trinity, Beaverdam	15,097	16,607
Trustees of the Funds	1,226,377	893,754
Virginia Diocesan Library	15,250	(45,252)
YASC - A Cameron	(380)	(380)
YASC - Duncan Campbell	1,310	1,310
YASC - A Jacobs	25	25
YASC - A Russell	973	973
YASC - C Belous	980	980
YASC - A. Davis	1,000	1,000
Young Priests Initiative	9,888	9,888
Youth Ministry	100,970	100,970
Total designated funds	\$ 58,790,536	\$ 55,639,506

See report of independent auditor on supplementary information.

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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULE OF DEVELOPMENT FUNDS

DECEMBER 31, 2019 AND 2018

	2019	2018
Bishop Jones' Evangelism Fund	\$ 500	\$ 500
Bishop Lee Fund for Small Church Vitality	104,483	78,599
B Maxwell Art Camp Scholarship Fund	200	100
Camp Equipment	13,155	13,155
Camp Program TOF Investments	1,272,040	126,494
Camp Scholarship Annual Fund	41,460	25,959
FCF - Unrestricted	67,849	121,291
Mustard Seed Grant Fund	14,252	27,642
Pledges Receivable - SM Shout It! Campaign	108,325	186,158
Shrine Mont Shout It! Campaign	12,621	1,292,184
St. Georges Camp	19,848	19,848
W Stanley Camp Scholarship Fund	-	-
Youth Mission Vouchers 2006	-	(13,150)
Youth Mission Vouchers 2007	(200)	(8,800)
Youth Mission Vouchers 2008	(1,000)	(1,250)
Youth Mission Vouchers 2009	(1,500)	3,600
Youth Mission Vouchers 2010	13,836	9,941
Youth Mission Vouchers 2011	1,205	1,205
Youth Mission Vouchers 2012	-	(887)
Youth Mission Vouchers 2013	-	3,895
Youth Mission Vouchers 2014	-	(9,367)
Youth Mission Vouchers 2015	-	(10,387)
DVA Grant Fund	1,125	1,125
DFHN	1,593	1,517
Total development funds	\$ 1,669,792	\$ 1,869,372

See report of independent auditor on supplementary information.

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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULE OF OTHER FUNDS

DECEMBER 31, 2019 AND 2018

	2019	2018
A.H. & C.J. Robinson Fund	\$ 296,243	\$ 81,810
Albert Baker Fund	136,750	136,750
Alison Gibson Fund	649	649
Ball Fund	165,354	165,354
Bishop Goff's Discretionary Fund	10,608	7,387
Bishop Goodwin Memorial Scholarship Fd	12,860	12,860
Bishop Gulick's Discretionary Fund	10,320	10,320
Bishop Ihloff Discretionary Fund	8,292	3,618
Bishop Jennifer Brooke-Davidson	750	-
Bishop Johnston's Discretionary Fund	3,361	6,364
Bishop Jones' Discretionary Fund	39,972	41,649
Bishop Jones Evangelism Grant Fund	8,793	8,793
Bishop Jones' Sabbatical Fund	3,226	6,819
Bishop Mason Memorial Fund	1,770	1,770
Bishops Combined Discretionary Fund	901	(2,421)
Bishop's Emergency Needs Fund	79,913	78,041
Bishop's Investment Fund	-	(23,786)
Bishop's Theological Education Fund	8,270	9,755
Bishop P.J.L. Disc Fd	664	664
Bishop R. F. Gibson Memorial Fund	1,518	1,518
Bishop R. F. Gibson Property Foundation	10,856	10,856
Bruce Fund	56,844	56,844
Canon Wingo Discretionary Fund	2,784	2,784
Charles Norse Fund	-	(54)
Columbia Walker Memorial Missions Fund	51,735	51,735
David Lewis Memorial Fund	5,619	5,619
Disabled Clergy Fund	742,790	750,643
Diocesan Fund for Human Need	18,781	14,844
Diocesan Fund for World Mission	12,260	8,377
Dickinson Memorial Fund	(50,000)	(97,174)
Dooley Fund	263,986	132,756
duPont Diocesan Enrichment Fund	4,453	4,453
duPont Small Church Clergy Development	17,050	17,050
E Holcombe Palmer Fund	3,301	3,301
ECW Gift - Bishop Goff	339	589
Ellen Goldsborough Fund	7,062	28,262
Episcopal Fund	-	(44,178)
Fear Not Fund	525	400
Fifth Century Fund	50,000	-
Forest Fund	55,257	55,257
Francis Edmonia Newman Fund	76,785	35,236
Freda W Kipps Income Fund	38,863	38,863
Gilliatt Campus Ministry Fund	10,559	10,559
Hugh McGuire Taylor Fund	36,839	36,839
Subtotal (carried forward)	<u>2,206,902</u>	<u>1,671,775</u>

See report of independent auditor on supplementary information.

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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULE OF OTHER FUNDS (CONTINUED)

DECEMBER 31, 2019 AND 2018

	<u>2019</u>	<u>2018</u>
Subtotal (brought forward)	\$ 2,206,902	\$ 1,671,775
Ida B Gale Fund	37,554	37,554
J. B. duPont - Technology Grant	-	(680)
Julia A Ward Income Fund	802	802
John and Ethel Davis Fund	1,302	1,302
John Lyons Fund	6,207	6,207
Katherine G Cook Scholarship	2,162	2,162
Lucille McGriff Fund	851	851
M Thorpe Disc Fd	1,655	1,655
Mary Amanda Stewart Fund	10,823	10,823
MEZ Grant	2,609	2,609
Moncure Memorial Fund	18,371	18,371
Pearl Leone Hecht Fund	186	186
Philip A. Arthur Memorial Fund	576	576
Scott Fdn Grant 2010	14,832	14,546
Smoot Bequest Income Fund	(76,078)	(104,078)
Smoot Bequest to Dio Fund	55,592	(109,408)
South African Bishops Fund	9,699	9,699
ST Investments - Restricted	290,140	300,969
St. John's Waldrop Fund	33,176	33,176
St. John's Greensprings Fund	9,991	12,807
Thomas Brooks Walker Estate/Trust	-	128,895
UTO Fund	187	187
Widows & Orphans Fund	-	(9,722)
Zimmerman Income Fund	-	(11,138)
Subtotal	<u>2,627,539</u>	<u>2,020,126</u>
Funds invested with the Trustees of the Funds	21,439,780	19,575,658
Beneficial interest in trusts	<u>232,459</u>	<u>206,539</u>
Total Other Funds	<u>\$ 24,299,778</u>	<u>\$ 21,802,323</u>

See report of independent auditor on supplementary information.

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Trustees of the Funds Financial Report

Trustees of the Funds of the Protestant
Episcopal Church in the Diocese of Virginia,
Inc.
Financial Statements
December 31, 2019 and 2018



WELLS FARGO

5004 Monument Avenue • Richmond, VA 23230

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INDEPENDENT AUDITOR'S REPORT

The Board of Directors
Trustees of the Funds of the Protestant Episcopal Church
in the Diocese of Virginia, Inc.
Richmond, Virginia

We have audited the accompanying financial statements of Trustees of the Funds of the Protestant Episcopal Church in the Diocese of Virginia, Inc., which comprise the statements of financial position as of December 31, 2019 and 2018, the related schedules of investments and statements of activities from operations, changes in net assets, and cash flows as of and for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

- Continued -

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Trustees of the Funds of the Protestant Episcopal Church in the Diocese of Virginia, Inc. as of December 31, 2019 and 2018, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Emphasis-of-Matter

As explained in Note 6, the financial statements include investments in global equity funds, hedge funds, real estate and natural resources funds, and private equity funds valued at \$42,233,063 (34% of net assets) and \$48,409,969 (40% of net assets) as of December 31, 2019 and 2018, respectively, whose value has been estimated by the Corporation's management in the absence of readily available market values. Management's estimates are based on information provided by fund managers or the general partners of the respective investments.



July 6, 2020

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

STATEMENTS OF FINANCIAL POSITION

December 31, 2019 and 2018

ASSETS

	<u>2019</u>	<u>2018</u>
Current Assets		
Cash and cash equivalents	\$ 8,023,289	\$ 2,579,513
Accrued investment income	99,238	140,539
Note receivable	-	100,000
Total current assets	<u>8,122,527</u>	<u>2,820,052</u>
Marketable Securities		
Investments in securities, at fair market value	<u>112,077,282</u>	116,087,785
Total marketable securities	<u>112,077,282</u>	<u>116,087,785</u>
Property and Equipment		
Land and building (net)	<u>688,547</u>	688,547
Net property and equipment	<u>688,547</u>	688,547
Other Assets		
Note receivable	100,000	-
Beneficial interest in trust	<u>2,269,701</u>	1,977,565
Total other assets	<u>2,369,701</u>	1,977,565
Total Assets	<u>\$ 123,258,057</u>	<u>\$ 121,573,949</u>

See accompanying notes to financial statements.

LIABILITIES AND NET ASSETS

	<u>2019</u>	<u>2018</u>
Current Liabilities		
Accrued expenses	\$ 26,852	\$ 60,264
Investment fees payable	22,100	33,997
Due to the Diocese of Virginia	<u>66,754</u>	<u>99,633</u>
Total current liabilities	115,706	193,894
Long-Term Liabilities		
Annuity payable	<u>6,368</u>	<u>6,160</u>
Total liabilities	<u>122,074</u>	<u>200,054</u>
Net Assets		
Parish Funds (2019 - 500 Parish funds with 53,996.377 units at \$1,414.51 and undistributed gain of \$11,821) (2018 - 516 Parish funds with 58,105.628 units at \$1,288.01 and undistributed loss of \$349,602)	76,390,236	74,491,185
Diocesan Funds (2019 - 83 Diocesan funds with 9,102.54 units at \$1,414.51 and undistributed gain of \$1,993) (2018 - 99 Diocesan funds with 14,264.930 units at \$1,288.01 and undistributed loss of \$85,828)	12,877,627	18,287,583
Trustee Funds (2019 - 84 Trustee funds with 16,684.87 units at \$1,414.51 and undistributed gain of \$3,652) (2018 - 79 Trustee funds with 15,743.474 units at \$1,288.01 and undistributed loss of \$94,723)	23,604,567	20,183,071
Parish STAMP Funds (2019 - 45 Parish funds with market value of \$3,219,491) (2018 - 38 Parish funds with market value of \$2,233,943)	3,219,491	2,233,943
Trustee STAMP Funds (2019 - 8 Trustee funds with market value of \$3,978,695) (2018 - 8 Trustee funds with market value of \$3,406,099)	3,978,695	3,406,099
Other Trustee Funds	2,376,820	2,083,467
Mayo Memorial Fund	<u>688,547</u>	<u>688,547</u>
Total net assets	<u>123,135,983</u>	<u>121,373,895</u>
Total Liabilities and Net Assets	<u>\$ 123,258,057</u>	<u>\$ 121,573,949</u>

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

SCHEDULE OF INVESTMENTS

December 31, 2019

	<u>Number of Shares</u>	<u>Fair Value</u>
Common Stocks - 10.4%		
Communication services		
Liberty Broadband	2,008	\$ 252,506
Other	3,689	767,550
Consumer discretionary		
Carmax	3,510	307,722
Home Depot	1,115	243,494
TJX Companies	3,958	241,675
Other	1,926	401,214
Consumer staples		
Anheuser Busch Inbev	3,540	290,422
Nestle	2,407	260,582
Other	4,220	329,529
Energy		
Other	7,173	554,199
Financial		
American Tower Corp	2,107	484,231
Berkshire Hathaway	1,564	354,246
Brookfield Asset Management	7,215	417,027
Capital One Financial Group	2,833	291,544
J P Morgan Chase	2,297	320,202
Markel Corporation	299	341,809
Other	8,358	580,926
Healthcare		
Becton Dickinson	858	233,350
CVS Health Corp	2,536	188,398
Danaher	2,761	423,758
Johnson & Johnson	1,897	276,715
Merck & Co	2,617	238,016
Industrials		
Other	4,340	745,442
Information technology		
Accenture PLC	1,793	377,552
Adobe Systems Inc	1,272	419,518
Mastercard Inc Cl A	1,125	335,914
VISA Inc	1,844	346,488
Other	2,870	652,647

- Continued -

See accompanying notes to financial statements.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

SCHEDULE OF INVESTMENTS - CONTINUED

December 31, 2019

	<u>Number of Shares</u>	<u>Fair Value</u>
Common Stocks - 10.4% - Continued		
Materials		
Sherwin Williams Co	511	298,189
Other	3,414	702,827
Bonds - 6.2%		
Corporate obligations	3,636,038	3,983,583
Government and agency obligations		
FHLM	355,068	365,195
FNMA	1,256,308	1,320,154
GNMA	435,831	456,828
United States Treasury	6,400	861,461
Mutual Funds - 59.9%		
Colchester Global Bond Fund	98,481	3,616,474
Dodge & Cox Global Stock Fund	493,785	6,276,003
Federated Ultra Short Bond Fund	262,226	2,399,370
Lord Abbett Short Duration Income Fund	325,747	1,371,396
PIMCO Funds	105,043	1,029,427
Silchester International Investors Value Equity	82,400	12,260,868
Vanguard Emerging Markets	123,205	3,462,058
Vanguard Fixed Income Inflation Protected Securities Fund	135,501	3,506,777
Vanguard Fixed Income Short-Term Investment Grade Fund	127,821	1,371,516
Vanguard FTSE All World Ex US Index Fund	96,567	10,220,674
Vanguard Total Stock Market Index Fund	200,372	15,969,646
Vanguard Total Bond Market Index Fund	503,347	5,561,984
Other	502	10,455
Hedge Funds - 17.9%		
Drake Capital Offshore Partners	5,321,858	5,321,858
Forester Diversified	5,509	5,949,740
Forester Diversified	500	551,170
Forester Diversified	500	580,935
Forester Diversified	500	568,405
Forester Diversified	500	541,200
Forester Diversified	1,656	1,649,054
Forester Diversified	500	594,360
Lansdowne Developed Markets Long Only Fund	18,303	4,284,152

- Continued -

See accompanying notes to financial statements.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

SCHEDULE OF INVESTMENTS - CONTINUED

December 31, 2019

	<u>Number of Shares</u>	<u>Fair Value</u>
Real Estate and Natural Resource Funds - 5.4%		
Commonfund Capital Natural Res Partners VIII	714,312	714,312
Metropolitan Real Estate Partners IV	313,546	313,546
Property Holdings IV LLC REIT	1,265,173	1,265,173
Park Street Capital Natural Resources Fund	852,863	852,863
Seaport Global Property Securities Fund	2,891,796	2,891,796
Other	29,360	29,360
Private Equity Funds - 0.2%		
MIT Private Equity Fund II	84,282	84,282
MIT Private Equity Fund IV	163,515	<u>163,515</u>
Total Investments - 100% (Cost \$88,424,730)		<u>\$ 112,077,282</u>

See accompanying notes to financial statements.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

SCHEDULE OF INVESTMENTS

December 31, 2018

	<u>Number of Shares</u>	<u>Fair Value</u>
Common Stocks - 9.25%		
Communication services		
Other	5,421	\$ 824,437
Consumer discretionary		
Amazon	151	226,797
Carmax, Inc.	3,670	230,219
Other	11,245	678,345
Consumer staples		
Nestle	2,850	230,736
Other	13,073	771,173
Energy		
Other	6,997	536,382
Financial		
American Tower Corp	2,460	389,147
Berkshire Hathaway, Inc. CL B	1,991	406,522
Brookfield Asset Management, Inc.	8,922	342,159
Capital One Financial Corporation	3,571	269,932
CitiGroup Inc.	4,585	238,695
CME Group	1,310	246,437
J P Morgan Chase	2,105	205,490
Markel Corporation	370	384,079
Healthcare		
Danaher	3,375	348,030
Johnson & Johnson	2,356	304,041
Other	4,037	426,404
Industrials		
Fedex Corporation	1,334	215,214
Union Pacific	1,950	269,549
Other	6,201	496,166
Information technology		
Accenture PLC	2,195	309,517
Adobe Systems, Inc.	1,543	349,088
Mastercard Inc Cl A	1,350	254,678
Visa, Inc.	2,954	389,751
Other	4,503	660,672
Materials		
Other	4,560	772,574
Bonds - 9.25%		
Corporate obligations	6,190,063	6,329,303
Government and agency obligations		
FHLMC	1,182,587	1,162,832
FNMA	1,892,981	1,873,607

- Continued -

See accompanying notes to financial statements.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

SCHEDULE OF INVESTMENTS - CONTINUED

December 31, 2018

	<u>Number of Shares</u>	<u>Fair Value</u>
Bonds - 9.25% - Continued		
Government and agency obligations - Continued		
GNMA	587,643	593,864
United States Treasury	650,000	799,797
Mutual Funds - 53%		
Colchester Global Bond Fund	143,138	4,739,779
Dodge & Cox Global Stock Fund	548,329	6,048,064
Federated Ultra Short Bond Fund	211,232	1,911,653
Lord Abbett Short Duration Income Fund	265,530	1,099,292
PIMCO Funds	84,635	820,957
Silchester International Investors Value Equity	90,267	11,396,928
Vanguard Emerging Markets	161,826	3,908,091
Vanguard Fixed Income Inflation Protected Securities Fund	98,023	2,399,615
Vanguard Fixed Income Short-Term Investment Grade Fund	105,540	1,101,836
Vanguard FTSE All World Ex US Index Fund	93,318	8,391,199
Vanguard Total Stock Market Index Fund	178,940	11,112,166
Vanguard Total Bond Market Index Fund	813,812	8,504,331
Other	512	8,957
Hedge Funds - 22.2%		
Drake Capital Offshore Partners	12,572,005	12,425,546
Forester Diversified	500	550,368
Forester Diversified	5,298	5,509,375
Forester Diversified	500	510,373
Forester Diversified	500	537,938
Forester Diversified	500	526,331
Forester Diversified	500	501,140
Forester Diversified	1,656	1,527,005
Lansdowne Developed Markets Long Only Fund	18,303	3,613,713
Real Estate and Natural Resource Funds - 6%		
Commonfund Capital Natural Res Partners VIII	1,065,781	1,065,781
Metropolitan Real Estate Partners IV	356,520	353,676
Property Holdings IV LLC REIT	1,096,331	1,096,331
Park Street Capital Natural Resources Fund	1,089,256	1,089,256

- Continued -

See accompanying notes to financial statements.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

SCHEDULE OF INVESTMENTS - CONTINUED

December 31, 2018

	<u>Number of Shares</u>	<u>Fair Value</u>
Real Estate and Natural Resource Funds - Continued		
Seaport Global Property Securities Fund	2,516,554	2,516,554
Victory Global Natural Resources Fund	62,483	836,018
Other	75,716	75,716
Private Equity Funds - 0.3%		
MIT Private Equity Fund II	160,538	160,538
MIT Private Equity Fund IV	213,621	<u>213,621</u>
Total Investments - 100% (Cost \$100,372,980)		<u>\$ 116,087,785</u>

See accompanying notes to financial statements.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

STATEMENTS OF ACTIVITIES FROM OPERATIONS

For the years ended December 31, 2019 and 2018

	<u>2019</u>	<u>2018</u>
Investment Income		
Interest	\$ 362,272	\$ 466,095
Dividends	1,800,720	1,877,656
Other investment income	<u>47,285</u>	<u>112,890</u>
	<u>2,210,277</u>	<u>2,456,641</u>
Expenses		
Investment management and consultant fees	328,659	373,901
General and administrative	<u>381,767</u>	<u>440,630</u>
	<u>710,426</u>	<u>814,531</u>
Net Investment Income	<u>1,499,851</u>	<u>1,642,110</u>
Other Revenue		
Income earned on Trustee-owned assets	236,298	-
Change in beneficial interest in trust	<u>292,136</u>	<u>(271,894)</u>
	<u>528,434</u>	<u>(271,894)</u>
Grants to the Diocese of Virginia	<u>(344,782)</u>	<u>-</u>
Realized Gain in Investments		
Net realized gain from security transactions (excluding short-term securities):		
Proceeds from securities sold	34,250,429	41,531,218
Cost of securities sold	<u>(31,067,424)</u>	<u>(35,294,330)</u>
	<u>3,183,005</u>	<u>6,236,888</u>
Unrealized (Depreciation) Appreciation During the Year		
Ending	28,682,568	15,714,805
Beginning	<u>(15,714,805)</u>	<u>(31,776,082)</u>
	<u>12,967,763</u>	<u>(16,061,277)</u>
Change in Net Assets Resulting from Operations	<u>\$ 17,834,271</u>	<u>\$ (8,454,173)</u>

See accompanying notes to financial statements.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

STATEMENTS OF CHANGES IN NET ASSETS

For the years ended December 31, 2019 and 2018

	<u>2019</u>	<u>2018</u>
Change in Net Assets from Operations:		
Net investment income	\$ 1,499,851	\$ 1,642,110
Beneficial interest in trust	292,136	(271,894)
Income received on Trustee-owned assets	236,298	-
Grants to the Diocese of Virginia	(344,782)	-
Net realized gain on investments sold	3,183,005	6,236,888
Net unrealized (loss) gain from market appreciation	<u>12,967,763</u>	<u>(16,061,277)</u>
Change in net assets resulting from operations	<u>17,834,271</u>	<u>(8,454,173)</u>
 Change in Net Assets from Fund Transactions:		
Investment of funds	6,586,548	4,568,118
Income distributions reinvested	3,128,586	3,289,069
Withdrawals during the year	(19,819,528)	(26,787,602)
Distributions to fund investors - including reinvestments	<u>(5,967,789)</u>	<u>(5,983,924)</u>
Change in net assets due to fund transactions	<u>(16,072,183)</u>	<u>(24,914,339)</u>
 Change in Net Assets	1,762,088	(33,368,512)
Net Assets - beginning of year	<u>121,373,895</u>	<u>154,742,407</u>
 Net Assets - end of year (including undistributed investment income)	<u>\$ 123,135,983</u>	<u>\$ 121,373,895</u>

See accompanying notes to financial statements.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

STATEMENTS OF CASH FLOWS

For the years ended December 31, 2019 and 2018

	<u>2019</u>	<u>2018</u>
Cash Flows from Operating Activities		
Change in net assets from operations	\$ 17,834,271	\$ (8,454,173)
Adjustments to reconcile change in net assets from operations to net cash and cash equivalents provided by operating activities		
Gain on sale of investments	(3,183,005)	(6,236,888)
Purchase of investments	(14,089,158)	(18,056,773)
Proceeds from the sale of investments	34,250,429	41,531,218
Unrealized (gains) losses on investments	(12,967,763)	16,061,277
(Increase) decrease in beneficial interest in trust	(292,136)	271,894
 (Increase) decrease in operating assets		
Accrued investment income	41,301	24,309
 Increase (decrease) in operating liabilities		
Due to the Diocese of Virginia	(32,879)	9,456
Accrued expenses	(33,412)	59,690
Investment fees payable	(11,897)	(7,975)
Annuity payable	<u>208</u>	<u>198</u>
 Net cash and cash equivalents provided by operating activities	 <u>21,515,959</u>	 <u>25,202,233</u>
 Cash Flows from Financing Activities		
Investment and income distribution reinvestments	9,715,134	7,857,187
Withdrawals and distributions	<u>(25,787,317)</u>	<u>(31,506,341)</u>
 Net cash and cash equivalents used by financing activities	 <u>(16,072,183)</u>	 <u>(23,649,154)</u>
 Increase in cash and cash equivalents	 5,443,776	 1,553,079
 Cash and Cash Equivalents, beginning of year	 <u>2,579,513</u>	 <u>1,026,434</u>
 Cash and Cash Equivalents, end of year	 \$ 8,023,289	 \$ 2,579,513
 Supplemental schedule of noncash financing transactions		
Transfer of investments	<u>\$ -</u>	<u>\$ 1,265,185</u>

See accompanying notes to financial statements.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

NOTES TO FINANCIAL STATEMENTS

December 31, 2019 and 2018

1. Organization and Nature of Activities

Trustees of the Funds of the Protestant Episcopal Church in the Diocese of Virginia, Inc. (the "Corporation") is a not-for-profit corporation established under the laws of the Commonwealth of Virginia that acts as an investment agency for Episcopal Church organizations and parishes in the Commonwealth of Virginia. The Corporation also receives and holds real property and designated funds for the Diocese of Virginia (the "Diocese"), including the Mayo House.

2. Summary of Significant Accounting Policies

Basis of Presentation: Operations for investment activities are conducted in a manner similar to common trust funds. The operations of each fund are accounted for separately. The funds included in the financial statements are described below:

Parish Funds account for investment funds managed for churches and church-related organizations located within the Commonwealth of Virginia.

Diocesan Funds account for investment funds primarily held in the name of the Trustees of the Funds for various beneficiaries.

Trustee Funds account for investment funds controlled by the separate Diocesan organizations.

The Mayo Memorial Fund accounts for the cost of the Mayo House, which serves as the general offices of the Diocese.

Land and Building: The land and building comprising the Mayo House are considered investments by the Corporation. The properties are not depreciated and are stated at cost. All property-related expenses are paid by the affiliates occupying the building.

Cash and Cash Equivalents: The Corporation includes all investments with a maturity of three months or less when purchased as cash and cash equivalents on the accompanying statements of financial position.

Investment Units: The equity of each fund in the pooled net assets is represented by investment units. New money entering the pool is accepted at the unit value of net assets as of the last day of the previous month in which the deposit is made. The number of new units bought is determined by dividing the new money by the unit value. Withdrawals from the pool are determined in the same unit value manner based on similar unit value.

Distribution to Unitholders: The income allotted to each fund is computed monthly based on the number of units owned during the month. An income distribution is made at least annually. Distributions of \$72.97 and \$65.83 per unit, aggregating \$5,967,789 and \$5,983,924, were paid to unitholders in 2019 and 2018, respectively.

Income Taxes: The Corporation is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code and the tax statutes of the Commonwealth of Virginia; accordingly, the accompanying financial statements do not reflect a provision or liability for federal or state income taxes. The Corporation has determined that it does not have any material unrecognized tax benefits or obligations as of December 31, 2019.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2019 and 2018

2. Summary of Significant Accounting Policies - Continued

Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements. Such estimates also affect the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates and assumptions.

Reclassifications: Certain prior-year balances have been reclassified to conform to current-year presentation.

Evaluation of Subsequent Events: Management has evaluated subsequent events through July 6, 2020, which is the date the financial statements were available to be issued.

3. Note Receivable

The note receivable, which is an asset of the Trustees of the Funds, is a \$100,000 note from the Diocesan Missionary Society of Virginia. The note is due in semiannual installments of \$1,250 (interest only) at 2.5%, with principal due on November 21, 2024.

4. Land and Building

Land and building, which are assets of the Mayo Memorial Fund, are stated at cost and consist of the following at December 31:

	<u>2019</u>	<u>2018</u>
Land	\$ 10,000	\$ 10,000
Building	<u>678,547</u>	<u>678,547</u>
	<u>\$ 688,547</u>	<u>\$ 688,547</u>

5. Beneficial Interest in Trust

The Corporation is a beneficiary of a perpetual trust. This trust makes distributions to the Corporation based on the Corporation's percentage interest as stated in the trust document. The fair value of the interest in the trust is \$2,269,701 and \$1,977,565 at December 31, 2019 and 2018, respectively, which has been recorded as an asset and is adjusted each year to reflect the change in value.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2019 and 2018

6. Fair Value Measurement

Accounting standards establish a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements). The levels of the fair value hierarchy are described below:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Corporation has the ability to access.

Level 2 - Inputs to the valuation methodology include:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability;
- inputs that are delivered principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used during 2019 or 2018.

Debt and Equity Securities - Valued at the closing price reported on the active market in which the individual securities are traded. Corporate bonds are valued based on bond pricing models using standard inputs such as benchmark yields, reported trades, and broker/dealer quotes.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Corporation believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date. Quantitative information for Levels 2 and 3 valuation inputs and related sensitivities is maintained by third parties and is not reasonably available to the Corporation.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2019 and 2018

6. Fair Value Measurement - Continued

The following table sets forth by level, within the fair value hierarchy, the Corporation's assets at fair value as of December 31:

	<u>Fair Value Measurements at Reporting Date Using:</u>				
	Quoted Prices in Active Markets for Identical <u>Assets (Level 1)</u>	Significant Other Observable <u>Inputs (Level 2)</u>	Significant Unobservable <u>Inputs (Level 3)</u>	Net <u>Asset Value</u>	<u>Total</u>
December 31, 2019					
Debt and equity securities:					
Common stock:					
Communications	\$ 1,020,056	\$ -	\$ -	\$ -	\$ 1,020,056
Consumer discretionary	1,194,105	-	-	-	1,194,105
Consumer staples	880,533	-	-	-	880,533
Energy	554,199	-	-	-	554,199
Financial	2,789,985	-	-	-	2,789,985
Healthcare	1,360,237	-	-	-	1,360,237
Industrials	745,442	-	-	-	745,442
Information technology	2,132,119	-	-	-	2,132,119
Materials	1,001,016	-	-	-	1,001,016
Mortgage-backed securities	2,142,177	-	-	-	2,142,177
U.S. Treasury securities	861,461	-	-	-	861,461
Corporate bonds	-	3,983,583	-	-	3,983,583
Mutual funds:					
Global equity funds	7,647,399	-	-	-	7,647,399
Fixed income funds	43,531,907	-	-	-	43,531,907
Global equity funds measured at net asset value	-	-	-	12,260,868	12,260,868
International bond funds measured at net asset value	-	-	-	3,616,474	3,616,474
Hedge funds:					
Hedge funds investments measured at net asset value	-	-	-	26,355,721	26,355,721
	<u>\$ 65,860,636</u>	<u>\$ 3,983,583</u>	<u>\$ -</u>	<u>\$ 42,233,063</u>	<u>\$ 112,077,282</u>

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2019 and 2018

6. Fair Value Measurement - Continued

	<u>Fair Value Measurements at Reporting Date Using:</u>				
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Net Asset Value	Total
<u>December 31, 2018</u>					
Debt and equity securities:					
Common stock:					
Communication services	\$ 824,437	\$ -	\$ -	\$ -	\$ 824,437
Consumer discretionary	1,135,361	-	-	-	1,135,361
Consumer staples	1,001,909	-	-	-	1,001,909
Energy	536,382	-	-	-	536,382
Financial	2,482,461	-	-	-	2,482,461
Healthcare	1,078,475	-	-	-	1,078,475
Industrials	980,929	-	-	-	980,929
Information technology	1,963,706	-	-	-	1,963,706
Materials	772,574	-	-	-	772,574
Mortgage-backed securities	3,630,304	-	-	-	3,630,304
U.S. Treasury securities	799,797	-	-	-	799,797
Corporate bonds	-	6,329,303	-	-	6,329,303
Mutual funds:					
Global equity funds	7,147,356	-	-	-	7,147,356
Fixed income funds	38,158,804	-	-	-	38,158,804
Natural resource funds	836,018	-	-	-	836,018
Global equity funds measured at net asset value	-	-	-	11,396,928	11,396,928
International bond funds measured at net asset value	-	-	-	4,739,779	4,739,779
Hedge funds:					
Hedge funds investments measured at net asset value	-	-	-	32,273,262	32,273,262
	<u>\$ 61,348,513</u>	<u>\$ 6,329,303</u>	<u>\$ -</u>	<u>\$ 48,409,969</u>	<u>\$ 116,087,785</u>

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2019 and 2018

7. Investments Carried at Net Asset Value or its Equivalent

Certain mutual funds are valued at the net asset value of shares held by the Corporation at year-end.

Hedge Funds, Real Estate and Natural Resources, and Private Equity Funds are valued using the practical expedient at the Corporation's pro-rata interest in the net assets of these entities. Investments held by these entities are valued at prices which approximate fair value. The fair value of certain investments in the underlying entities, which may include private placements and other securities for which values are not readily available, are determined in good faith by the investment advisors of the respective entities and may not reflect amounts that could be realized upon immediate sale, nor amounts that may be ultimately realized.

The estimated fair values may differ significantly from the values that would have been used had a ready market existed for these investments, and these differences could be material. Net asset valuations are provided daily, monthly, or quarterly by these entities. Appreciation of investments in these entities is net of all allocations to the investment advisors.

The following information is presented regarding the nature of the investments and related commitments. Information has been presented by tiers within the class according to lock-in periods. The fair value of the investments in each of these classes has been estimated using the NAV per share of the investments. Redemption of these investments is restricted as indicated below.

<u>2019</u>	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Lock-in Period</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Hedge Funds -	\$ 5,321,858	n/a	6/30/2017	Semi-annually	90 days
Equity long/short ^(a)	4,284,152	n/a	n/a	Monthly	30 days
	5,949,740	n/a	12/31/2020	Annually	95 days
	594,360	n/a	2/28/2021	Annually	95 days
	551,170	n/a	12/31/2019	n/a	95 days
	580,935	n/a	6/30/2020	Quarterly	95 days
	568,405	n/a	6/30/2020	n/a	95 days
	541,200	n/a	6/30/2021	n/a	95 days
	1,649,054	n/a	9/30/2021	n/a	95 days

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2019 and 2018

7. Investments Carried at Net Asset Value or its Equivalent - Continued

<u>2019</u>	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Lock-in Period</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Real Estate and Natural	714,312	61,250	8/19/2023	n/a	n/a
Resource Funds ^(b)	19,862	8,260	1/3/2023	n/a	n/a
	313,546	33,000	7/31/2019	n/a	n/a
	9,498	81,000	12/31/2015	n/a	n/a
	1,265,173	18,650	9/16/2017	n/a	n/a
	852,863	43,875	1/31/2027	n/a	n/a
	2,891,796	n/a	n/a	Monthly	15 business days
Private Equity Funds ^(c)	84,282	9,782	12/31/2018	n/a	n/a
	<u>163,515</u>	88,543	3/17/2023	n/a	n/a
	26,355,721				
International Bond Fund ^(e)	3,616,474	n/a	n/a	Semi-monthly	5 business days
Global Equity Fund ^(d)	12,260,868	n/a	n/a	Monthly	10 business days

^(a) This class includes investments in market neutral, multi-strategy absolute return pools. The majority of the securities are either directly traded in separately managed accounts or via underlying funds.

^(b) This class includes multiple funds invested in real estate and natural resources management. The funds include real estate acquisitions, ground up development projects, distressed debt portfolios, timberland and oil and gas resources.

^(c) This class includes multiple funds invested in diversified portfolios of private equity funds consisting of venture capital funds, private capital, and international private equity funds.

^(d) This class includes global equity funds consisting of foreign common and preferred stock and short-term investments.

^(e) This class includes an international bond fund consisting of fixed income securities with the objective of achieving favorable income-oriented returns from a globally diversified portfolio consisting primarily of debt or debt-like securities.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2019 and 2018

7. Investments Carried at Net Asset Value or its Equivalent - Continued

<u>2018</u>	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Lock-in Period</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Hedge Funds -	\$12,425,546	n/a	6/30/2017	Semi-annually	90 days
Equity long/short ^(a)	3,613,713	n/a	n/a	Monthly	30 days
	5,509,375	n/a	12/31/2018	n/a	95 days
	550,368	n/a	3/1/2019	n/a	95 days
	510,373	n/a	1/31/2020	n/a	95 days
	537,938	n/a	2/28/2020	n/a	95 days
	526,331	n/a	6/30/2020	n/a	95 days
	501,140	n/a	6/1/2021	n/a	95 days
	1,527,005	n/a	10/1/2021	n/a	95 days
Real Estate and Natural Resource Funds ^(b)	1,065,781	61,250	8/19/2023	n/a	n/a
	48,139	8,750	1/3/2023	n/a	n/a
	353,676	33,000	7/31/2019	n/a	n/a
	27,577	80,200	12/31/2015	n/a	n/a
	1,096,331	18,650	9/16/2017	n/a	n/a
	1,089,256	43,875	1/31/2027	n/a	n/a
	2,516,554	n/a	n/a	Monthly	15 business days
Private Equity Funds ^(c)	160,538	34,922	12/31/2018	n/a	n/a
	<u>213,621</u>	112,658	3/17/2023	n/a	n/a
	32,273,262				
International Bond Fund ^(e)	4,739,779	n/a	n/a	Semi-monthly	5 business days
Global Equity Fund ^(d)	11,396,928	n/a	n/a	Monthly	10 business days

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2019 and 2018

8. Unit Information and Financial Highlights

Selected data for a unit outstanding throughout 2019 and 2018, on average, follows:

	<u>2019</u>	<u>2018</u>
Interest income	\$ 4.28	\$ 4.87
Dividend income	19.17	18.26
Other income	<u>0.56</u>	<u>1.18</u>
Total investment income	24.01	24.31
Total expenses	<u>(8.32)</u>	<u>(8.45)</u>
Investment income - net	15.69	15.86
Income distributions	<u>(72.97)</u>	<u>(65.83)</u>
	<u>(57.28)</u>	<u>(49.97)</u>
Net realized gain (loss) and change in unrealized appreciation (depreciation)	<u>183.78</u>	<u>(102.76)</u>
Change in net asset value	126.50	(152.73)
Net assets value - beginning of year	<u>1,288.01</u>	<u>1,440.74</u>
Net assets value - end of year	<u>\$ 1,414.51</u>	<u>\$ 1,288.01</u>
Total return	8.94%	-11.86%
Supplemental Data:		
Unitized Net Assets:		
Net assets, end of year	\$112,872,430	\$112,961,839
Ratio to average net assets:		
Expenses	0.59%	0.66%
Net investment income	1.11%	1.23%

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2019 and 2018

8. Unit Information and Financial Highlights - Continued

	<u>2019</u>	<u>2018</u>
Non-Unitized Net Assets:		
Net assets, end of year	\$ 10,263,553	\$ 8,412,056
Investment return	\$ 262,088	\$ 59,543
Income earned on Trustee- owned assets	\$ 236,298	\$ -
Beneficial interest in trust	\$ 292,136	\$ (271,894)
Grants	\$ 344,782	\$ -
Ratio to average net assets:		
Expenses	0.06%	0.07%
Investment return	2.55%	0.71%
Income earned on Trustee- owned assets	2.30%	0.00%
Beneficial interest in trust	2.85%	-3.23%
Grants	3.36%	0.00%

The Corporation utilizes investment managers that either invoice the company directly or net their stated expenses with investment income. The above analysis is consistent in its presentation and outlines the direct cost of operations. Total cost of operations includes both the direct expenses above and indirect expenses netted against investment income. Total cost of operations and percent of net assets for the year ended December 31, 2019 and 2018 consist of the following:

	<u>2019</u>		<u>2018</u>	
Investment management and consultant fees				
Investment manager fees - direct	\$ 212,857		247,113	
Investment manager fees - indirect	355,781		372,162	
Investment consultant - direct	<u>115,801</u>		<u>126,788</u>	
Total investment management and consultant fees	684,439	0.57%	746,063	0.61%
General and administrative expenses				
Audit, insurance, staff and other administrative - direct	313,380		365,892	
Master custodian - direct	<u>68,388</u>		<u>74,738</u>	
Total general and administrative expenses	381,768	0.32%	440,630	0.36%
Total cost of operations - direct	710,426	0.59%	814,531	0.66%
Total cost of operations - indirect	<u>355,781</u>	0.30%	<u>372,162</u>	0.31%
Total Cost of Operations	<u>\$ 1,066,207</u>	0.89%	<u>1,186,693</u>	0.97%

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2019 and 2018

9. Related Party Transactions

The Diocese provides administrative and accounting services to several related organizations including the Corporation. The Corporation reimburses the Diocese for a portion of the salary and benefits of the accounting staff under a "common paymaster" arrangement. Under this arrangement, any person employed by several related organizations is compensated by one organization, which is reimbursed by the other organizations.

Salary and benefits costs incurred and subsequently reimbursed by the Corporation were \$262,443 and \$307,203 as of and for the years ended December 31, 2019 and 2018, respectively. The Corporation had a related-party payable with the Diocese in the amount of \$66,754 and \$99,633 as of December 31, 2019 and 2018, respectively.

Starting in 2019, the Trustees approved a resolution to grant annually the income earned on certain assets owned by the Corporation to the Diocese of Virginia to be used consistent with the terms of the trust agreements of those assets. The Corporation granted \$344,782 to the Diocese of Virginia for the year ended December 31, 2019.

As described in Note 3, a note receivable of \$100,000 is outstanding from the Diocesan Missionary Society of Virginia as of December 31, 2019 and 2018.

10. Concentration of Risk

The Corporation's credit risk consists principally of cash and securities. Cash positions are part of the managed investment portfolios and are not Federal Deposit Insurance Corporation ("FDIC") insured accounts. The investment portfolio is divided among many securities and several money managers. This policy mitigates the Corporation's exposure to concentrations of credit risk.

11. Subsequent Events

On January 30, 2020, the World Health Organization ("WHO") announced a global health emergency because of a new strain of coronavirus ("COVID-19 outbreak"). In March 2020, the WHO classified the COVID-19 outbreak as a pandemic based on the rapid increase in exposure globally.

The pandemic has adversely affected global economic activity and greatly contributed to significant deterioration and volatility in financial markets across the world. Depending on the severity and length of the outbreak, this pandemic could present material uncertainty and risk with respect to the Corporation, including its performance, the liquidity of its investments, collectability of amounts due from others, and on its overall financial condition. The rapid development and fluidity of this situation precludes management from making a reasonable estimate as to the ultimate adverse impact of the pandemic on the Corporation's results of operations, financial condition, and liquidity for 2020.

Diocesan Missionary Society Financial Report

Diocesan Missionary Society of Virginia
Financial Statements and Supplementary
Information
December 31, 2019 and 2018



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DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

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Karen M. Grane, Esquire
President

Joseph S. Paxton
Vice President

Joy Buzzard
Secretary

Steven T. Foster
Treasurer

Peter Henderer, Assistant Treasurer

The Rt. Rev. Susan E. Goff, Suffragan Bishop
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Stas Jones, Assistant Secretary

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Russell Lockey

William E. Weatherford, Jr.

Tracy G. Melton

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INDEPENDENT AUDITOR'S REPORT

The Board of Trustees
Diocesan Missionary Society of Virginia
Richmond, Virginia

We have audited the accompanying financial statements of Diocesan Missionary Society of Virginia, which comprise the statements of financial position as of December 31, 2019 and 2018, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

- Continued -

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We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Diocesan Missionary Society of Virginia as of December 31, 2019 and 2018, and the changes in its net assets and its cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

Report on Supplemental Information

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying 2019 supplementary schedules on pages 19 - 22 are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information in the accompanying supplementary schedules has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements taken as a whole.



July 6, 2020

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

STATEMENTS OF FINANCIAL POSITION

December 31, 2019 and 2018

ASSETS

	<u>2019</u>	<u>2018</u>
Current Assets		
Cash and cash equivalents	\$ 1,040,770	\$ 2,186,405
Investments	4,837,435	4,059,713
Loans receivable, current portion	247,243	200,632
Accrued interest receivable	33,303	29,097
Total current assets	<u>6,158,751</u>	<u>6,475,847</u>
Property and Equipment		
Properties used by active congregations	1,495,094	1,495,094
Properties used by Episcopal campus ministries	750,170	830,506
Unimproved real estate	1,560,545	1,560,545
Construction in progress	15,057	-
Total property and equipment	<u>3,820,866</u>	<u>3,886,145</u>
Less accumulated depreciation	<u>(176,561)</u>	<u>(259,056)</u>
Net property and equipment	<u>3,644,305</u>	<u>3,627,089</u>
Other Assets		
Loans receivable - collateralized	5,197,415	5,123,229
Loans receivable - uncollateralized	852,589	168,745
Total other assets	<u>6,050,004</u>	<u>5,291,974</u>
 Total Assets	 <u>\$ 15,853,060</u>	 <u>\$ 15,394,910</u>

See accompanying notes to financial statements.

LIABILITIES AND NET ASSETS

	<u>2019</u>	<u>2018</u>
Current Liabilities		
Accounts payable	\$ 93,175	\$ 67,878
Notes payable, current portion	185,000	405,000
Security deposit	<u>35,000</u>	<u>-</u>
Total current liabilities	313,175	472,878
Long-Term Liabilities		
Notes payable	<u>540,144</u>	<u>530,144</u>
Total liabilities	<u>853,319</u>	<u>1,003,022</u>
Net Assets		
Without donor restrictions		
Undesignated	10,727,666	11,873,196
Designated by board	<u>1,654,943</u>	<u>-</u>
Total without donor restrictions	<u>12,382,609</u>	<u>11,873,196</u>
With donor restrictions		
Purpose restrictions	430,670	332,230
Perpetual in nature	<u>2,186,462</u>	<u>2,186,462</u>
Total with donor restrictions	<u>2,617,132</u>	<u>2,518,692</u>
Total net assets	<u>14,999,741</u>	<u>14,391,888</u>
Total Liabilities and Net Assets	<u>\$ 15,853,060</u>	<u>\$ 15,394,910</u>

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

STATEMENT OF ACTIVITIES

For the year ended December 31, 2019

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>		
		<u>Purpose Restrictions</u>	<u>Perpetual in Nature</u>	<u>Total</u>
Support and Revenue				
Interest income on loans	\$ 263,304	\$ -	\$ -	\$ 263,304
Investment income	60,000	71,065	-	131,065
Unrealized gains on investments	-	99,044	-	99,044
Realized losses on investments	-	(604)	-	(604)
Gain on land exchange	329,631	-	-	329,631
Other income	866	-	-	866
Net assets released from restrictions	71,065	(71,065)	-	-
Total support and revenue	<u>724,866</u>	<u>98,440</u>	<u>-</u>	<u>823,306</u>
Expenses				
Program	159,453	-	-	159,453
Management and general	56,000	-	-	56,000
Total expenses	<u>215,453</u>	<u>-</u>	<u>-</u>	<u>215,453</u>
Change in Net Assets	509,413	98,440	-	607,853
Net Assets, beginning	<u>11,873,196</u>	<u>332,230</u>	<u>2,186,462</u>	<u>14,391,888</u>
Net Assets, ending	<u>\$ 12,382,609</u>	<u>\$ 430,670</u>	<u>\$ 2,186,462</u>	<u>\$ 14,999,741</u>

See accompanying notes to financial statements.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

STATEMENT OF ACTIVITIES

For the year ended December 31, 2018

	Without Donor Restrictions	<u>With Donor Restrictions</u>		
		Purpose Restrictions	Perpetual in Nature	<u>Total</u>
Support and Revenue				
Interest income on loans	\$ 222,928	\$ -	\$ -	\$ 222,928
Investment income	35,793	50,965	-	86,758
Unrealized losses on investments	-	(108,670)	-	(108,670)
Realized losses on investments	-	(1,383)	-	(1,383)
Net assets released				
from restrictions	<u>50,965</u>	<u>(50,965)</u>	<u>-</u>	<u>-</u>
Total support and revenue	<u>309,686</u>	<u>(110,053)</u>	<u>-</u>	<u>199,633</u>
Expenses				
Program	245,380	-	-	245,380
Management and general	<u>57,945</u>	<u>-</u>	<u>-</u>	<u>57,945</u>
Total expenses	<u>303,325</u>	<u>-</u>	<u>-</u>	<u>303,325</u>
Change in Net Assets	6,361	(110,053)	-	(103,692)
Net Assets, beginning	<u>11,866,835</u>	<u>442,283</u>	<u>2,186,462</u>	<u>14,495,580</u>
Net Assets, ending	<u>\$ 11,873,196</u>	<u>\$ 332,230</u>	<u>\$ 2,186,462</u>	<u>\$ 14,391,888</u>

See accompanying notes to financial statements.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

STATEMENT OF FUNCTIONAL EXPENSES

For the year ended December 31, 2019

	<u>Program</u>	<u>Management and General</u>	<u>Total</u>
Income distribution to Diocese of Virginia	\$ 71,186	\$ -	\$ 71,186
Loan program - interest expense	35,609	-	35,609
Bishop grant	5,000	-	5,000
Depreciation expense	17,472	-	17,472
Other program services	15,049	-	15,049
Administration fees	-	45,000	45,000
Professional fees	15,137	11,000	26,137
	<u>\$ 159,453</u>	<u>\$ 56,000</u>	<u>\$ 215,453</u>

See accompanying notes to financial statements.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

STATEMENT OF FUNCTIONAL EXPENSES

For the year ended December 31, 2018

	<u>Program</u>	<u>Management and General</u>	<u>Total</u>
Income distribution to Diocese of Virginia	\$ 50,965	\$ -	\$ 50,965
Loan program - interest expense	48,926	-	48,926
Bishop grant	100,000	-	100,000
Depreciation expense	18,090	-	18,090
Other program services	17,130	-	17,130
Administration fees	-	45,000	45,000
Professional fees	10,269	12,945	23,214
	<u>\$ 245,380</u>	<u>\$ 57,945</u>	<u>\$ 303,325</u>

See accompanying notes to financial statements.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

STATEMENTS OF CASH FLOWS

For the years ended December 31, 2019 and 2018

	<u>2019</u>	<u>2018</u>
Cash Flows from Operating Activities		
Change in net assets	\$ 607,853	\$ (103,692)
Adjustments to reconcile change in net assets to net cash and cash equivalents used by operating activities		
Depreciation	17,472	18,090
Gain on land exchange	(329,631)	-
Unrealized loss (gain) on investments	(99,044)	108,670
Realized loss on investments	604	1,383
(Increase) decrease in operating assets		
Accrued interest receivable	(4,206)	(1,645)
Distribution receivable	-	36,986
Loans made	(1,255,408)	(1,320,630)
Collections on loans receivable	450,767	647,517
Increase (decrease) in operating liabilities		
Accounts payable	<u>25,297</u>	<u>23,665</u>
Net cash and cash equivalents used by operating activities	<u>(586,296)</u>	<u>(589,656)</u>
Cash Flows from Investing Activities		
Construction costs	(15,057)	-
Purchase of investments	(727,067)	(593,075)
Proceeds from exchange of land	310,000	-
Proceeds from security deposit	35,000	-
Proceeds from sale of investments	<u>47,785</u>	<u>50,965</u>
Net cash and cash equivalents used by investing activities	<u>(349,339)</u>	<u>(542,110)</u>
Cash Flows from Financing Activities		
Principal payment on notes payable	<u>(210,000)</u>	<u>(128,000)</u>
Net cash and cash equivalents used by financing activities	<u>(210,000)</u>	<u>(128,000)</u>
Decrease in cash and cash equivalents	(1,145,635)	(1,259,766)
Cash and Cash Equivalents, beginning	<u>2,186,405</u>	<u>3,446,171</u>
Cash and Cash Equivalents, ending	<u>\$ 1,040,770</u>	<u>\$ 2,186,405</u>
Supplemental Disclosure of Cash Flow Information:		
Cash paid for interest	\$ 35,609	\$ 48,926

See accompanying notes to financial statements.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

NOTES TO FINANCIAL STATEMENTS

December 31, 2019 and 2018

1. Organization and Nature of Activities

The purpose of the Diocesan Missionary Society of Virginia ("Society") is to assist in missionary work within the Episcopal Diocese of Virginia ("Diocese"). This is accomplished by seeking gifts, loans, and property in order to make loans available for the extension of the mission of the Diocese. The Society also owns property used by others in the missionary work of the Diocese.

2. Summary of Significant Accounting Policies

Cash and Cash Equivalents: For purposes of reporting cash flows, the Society considers demand deposits and investments with a maturity at purchase of less than three months to be cash and cash equivalents.

Investments: Investments are presented at fair value. Investments received as gifts are recorded at fair value as of the date of gift. Investment income, including realized and unrealized gains and losses, is recorded in the statements of activities and allocated between net assets according to the underlying nature of the net asset fund to which it was earned.

Loans Receivable: The Society provides financing to churches and other entities within the Diocese. The loans bear interest at 2.8% - 5.5% and are due within five years; however, the Society often grants extensions in five-year increments up to 30 years. The loans are typically collateralized by deeds of trust on real estate or by securities.

Real Estate: Real estate is recorded at cost or, in the case of gifts of real estate, at fair value on the day of the gift. Depreciation of buildings is computed using the straight-line method over their estimated useful lives of 30 years.

Net Assets: Net assets, revenues, gains, and losses are classified based on the existence or absence of donor-imposed restrictions. Accordingly, net assets and changes therein are classified and reported as follows:

- Net assets without donor restrictions - Net assets available for use in general operations and not subject to donor-imposed restrictions. The Board of the Society has designated certain net assets without donor restrictions for various programs.
- Net assets with donor restrictions - Net assets subject to donor-imposed restrictions that can be filled by actions of the Society pursuant to those restrictions or that expire by the passage of time. Some donor-imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. When a restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statement of activities as net assets released from restrictions.

Revenue Recognition: Interest income from loans is recognized over the term of the loan and is computed using the simple-interest method. Investment income, which is primarily interest income, is recognized when earned. Donated land is reflected in the accompanying statements at its estimated fair value at the date of donation.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2019 and 2018

2. Summary of Significant Accounting Policies - Continued

Valuation of Long-Lived Assets: Accounting standards require that long-lived assets be reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount of an asset may not be recoverable. Recoverability of the long-lived asset is measured by a comparison of the carrying amount of the asset to future undiscounted net cash flows expected to be generated by the asset. If such assets are considered to be impaired, the impairment to be recognized is measured by the amount by which the carrying amount exceeds the estimated fair value of the asset. Assets to be disposed of are reportable at the lower of the carrying amount or fair value, less costs to sell. There was no impairment recognized in 2019 or 2018.

Functional Allocation of Expenses: The costs of program and supporting services activities have been summarized on a functional basis in the statements of activities. The statements of functional expenses present the natural classification detail of expenses by function. Accordingly, certain costs have been allocated among the program and supporting services benefited.

Income Tax Status: The Society is exempt from income tax under Section 501(c)(3) of the Internal Revenue Code and the tax statutes of the Commonwealth of Virginia. The Society has determined that it does not have any material unrecognized tax benefits or obligations as of December 31, 2019.

Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements. Such estimates also affect the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates and assumptions.

Evaluation of Subsequent Events: Management has evaluated subsequent events through July 6, 2020, which is the date the financial statements were available to be issued.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2019 and 2018

3. Liquidity

The Society manages its liquid resources by focusing on its interest income on loans and investment income to ensure the entity has adequate cashflow to cover the programs that are being conducted. The Society prepares detailed budgets and is active in cutting costs as necessary to ensure that the entity remains liquid. As discussed in Note 7, the Society has notes payable of uncollateralized loans from churches and has been able to renegotiate the terms for an additional 5 to 15-year period, if necessary.

The following reflects the Society's financial assets as of December 31, 2019 expected to be available within one year to meet the cash needs for general expenditures.

	<u>2019</u>	<u>2018</u>
Cash and cash equivalents	\$ 1,040,770	\$ 2,186,405
Investments	4,837,435	4,059,713
Loans receivable, current portion	247,243	200,632
Accrued interest receivable	33,303	29,097
Less those unavailable for general expenditures within one year, due to:		
Board designation	(1,654,943)	-
Donor-imposed restrictions:		
Purpose restrictions	(430,670)	(332,230)
Investments held in perpetuity	(2,186,462)	(2,186,462)
	<u>\$ 1,886,676</u>	<u>\$ 3,957,155</u>

4. Investments

Investments are reported at fair value. The fair values at December 31 are as follows:

	<u>2019</u>	<u>2018</u>
Cash and cash equivalents	\$ 2,227,681	\$ 2,181,194
Trustees of the Funds	926,343	843,496
STAMP	1,683,411	1,035,023
	<u>\$ 4,837,435</u>	<u>\$ 4,059,713</u>

Trustees of the Funds of the Episcopal Diocese of Virginia ("TOTF") is a unitized investment pool for Diocesan organizations and parishes within the Diocese of Virginia. Investors participate in a diversified investment portfolio based on a unitized per share price structure and allocation methodology.

In 2012, the TOTF opened a fully-liquid short-term asset management pool ("STAMP") utilizing short-term and ultra-short-term bond funds as a fixed income fund through SunTrust Bank. In 2013, the Society began using STAMP as a short-term investment pool.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2019 and 2018

5. Investments Carried at Net Asset Value or its Equivalent

All amounts held by TOTF are held in two accounts (STAMP and TOTF) with no restrictive redemption provisions and no unfunded commitment requirements. TOTF is managed with the overall investment objective of preserving a steady and consistent spending stream for the support of fund participants. The asset structure reflects TOTF's needs for liquidity, preservation of purchasing power, long-term growth of principal, and risk tolerance of TOTF. TOTF investments are comprised of three parts: a bond fund, an equity fund, and a short-term fund. Each one has specific objectives and policy guidelines.

The table below sets forth a summary of investments that are valued using NAV at December 31, 2019 and 2018. This category includes the following type of investment:

<u>December 31, 2019</u>	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Lock-in Period</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Trustees of the Funds (a)	\$ 926,343	n/a	n/a	Daily	None
STAMP (b)	\$ 1,683,411	n/a	n/a	Daily	None

<u>December 31, 2018</u>	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Lock-in Period</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Trustees of the Funds (a)	\$ 843,496	n/a	n/a	Daily	None
STAMP (b)	\$ 1,035,023	n/a	n/a	Daily	None

(a) This class includes investments in private real estate, publicly-traded real estate, publicly-traded energy related equities, commodities, inflation-indexed bonds, U.S. Treasury and government agency bonds, non-U.S. dollar denominated bonds, public and private corporate debt, mortgages and asset-backed securities, and non-investment grade debt.

(b) This class includes investments in short-term, investment grade bonds. U.S. Treasury and government agency bonds, pooled consumer bonds, mortgages, and asset-backed securities.

6. Real Estate

The Society has title to land and buildings which are used only for church-related activities within the Diocese of Virginia. Real estate consists of the following at December 31:

	<u>2019</u>	<u>2018</u>
Land	\$ 3,395,860	\$ 3,253,660
Land and development costs	69,779	69,779
Buildings	340,170	562,706
Construction in progress	15,057	-
	3,820,866	3,886,145
Less accumulated depreciation	(176,561)	(259,056)
	<u>\$ 3,644,305</u>	<u>\$ 3,627,089</u>

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2019 and 2018

6. Real Estate - Continued

In 2019, the Society exchanged property used by Episcopal Campus Ministries in Harrisonburg, VA for \$310,000 cash and undeveloped property owned by James Madison University and plans to develop the JMU property to continue its Episcopal campus ministry. The Board has designated \$1,670,000 for the development of this new property. See Note 8 for further information.

During 2006, the Society entered into an assignment of a residential sales contract with the Diocese to purchase 13.6 acres in Hanover County, Virginia. Under the terms of the contract, the Society assumed the Diocese's purchase commitment and the Diocese agreed to purchase the property from the Society within five years of the settlement date of June 9, 2006. The Diocese will purchase the property from the Society for the original purchase price plus any expenses the Society incurs related to acquiring, investigating, and developing the property. The Society is currently negotiating with a third-party to sell a portion of the land. The Diocese intends to purchase the remaining portion from the Society once the other sale has been completed. The book value of the land and development costs was \$1,288,404 at December 31, 2019 and 2018 and is included in unimproved real estate on the statements of financial position.

The Society also owns land in Stafford County which it intends to sell. The book value of the land and development costs of this property was \$126,441 at December 31, 2019 and 2018 and is included in unimproved real estate on the statements of financial position.

The Society owns land in Fairfax Station which has an active congregation. The Society intends to transfer ownership of the property to the church and convert its existing loan to a deed of trust. The book value of the property was \$1,100,000 at December 31, 2019 and 2018 and is included in properties used by active congregations on the statements of financial position.

7. Notes Payable

Notes payable consist of uncollateralized loans from churches. These loans are used to provide funds for capital improvements to churches. The loans are evidenced by negotiable promissory notes which bear interest from 2.50% to 5.50%. Generally, interest on all notes is payable each June 30th and December 31st, with principal generally due 5 to 15 years from the date of issue.

Aggregate principal maturities of the notes payable are presented below. These schedules represent scheduled maturities; however, the notes have traditionally been renegotiated for an additional 5 to 15-year period.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2019 and 2018

7. Notes Payable - Continued

Estimated principal payments on notes payable for future years ending December 31 are as follows:

<u>For the year ending December 31</u>	
2020	\$ 185,000
2021	32,144
2022	145,000
2023	138,000
2024	205,000
Thereafter	20,000
	<u><u>\$ 725,144</u></u>

8. Net Assets

Net assets with donor restrictions of the Society are as follows:

	<u>December 31, 2019</u>	
	<u>With Donor Restrictions</u>	
	<u>Purpose</u>	<u>Perpetual</u>
	<u>Restrictions</u>	<u>in Nature</u>
Reid Fund for mountain mission work	\$ 360,104	\$ 1,386,408
Capital needs	70,566	-
Lending to churches	-	515,991
Other endowed funds	-	284,063
	<u><u>\$ 430,670</u></u>	<u><u>\$ 2,186,462</u></u>

	<u>December 31, 2018</u>	
	<u>With Donor Restrictions</u>	
	<u>Purpose</u>	<u>Perpetual</u>
	<u>Restrictions</u>	<u>in Nature</u>
Reid Fund for mountain mission work	\$ 261,664	\$ 1,386,408
Capital needs	70,566	-
Lending to churches	-	515,991
Other endowed funds	-	284,063
	<u><u>\$ 332,230</u></u>	<u><u>\$ 2,186,462</u></u>

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2019 and 2018

8. Net Assets - Continued

During 2019, the Board of the Society designated \$1,670,000 of net assets without donor restrictions to develop property in Harrisonburg, Virginia into the Canterbury House to continue its Episcopal campus ministry. See Note 6 for further information.

The following schedule details the activity of the Board designated funds for the year ended December 31, 2019:

		<u>Balance</u>		<u>Balance</u>
		<u>12/31/2018</u>	<u>Receipts</u>	<u>Disbursements</u>
				<u>12/31/2019</u>
Designated by Board				
Real estate development	\$	-	\$ 1,670,000	\$ 15,057
				\$ 1,654,943

9. Endowments

The Society's endowments consist of the Reid Fund, Revolving Loan Funds, and Other Endowed Funds. All of these funds are donor-restricted endowments.

The management of donor-restricted endowment funds is governed by state law under the Uniform Prudent Management of Institutional Funds Act ("UPMIFA") as adopted by the Virginia state legislature in 2008. The law gives guidance for investment and spending practices, giving consideration for donor intent and the organization's overall resources and charitable purpose. Based on their interpretation of law and in compliance with donor intent, the Society classifies as net assets with donor restrictions - perpetual in nature the original value of the gifts donated to permanent endowment.

The Reid Fund is invested long-term and is managed to generate additional resources for use in accordance with the donor's intent. The primary objective is long-term capital appreciation and consistency of total portfolio return without undue exposure to risk. Amounts are appropriated for expenditure annually based on distributions from the TOTF investments (4.50% spending policy in 2019 and 2018) and interest and dividends earned on other investments. In accordance with donor intent, this distribution is sent to the Diocese for use in mission work. The portion of the donor-restricted Reid Fund that is not classified as net assets with donor restrictions - perpetual in nature is classified as net assets with donor restrictions - purpose restrictions until those amounts are appropriated for expenditure.

Other net assets with donor restrictions - perpetual in nature are amounts contributed by donors and required to be held in perpetuity for lending to churches (which are held in a Revolving Loan Fund) and Other Endowed Funds. The loans to churches are collateralized, and financial information of the borrowers is monitored to reduce the risk of loss. Earnings on amounts held as part of the Revolving Loan Fund are added to the revolving fund as part of net assets with donor restrictions - purpose restrictions in accordance with donor intentions, and earnings on the Other Endowed Fund are distributed annually to beneficiaries as designated by the donors.

From time to time, the fair value of assets associated with donor-restricted endowment funds may fall below the level the Society is required to retain by donor stipulation or law (underwater endowments). There were no underwater endowments as of December 31, 2019 or 2018.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2019 and 2018

9. Endowments - Continued

Activity in all endowment funds is as follows:

	With Donor Restrictions		Total
	Purpose Restrictions	Perpetual in Nature	
Net assets - December 31, 2017	\$ 442,283	\$ 2,186,462	\$ 2,628,745
Investment return:			
Investment income	50,965	-	50,965
Net realized and unrealized loss	(110,053)	-	(110,053)
Amounts appropriated for mission work	(50,965)	-	(50,965)
Net assets - December 31, 2018	332,230	2,186,462	2,518,692
Investment return:			
Investment income	71,065	-	71,065
Net realized and unrealized loss	98,440	-	98,440
Amounts appropriated for mission work	<u>(71,065)</u>	<u>-</u>	<u>(71,065)</u>
Net assets - December 31, 2019	<u>\$ 430,670</u>	<u>\$ 2,186,462</u>	<u>\$ 2,617,132</u>

10. Related Party Transactions

The Diocese provides administrative and accounting services to the Society. The Society reimburses the Diocese for a portion of the salary and benefits of the accounting staff under a "common paymaster" arrangement. Under this arrangement, any person employed by several related organizations is compensated by the organization, which is then reimbursed by the other organizations. During 2019 and 2018, salary costs incurred and subsequently reimbursed were \$45,000.

The Society provides loans to organizations within the Diocese. Three loans to the Diocese are outstanding as of December 31, 2019 and 2018, with a total balance of \$2,851,413 and \$2,955,283, respectively.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2019 and 2018

11. Concentration of Credit Risk

Financial instruments which potentially subject the Society to concentrations of credit risk consist principally of temporary cash investments, investment securities, and loans receivable.

Investment securities are exposed to several risks. It is at least possible that changes in the values of investment securities will occur in the near future, and such changes could materially affect the values reported in these financial statements.

The Society places its cash and cash equivalents on deposit with financial institutions in the United States. The Federal Deposit Insurance Corporation (FDIC) provides insurance coverage for up to \$250,000 for substantially all depository accounts. The Society from time to time may have amounts on deposit in excess of the insured limits; however, the Society has not experienced any losses in such amounts and believes it is not exposed to any significant credit risk to cash.

The Society provides financing to churches and other entities within the Diocese. The loans are typically collateralized by deeds of trust on real estate or by securities.

12. Subsequent Events

On January 30, 2020, the World Health Organization ("WHO") announced a global health emergency because of a new strain of coronavirus ("COVID-19 outbreak"). In March 2020, the WHO classified the COVID-19 outbreak as a pandemic based on the rapid increase in exposure globally.

The full impact of the COVID-19 outbreak continues to evolve as of the date of this report. As such, it is uncertain as to the full magnitude that the pandemic will have on the Society's financial condition, liquidity and future results of operations in 2020. The adverse economic effects of the coronavirus may lead to an increase in credit risk on the Society's loan portfolio. Likewise, the Society is also monitoring the fluctuations in the markets as it pertains to interest rates and fair value of its investments for other than temporary impairment. While the Society considers these disruptions to be temporary, if they continue, this may have an adverse effect on the Society's results of future operations, financial position, and liquidity in 2020.

SUPPLEMENTAL INFORMATION

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

SCHEDULE OF LOANS RECEIVABLE

For the year ended December 31, 2019

	Balance 12/31/2018	Loans Made	Reduction of Allowance for Doubtful Accounts	Loan Write-offs	Payments Received	Balance 12/31/2019	Interest Earned	Note Maturity Date	Interest Rate
Collateralized by Deeds of Trust:									
Christ Church, Spotsylvania	\$ 242,775	\$ -	\$ -	\$ -	\$ 5,917	\$ 236,858	\$ 13,205	03/31/2021	5.50%
Church of Our Saviour, Montpelier	308,188	-	-	-	9,884	298,304	16,645	04/01/2021	5.50%
Diocese of Virginia - Day/Spring loan	1,776,721	-	-	-	54,559	1,722,162	78,684	05/01/2024	4.50%
Diocese of Virginia - Omisol Road	143,683	-	-	-	34,129	109,554	8,181	10/10/2022	6.50%
Diocese of Virginia - Santa Maria (Blvd Baptist)	1,034,879	-	-	-	15,182	1,019,697	28,720	04/01/2024	2.80%
Meade Memorial Church, Alexandria	83,701	-	-	-	6,272	77,429	3,731	10/01/2021	4.50%
St. Andrew's #3, Richmond	77,681	-	-	-	16,227	61,454	3,794	06/27/2021	5.50%
St. David's, Aylett	52,015	-	-	-	3,441	48,574	2,257	03/01/2024	4.50%
St. Francis, Goochland	112,875	-	-	-	2,702	110,173	6,116	04/30/2021	5.50%
Buck Mountain, Earlysville	61,341	-	-	-	46,215	15,126	2,289	02/01/2021	5.50%
Olivet Episcopal Church	122,192	-	-	-	10,093	112,099	6,505	10/31/2022	5.50%
St. James, Mount Vernon	1,007,144	-	-	-	49,382	957,762	44,126	08/01/2023	4.50%
Trinity, Charlottesville	297,166	-	-	-	161,336	135,830	8,674	08/01/2023	4.50%
Grace Episcopal, Alexandria	-	540,000	-	-	20,604	519,396	11,933	05/01/2024	4.50%
Total collateralized loans	5,320,361	540,000	-	-	435,943	5,424,418	234,860		
Uncollateralized Loans:									
St. Peter's in the Woods	-	715,408	-	-	11,325	704,083	19,066	05/01/2026	4.50%
St. Margaret's, Woodbridge	172,245	-	-	-	3,499	168,746	9,378	10/01/2022	5.50%
Total uncollateralized loans	172,245	715,408	-	-	14,824	872,829	28,444		
Total	\$ 5,492,606	\$ 1,255,408	\$ -	\$ -	\$ 450,767	\$ 6,297,247	\$ 263,304		

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

SCHEDULE OF REAL ESTATE

For the year ended December 31, 2019

<u>Date Acquired</u>	<u>Description</u>	<u>Cost</u>	<u>Accumulated Depreciation</u>	<u>Net Book Value</u>
Properties used by Active Congregations				
06/09/1989	Church of Messiah, Fredericksburg	\$ 200,000	\$ 52,495	\$ 147,505
11/23/1962	Good Shepherd, Bluemont	19,672	-	19,672
11/23/1962	Good Shepherd, Hickory Hill	19,000	-	19,000
11/23/1962	Grace Church, Red Hill	14,000	-	14,000
11/23/1962	St. George's, Pine Grove	47,300	-	47,300
11/23/1962	St. John the Baptist, Ivy	21,000	-	21,000
11/23/1962	St. Mary's, Berryville	36,080	-	36,080
11/23/1962	St. Paul's, Ingham	13,000	-	13,000
06/15/1962	St. Paul's, West Point	25,042	20,000	5,042
03/08/1991	St. Peter's In the Woods, Faifax Station	1,100,000	-	1,100,000
		<u>1,495,094</u>	<u>72,495</u>	<u>1,422,599</u>
Properties used by Episcopal Campus Ministries				
01/04/2007	Episcopal Campus Ministries, Fredericksburg	450,170	104,066	346,104
11/15/2019	Episcopal Campus Ministries, Harrisonburg	300,000	-	300,000
		<u>750,170</u>	<u>104,066</u>	<u>646,104</u>
Unimproved Real Estate				
01/21/1997	England Run North, Land, Stafford County	126,441	-	126,441
06/09/2006	Hanover property	1,288,404	-	1,288,404
08/31/1990	Joshua Road, Stafford County	145,700	-	145,700
		<u>1,560,545</u>	<u>-</u>	<u>1,560,545</u>
		<u>\$ 3,805,809</u>	<u>\$ 176,561</u>	<u>\$ 3,629,248</u>

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

SCHEDULE OF NOTES PAYABLE

For the year ended December 31, 2019

	Balance 12/31/2018	Additions (Reductions)	Balance 12/31/2019	Maturity Date	Interest Rate
Notes Payable to Churches:					
Christ Church Endowment Fund, Alexandria	\$ 20,000	\$ -	\$ 20,000	02/27/2024	2.50%
Christ Episcopal Church, Gordonsville	1,000	-	1,000	07/01/2023	2.50%
Emmanuel Church Fund, Woodstock	75,000	-	75,000	04/10/2024	2.50%
Emmanuel Church Fund, Earlysville	30,000	(30,000)	-	01/28/2019	5.50%
The ECW of Holy Comforter Church, Vienna	10,000	-	10,000	11/10/2023	5.50%
Gillatt Endowment - Emmanuel, Harrisonburg	50,000	-	50,000	09/28/2022	2.50%
Grace Church, Keswick	10,000	(10,000)	-	03/10/2019	5.50%
Maxine Bishop Fund, St. Paul's, Alexandria	40,000	-	40,000	01/27/2022	5.50%
Ramey Fund, St. Paul's, Alexandria	15,000	(15,000)	-	06/01/2019	5.50%
Ramey Fund, St. Paul's, Alexandria	10,000	-	10,000	05/04/2022	5.50%
Ramey Fund, St. Paul's, Alexandria	10,000	-	10,000	06/23/2022	5.50%
Ramey Fund, St. Paul's, Alexandria	20,000	-	20,000	07/07/2022	5.50%
Ramey Fund, St. Paul's, Alexandria	10,000	-	10,000	02/23/2024	5.50%
St. Paul's, Alexandria	100,000	-	100,000	11/11/2020	5.50%
Memorial Fund, St. Paul's, Alexandria	5,000	(5,000)	-	06/06/2019	5.50%
St. Andrew's Episcopal Church, Burke	100,000	(100,000)	-	06/19/2019	5.50%
Pohick Fund #3	50,000	(50,000)	-	07/29/2019	2.50%
St. James, Louisa	10,000	-	10,000	12/11/2023	2.50%
St. James, Louisa	20,000	-	20,000	07/21/2021	2.50%
St. James-The-Less Church Fund, Ashland	1,000	-	1,000	12/31/2023	2.50%
St. James-The-Less Church Fund, Ashland	100,000	-	100,000	03/07/2023	5.50%
Rector's Disc Fund, St. John's Church, Richmond	3,544	-	3,544	07/12/2021	2.50%
St. John's Church Fund, Richmond	1,000	-	1,000	02/15/2023	2.50%
St. John's Episcopal Church Fund, West Point	8,600	-	8,600	04/01/2021	2.50%
St. John's Episcopal Church Fund, West Point	20,000	-	20,000	08/30/2027	4.00%
St. John's Episcopal Church Fund, West Point	25,000	-	25,000	07/22/2020	2.50%
St. Matthew's Church, Endowment Fund, Richmond	15,000	-	15,000	01/27/2022	5.50%
St. Matthew's Church, Endowment Fund, Richmond	15,000	-	15,000	03/23/2023	5.50%
St. Stephen's Preschool, Richmond	50,000	-	50,000	07/06/2020	2.50%
Trinity Investment Account, Charlottesville	10,000	-	10,000	07/01/2020	2.50%
Other Notes Payable:					
Disabled Clergy Fund, Trustees of the Funds	100,000	-	100,000	11/21/2024	2.50%
	\$ 935,144	\$ (210,000)	\$ 725,144		

Note: Remittances for interest are made semi-annually.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

SCHEDULE OF NET ASSETS WITH DONOR RESTRICTIONS - PERPETUAL IN NATURE

For the year ended December 31, 2019

Reid Fund	<u>\$ 1,386,408</u>
Revolving Loan Funds:	
Diocesan Revolving Fund Proper	467,145
Norma Stewart	5,269
E. Hope Stewart	5,269
Margaret D. Mason	6,191
Annie Belle Yancey	6,191
Annie C. Stewart	5,269
Tanner's Ridge, Sarah J. Stoddard	2,606
Kittie M. Morris	527
Louisa T. Davis	9,118
Elizabeth Cardoza Lloyd	525
Archdeacon's Residence Fund	<u>7,881</u>
Total revolving loan funds	<u>515,991</u>
Other Endowed Fund:	
Douglas F. Forrest	45,119
William C. Rives	158,138
Frances Young	22,908
Bessie Ransay Rodgers Memorial	3,659
Phyllis Langhorne Brand	12,102
Betty S. Brent	20,963
Margaret Mason	4,694
Annie Belle Yancey	2,335
Archdeacon's Neve Endowment	6,840
Sally Aiken Williams Fund of John Moncure School	3,293
Grace Memorial Church Fund	2,272
Arthur E. Booth Memorial	1,000
Bishop and Mrs. John Baden Fund	<u>740</u>
Total other endowment fund	<u>284,063</u>
Total net assets with donor restrictions - perpetual in nature	<u>\$ 2,186,462</u>

2021 Diocesan Program Budget

As Proposed to the 226th Annual Convention

DIocese of Virginia 2021 Budget
Draft for 228th Annual Convention

CATEGORY AND PROGRAM	2017	2018	2019	2020	2021	2021	2021	2021	2021	2021	2021	2021	2021	2021	2021	2021	2021	2021	
	as adopted by Annual Council	as adopted by Annual Convention	as adopted by Annual Convention	as adopted by Annual Convention	Request & Estimate	Executive Board Adjustments	Draft Budget to Convention	Budget Committee adjustments	Amended Budget to Convention	Amended Budget to Convention	Draft vs. Prior Year	Variance	2021	2021	2021	2021	2021	2021	2021
INCOME																			
A. ANTICIPATED PLEDGE INCOME	4,301,500	4,240,000	4,170,000	4,250,000	3,602,940	(1,080)	3,601,860	-	3,601,860	(648,120)		3,601,860	(648,120)		3,601,860	(648,120)		3,601,860	(648,120)
B. OTHER UNRESTRICTED INCOME TO SUPPORT DIOCESAN BUDGET	230,000	180,000	180,000	274,000	264,000	-	264,000	-	264,000	(10,000)		264,000	(10,000)		264,000	(10,000)		264,000	(10,000)
C. VIRGINIA EPISCOPALIAN SUPPORT	50,000	50,000	32,000	15,000	-	-	-	-	-	(15,000)		-	(15,000)		-	(15,000)		-	(15,000)
D. HEALTH INSURANCE ADMIN REIMBURSEMENT	90,000	90,000	103,000	105,000	108,120	-	108,120	-	108,120	3,120		108,120	3,120		108,120	3,120		108,120	3,120
E. RESTRICTED INCOME - Released from Restrictions	450,000	450,000	450,000	524,639	531,100	-	531,100	-	531,100	6,463		531,100	6,463		531,100	6,463		531,100	6,463
TOTAL INCOME	5,121,500	5,010,000	4,935,000	5,168,639	4,506,160	(1,080)	4,505,100	-	4,505,100	(663,539)		4,505,100	(663,539)		4,505,100	(663,539)		4,505,100	(663,539)
EXPENSES																			
A. Support of Our Greater Church Community	703,722	625,665	632,242	666,656	601,865	-	601,865	-	601,865	(64,791)		601,865	(64,791)		601,865	(64,791)		601,865	(64,791)
B. Ministry Areas in the Diocese																			
1. Christian Formation																			
a. Formation Staff Cost	206,800	206,800	168,161	217,490	186,740	-	186,740	-	186,740	(30,750)		186,740	(30,750)		186,740	(30,750)		186,740	(30,750)
b. Formation Staff Travel	7,500	7,500	7,500	7,500	5,625	-	5,625	-	5,625	(3,750)		5,625	(3,750)		5,625	(3,750)		5,625	(3,750)
c. Aging Committee on Grants for Episcopal College Ministries	13,300	13,300	13,300	13,300	11,305	-	11,305	-	11,305	(1,995)		11,305	(1,995)		11,305	(1,995)		11,305	(1,995)
d. Committee on Parish Youth Ministries	188,890	210,102	230,375	268,360	228,000	-	228,000	-	228,000	(40,360)		228,000	(40,360)		228,000	(40,360)		228,000	(40,360)
e. Ministers in Higher Education, Committee on Other Christian Formation Programs	21,500	21,500	21,500	21,500	18,250	-	18,250	-	18,250	(3,250)		18,250	(3,250)		18,250	(3,250)		18,250	(3,250)
f. Shrine Mont Camp Program Support	600	600	600	600	500	-	500	-	500	(100)		500	(100)		500	(100)		500	(100)
g. Shrine Mont Camp Program Support	122,500	122,500	122,500	122,500	119,500	-	119,500	-	119,500	(3,000)		119,500	(3,000)		119,500	(3,000)		119,500	(3,000)
2. Ministry Development	7,000	7,000	7,000	7,000	5,000	-	5,000	-	5,000	(2,000)		5,000	(2,000)		5,000	(2,000)		5,000	(2,000)
3. Clergy & Diocesan Conferences	13,500	13,500	13,500	13,500	10,850	-	10,850	-	10,850	(2,650)		10,850	(2,650)		10,850	(2,650)		10,850	(2,650)
4. Fee for Education for Ministry Program	2,500	2,500	2,500	2,500	2,750	-	2,750	-	2,750	250		2,750	250		2,750	250		2,750	250
Total - Christian Formation	584,000	605,302	586,936	674,250	588,520	-	588,520	(1,875)	588,520	(67,605)		588,520	(67,605)		588,520	(67,605)		588,520	(67,605)

DIocese of Virginia 2021 Budget
Draft for 228th Annual Convention

CATEGORY AND PROGRAM	2017 as adopted by Annual Council	2018 as adopted by Annual Convention	2019 as adopted by Annual Convention	2020 as adopted by Annual Convention	2021 Request & Estimates	2021 Executive Board Adjustments	2021 Draft Budget to Convention	2021 Budget Committee adjustments	Amended Budget to Convention	2021 Draft vs. Prior Year
2 Strengthening Our Churches										
a	SOC Staff Cost	235,600	235,600	261,665	318,990	-	318,990	-	318,990	(93,813)
b	SOC Staff Travel	7,500	7,500	7,500	5,625	-	5,625	(1,875)	3,750	(3,750)
c	Committee on Congregational Missions CCM - Aid for Mission Churches	693,961	662,702	650,152	508,900	-	508,900	-	508,900	(90,900)
	0106 Incarnation, Mineral	7,000	-	-	1,500	-	1,500	-	1,500	-
	0207 Immanuel, King & Queen Courthouse	1,500	1,500	1,500	9,000	-	9,000	-	9,000	(9,000)
	0217 St. Paul's West Point & Grace, Millers Tavern	18,000	18,000	18,000	62,500	-	62,500	-	62,500	(7,500)
	0311 San Jose, Arlington	66,000	67,000	68,500	62,500	-	62,500	-	62,500	(7,500)
	0313 Cristo Rey, Arlington	60,000	61,000	62,500	56,500	-	56,500	-	56,500	(7,500)
	0610 St. Francis Korean, McLean	38,000	35,000	35,000	25,000	-	25,000	-	25,000	(10,000)
	0610 San Marcos, Alexandria	40,000	40,000	40,000	30,000	-	30,000	-	30,000	(10,000)
	0806 Holy Cross Korean, Fairfax	42,000	42,000	42,000	35,000	-	35,000	-	35,000	(5,000)
	0807 Santa Maria, Falls Church	35,000	30,000	30,000	35,000	-	35,000	-	35,000	14,400
	0905 St. Peter's, Richmond	22,000	21,000	21,000	20,000	-	20,000	-	20,000	-
	0909 Veritas, Richmond	28,000	28,000	24,000	-	-	-	-	-	-
	1107 Our Saviour, Montpelier	30,000	20,000	10,000	20,000	-	20,000	-	20,000	(4,000)
	1108 St. David's, Aylett	10,000	10,000	10,000	9,000	-	9,000	-	9,000	(5,000)
	1115 All Souls, Aylett	41,800	41,800	41,500	38,000	-	38,000	-	38,000	(12,500)
	1211 St. Francis, Manakin Sabot	45,000	45,000	41,000	35,000	-	35,000	-	35,000	(6,000)
	1311 Christ Church, Ludwigs	15,000	14,400	14,400	13,500	-	13,500	-	13,500	(1,500)
	1323 St. Gabriel's/San Gabriel, Leesburg	75,000	75,000	80,000	65,000	-	65,000	-	65,000	(10,000)
	1407 Good Shepherd, Bluemont	8,900	8,900	8,900	13,900	-	13,900	-	13,900	(1,000)
	1412 St. George's, Pine Grove	10,500	11,500	11,500	5,000	-	5,000	-	5,000	(3,500)
	1414 St. Paul's, Ingham	8,800	8,800	5,000	3,000	-	3,000	-	3,000	(2,000)
	1501 Buck Mountain, Emrysville	25,500	22,000	20,000	-	-	-	-	-	(15,000)
	1506 Good Shepherd, Boonesville	13,000	14,500	5,000	3,000	-	3,000	-	3,000	(2,500)
	1508 Grace Church, Stanardsville	5,500	10,000	14,000	9,900	-	9,900	-	9,900	(2,500)
	1511 Michlany Parish, Albanarle	28,615	31,352	31,352	28,300	-	28,300	-	28,300	(2,200)
	1512 St. John the Baptist, Ivy	8,946	7,950	15,000	9,800	-	9,800	-	9,800	-

DIOCESE OF VIRGINIA 2021 BUDGET
Draft for 28th Annual Convention

CATEGORY AND PROGRAM	2017		2018		2019		2020		2021 Requests & Estimates	2021 Excutive Board Adjustments	2021 Draft Budget to Convention	2021 Budget Committee adjustments	2021 Amended Budget to Convention	2021 Draft vs 2020 Variance Year
	as adopted by Annual Council	as adopted by Annual Convention	as adopted by Annual Convention	as adopted by Annual Convention	as adopted by Annual Convention	as adopted by Annual Convention								
d														
CCM- Other Items														
1 Interest on property loans	22,000	22,000	22,000	22,000	22,000	22,000	22,000	22,000	-	22,000	-	22,000	22,000	-
2 Small Church Conference/Continuing Ed/Committee expense	1,100	1,150	8,150	8,150	10,150	10,150	10,150	550	-	550	-	550	550	(9,600)
3 Reserve for maintenance projects	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	-	10,000	-	10,000	10,000	-
4 Reserve for special needs	10,000	10,000	10,000	10,000	20,000	20,000	19,000	19,000	-	19,000	-	19,000	19,000	(1,000)
5 Reserve for Transitions	35,000	20,000	10,000	10,000	15,000	15,000	15,000	15,000	-	15,000	-	15,000	15,000	-
6 Latino Task Force	-	1,000	1,000	1,000	1,000	1,000	500	500	-	500	-	500	500	(500)
7 Committee on Stewardship	6,000	6,000	6,000	6,000	6,000	6,000	5,100	5,100	-	5,100	-	5,100	5,100	(900)
8 Committee on Liturgy & Church Music	2,500	2,500	2,500	2,500	2,500	2,500	-	-	-	-	-	-	-	(2,500)
e														
Other Avenues for Strengthening Our Churches														
1 Bishops' Minority Scholarship	2,400	2,400	2,400	2,400	2,400	2,400	2,500	2,500	-	2,500	-	2,500	2,500	100
2 Transition Ministry Expenses	2,000	2,000	2,000	2,000	2,000	2,000	1,800	1,800	-	1,800	-	1,800	1,800	(200)
3 Congregational Development Expenses	6,500	6,500	6,500	6,500	6,500	6,500	5,525	5,525	-	5,525	-	5,525	5,525	(975)
4 Insurance for vacant churches	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	-	5,000	-	5,000	5,000	-
5 Real Estate Tax (undeveloped Land)	41,000	41,000	41,000	41,000	41,000	41,000	31,000	31,000	-	31,000	-	31,000	31,000	(10,000)
f														
Total - Strengthening Our Churches	1,070,561	1,035,352	1,045,867	1,045,867	1,163,653	1,163,653	951,490	951,490	-	951,490	-	949,615	949,615	(214,038)
g														
Mission & Outreach														
a														
Mission & Outreach Staff Costs	118,300	118,300	118,300	118,300	7,500	7,500	-	-	-	-	-	-	-	-
Mission & Outreach Travel	7,500	7,500	7,500	7,500	20,000	20,000	5,625	5,625	-	5,625	-	3,750	3,750	(3,750)
Committee on Mission & Outreach	20,500	20,500	20,500	20,500	8,820	8,820	4,000	4,000	-	4,000	-	4,000	4,000	(4,820)
Committee on Ecumenical & Interfaith Issues	7,220	7,380	9,700	9,700	-	-	-	-	-	-	-	-	-	-
Other Mission & Outreach Areas														
1 Ecumenical Partnerships														
i. Ecumenical	40,500	40,500	40,500	40,500	7,000	7,000	40,500	40,500	-	40,500	-	40,500	40,500	-
ii. Virginia Council of Churches (VCC)	7,000	7,000	7,000	7,000	5,000	5,000	7,000	7,000	-	7,000	-	7,000	7,000	-
iii. Virginia Interfaith Center for Public Policy (VICPP)	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	-	5,000	-	5,000	5,000	-
2 Support - Office of Mission & Outreach	10,000	10,000	11,000	11,000	10,000	10,000	5,500	5,500	-	5,500	-	5,500	5,500	(4,500)
b														
Total - Mission & Outreach	218,020	218,180	219,500	219,500	98,820	98,820	87,625	87,625	-	87,625	(1,875)	85,750	85,750	(13,070)

DIocese of Virginia 2021 Budget
Draft for 228th Annual Convention

CATEGORY AND PROGRAM	2017		2018		2019		2020		2021 Request & Estimates	2021 Executive Board Adjustments	2021 Draft Budget to Convention	2021 Budget Committee adjustments	2021 Amended Budget to Convention	2021 Draft vs. 2020 Variance
	as adopted by Annual Council	as adopted by Annual Convention	as adopted by Annual Council	as adopted by Annual Convention	as adopted by Annual Council	as adopted by Annual Convention	as adopted by Annual Council	as adopted by Annual Convention						
4 Ministry - Commission on Ministry														
a Ministry Staff Costs	348,800	348,800	175,161	175,161	329,257	329,257	347,240	347,240	-	-	347,240	11,550	347,240	17,983
b Ministry Staff Travel	15,400	15,400	15,400	15,400	15,400	15,400	11,550	11,550	2,000	-	2,000	2,000	7,700	(7,700)
c Commission on Ministry - General Expenses	3,000	3,000	3,000	3,000	3,000	3,000	2,000	2,000	3,000	-	3,000	3,000	2,000	(1,000)
d Committee on Discernment	5,100	5,100	5,100	5,100	5,100	5,100	3,000	3,000	3,000	-	3,000	3,000	2,700	(2,100)
e Committee on Leadership Formation	1,600	1,600	-	-	-	-	-	-	-	-	-	-	-	-
f Committee on the Diaconate	14,600	14,600	14,600	14,600	14,600	14,600	9,000	9,000	-	-	9,000	20,000	9,000	(5,600)
g Committee on the Priesthood	60,000	60,000	60,000	60,000	60,000	60,000	20,000	20,000	-	-	20,000	4,000	20,000	(40,000)
h Committee on the Young Priests Initiative	20,300	20,300	20,300	20,300	20,300	20,300	4,000	4,000	-	-	4,000	6,000	4,000	(16,300)
i Diocesan Board of Examining Chaplains	3,300	3,300	3,300	3,300	3,300	3,300	6,000	6,000	-	-	6,000	6,000	2,700	(2,700)
j Committee on Continuing Clergy Formation	18,700	18,700	18,700	18,700	18,700	18,700	15,000	15,000	-	-	15,000	15,000	15,000	(3,700)
Total Ministry	480,800	480,800	315,561	315,561	469,657	469,657	417,790	417,790	-	-	417,790	(3,850)	413,940	(55,717)
5 Human Dignity & Justice														
a Stewardship of Creation, Committee on the	1,000	1,000	2,250	2,250	4,250	4,250	3,950	3,950	-	-	3,950	-	3,950	(300)
b Racial Justice & Healing, Mission for	9,080	12,256	9,225	9,225	21,250	21,250	86,750	42,500	(44,260)	42,500	28,630	71,130	49,880	49,880
c Triangle of Hope	-	-	-	-	-	-	52,750	22,750	(30,000)	-	22,750	-	22,750	22,750
d Mental Health, Committee on	4,170	4,170	4,170	4,170	4,170	4,170	-	-	-	-	-	-	-	(4,170)
e Prevention of Sexual Misconduct, Committee on	2,620	2,620	2,620	2,620	2,620	2,620	-	-	-	-	-	-	-	(2,620)
f Women in Mission & Ministry	600	600	600	600	600	600	-	-	-	-	-	-	-	(600)
Total - Human Dignity & Justice	17,470	20,626	18,885	18,885	32,890	32,890	143,460	69,200	(74,260)	69,200	28,630	97,830	64,940	64,940
B Total for Ministry Areas	2,378,941	2,368,260	2,186,729	2,186,729	2,439,270	2,439,270	2,188,885	2,114,625	(74,260)	2,114,625	21,030	2,133,780	2,133,780	(305,490)
C Governance														
1 Governance Staff Costs	184,400	184,400	191,835	191,835	241,049	241,049	244,825	244,825	-	-	244,825	-	244,825	3,776
2 Governance Travel	5,700	5,700	5,700	5,700	5,700	5,700	4,275	4,275	2,650	-	4,275	(1,425)	2,650	(2,650)
3 Standing Committee	3,000	3,000	3,000	3,000	10,000	10,000	6,520	6,520	-	-	6,520	-	6,520	(3,480)
4 Executive Board, Deans & Presidents	3,700	3,700	3,700	3,700	3,700	3,700	3,000	3,000	-	-	3,000	-	3,000	(700)
5 Program Development	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 Province III - Representation & Support	9,025	9,025	9,025	9,025	14,752	14,752	14,045	14,045	-	-	14,045	-	14,045	(707)
7 General Convention Representation - Reserve	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	-	-	20,000	-	20,000	-
Total for Governance	225,825	225,825	233,260	233,260	298,201	298,201	292,665	292,665	-	-	292,665	(1,425)	291,240	(3,980)

DIocese of Virginia 2021 Budget
Draft for 228th Annual Convention

CATEGORY AND PROGRAM	2017 as adopted by Annual Council	2018 as adopted by Annual Convention	2019 as adopted by Annual Convention	2020 as adopted by Annual Convention	2021 Request & Estimate	2021 Executive Board Adjustments	2021 Draft Budget to Convention	2021 Budget Committee adjustments	Amended Budget to Convention	2021 Draft vs. Prior Year
D										
Communications & Technology Across the Diocese										
1 Communications Staff Costs	124,600	124,600	137,891	185,016	188,890	-	188,890	-	188,890	3,874
2 Communications Staff Travel	5,550	5,550	5,550	5,550	4,165	-	4,165	(1,385)	2,775	(2,775)
3 Virginia Episcopalian & e-Communique	64,000	64,000	64,000	64,000	1,500	-	1,500	-	1,500	(62,500)
4 Web Presence	5,000	5,000	5,000	5,000	7,500	-	7,500	-	7,500	2,500
5 Other Communications Expenses	23,500	23,500	23,500	23,500	23,500	-	23,500	-	23,500	-
D Total Communications & Technology Across the Diocese	222,650	222,650	235,941	285,066	225,555	-	225,555	(1,380)	224,165	(58,901)
E										
Bishops, Staff & Support										
1 The Episcopate										
a Bishops	502,700	502,700	522,695	420,640	426,325	-	426,325	-	426,325	5,685
b Episcopal Office	184,900	184,900	111,918	118,255	82,570	-	82,570	-	82,570	(95,685)
c Other expenses of the Bishops Office	5,500	5,500	3,000	3,000	3,000	-	3,000	-	3,000	-
d Bishops Travel	61,850	61,850	61,850	61,850	46,390	-	46,390	(15,465)	30,925	(30,925)
e Bishops Office Travel	3,500	3,500	3,500	3,500	2,625	-	2,625	(876)	1,749	(1,751)
f Reserve - Lambeth	2,000	2,000	2,000	2,000	2,000	-	2,000	-	2,000	-
g Episcopal Transition Expense & Reserve	4,000	4,000	4,000	4,000	4,000	-	4,000	-	4,000	-
2 Staff										
a Mayo House Staff	188,400	188,400	215,533	227,541	143,270	-	143,270	-	143,270	(64,271)
b M&G Travel	283,100	283,100	395,859	324,716	330,640	-	330,640	-	330,640	5,924
c Finance Staff	9,582	9,582	9,454	9,982	4,240	-	4,240	-	4,240	(5,322)
d Temporary Assistance	1,450	1,450	-	-	-	-	-	-	-	-
f Administrative Staff Travel	-	-	-	-	-	-	-	-	-	-
g Other Staff Expenses	21,500	15,000	15,000	15,000	7,500	-	7,500	-	7,500	(7,500)
3 Support										
a Auto Expense & Reserve	48,000	40,000	40,000	40,000	30,000	(6,770)	21,230	-	21,230	(18,770)
b Telephone & Cell Phone Expense	27,000	27,000	27,000	27,000	24,000	(2,400)	21,600	-	21,600	(5,400)
c Office Supplies, Equipment & Services	85,000	80,638	78,000	70,382	60,000	(10,000)	50,000	-	50,000	(20,382)
d Building Related Expenses & Reserve	104,000	100,800	100,000	100,000	90,000	(10,000)	80,000	-	80,000	(20,000)
e Audit, Legal & Professional fees	50,000	50,000	50,000	50,000	40,000	-	40,000	-	40,000	(10,000)
f Other operating expenses	7,900	7,000	7,000	7,000	7,000	(2,000)	5,000	-	5,000	(2,000)
E Total for Bishops, Staff and Support	1,550,362	1,566,600	1,646,828	1,484,446	1,303,560	(33,170)	1,270,390	(16,341)	1,254,049	(230,397)
TOTAL EXPENSES	5,121,500	5,010,000	4,936,000	5,188,639	4,613,530	(107,430)	4,506,100	-	4,506,100	(663,539)
NET SURPLUS (DEFICIT)					(106,370)	106,370				

2021 Budget of the Diocese of Virginia

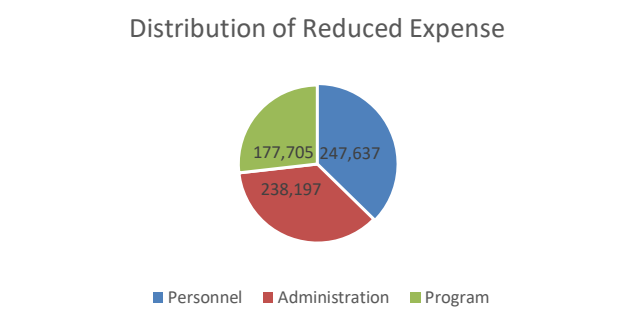
As Proposed to the 226th Annual Convention

Notes Supplemental to the Narrative Budget

The budget always starts with a forecast of anticipated income, which dictates how much we have available to spend on program, personnel and plant. Over the past five years, actual receipts of parish pledge income have declined by an average annual rate of 2.1%, from \$4,336,639 to close out 2014 to \$3,899,719 in 2019. Further, receipts declined at sharper rates in 2018 and 2019, by <3.2%> and <3.6%> respectively. COVID-19 has had varying impacts across the Diocese of Virginia and the Episcopal Church this year; a survey of parish wardens and treasurers in the Diocese indicated that while 40% of respondents had seen no material change in income, 49% had seen a decline, with 21% reporting a decline of greater than ten percent. 12% reported an increase with two reporting an increase of greater than ten percent. A weighted average of these responses was <4.1%>. Since this survey was taken, COVID has continued to dampen the economy and our life together. A realistic forecast must assume that the trend already in place will continue, and that the impact of COVID would continue to impact parish budgets and amplify the existing trend, hence the 10% assumption. The figure of \$3,602,940 comes from applying a discount of 10% to the last twelve months of actual monthly receipts from parishes. This allows recent data to be reflected while also capturing the contributions of parishes who pay their entire pledge at once at the end of each year.

The reduced pledge income forecast presented a gap of (\$663,539) versus the 2020 Budget. This gap was closed by reductions in roughly equal percentages. Program was the least impacted, at 27% of the dollars reduced.

Distribution of Reduced Expense

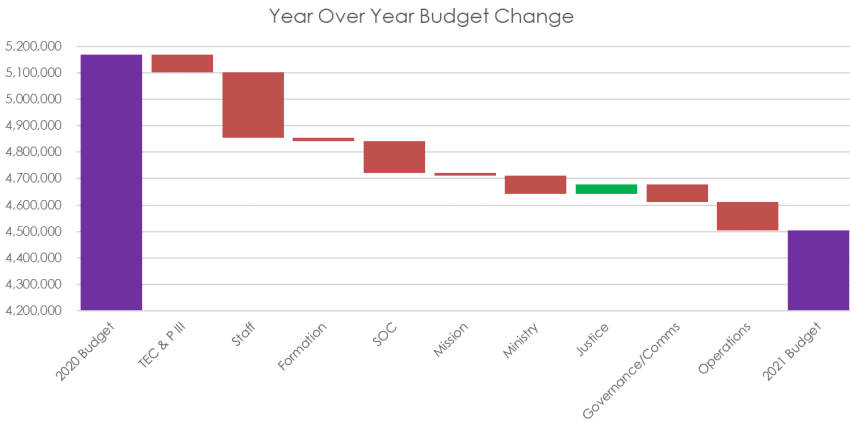


The salary area involves the reduction of staff size by one full-time and three part-time positions and the restructuring of one role to half-time. Two of the eliminated part-time positions were staffers who left in the first half of the year and for which no replacements were hired. No staff received a raise beyond the recommended 0.92 % COLA adjustment.

The administrative costs are largely driven by the reduced commitment to The Episcopal Church, the elimination of the print *Virginia Episcopalian*, scaled-back travel plans and the reduction in the cost of operating headquarters.

As the waterfall chart shows, the only budget area to see an increase (green) is Justice. In this area the Triangle of Hope will be funded, and the re-formed Ministry for Racial Justice and Healing group has twice the funding it did in 2020.

Narrative Budget



Our program is nearly completely focused intramurally, as the narrative budget shows. We do have several key external partners in Virginia, most notably GraceInside, the prison chaplaincy in Virginia. Our support is vital to their work and is not reduced in the 2021 budget. At the diocesan level we send a much smaller amount of aid overseas through the operating budget. We are able to assist congregations in their aid efforts in Haiti, Tanganyika and elsewhere through our access to international wire services at Truist.

THE DIOCESE OF VIRGINIA 2021 Description of Budgeted Income and Expenses

INCOME BUDGET ITEMS

A. Anticipated Pledge Income

Projected total voluntary pledges from Virginia churches for the support of the mission of the Diocese.

B. Other Unrestricted Income to Support Diocesan Budget

Total of non-pledge income from various sources. Examples include individual gifts and donations, rents and investment income from external trustees.

C. *Virginia Episcopalian* Income: Subscriptions/Advertisements

This income line is zero because the print production of the *Virginia Episcopalian* will cease in 2021.

D. Health Insurance Administration Reimbursement

A percentage of health and dental insurance premium was approved by the 1995 Executive Board to reimburse the diocesan budget for expenses of plan administration (consultant, staff, postage, audit and account float). Diocesan auditors monitor the appropriate level of this account. With the change to the Denominational Health Plan in 2011, this amount was reduced to two-percent of premiums and is continued in 2021.

E. Restricted Income

These funds are available from endowed funds and restricted monies set aside by earlier donations. This income is generally restricted for specific purposes which are fulfilled through the operating budget. Income from the Reid Trust is designated to support the mountain missions and income from the Episcopal Fund is used to support our bishops.

EXPENSE BUDGET ITEMS

A. Support of Our Greater Church Community

This Diocese is part of the worldwide Anglican Communion. Our support of the general Church budget is a vivid reminder of this truth; that in our differences we remain one in heart and spirit through Jesus Christ who continues to work through the people of the Church to fashion a new creation. The budget formula of the general Church, revised at the 2015 General Convention, asked the Diocese of Virginia for a 2021 pledge of 15% of total diocesan income after a \$140,000 exemption. Total diocesan income is generally defined as operating income from churches and all other unrestricted income sources based on the prior year's audit, in this case the 2019 audit.

B. Ministry Areas in the Diocese

1. Christian Formation

- a. **Staff Costs.** This category funds the compensation and benefits of full-time staff in support of diocesan Christian formation activities.
- b. **Staff Travel.** This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals and other transportation.
- c. **Committee on Aging.** The Committee on Aging is a resource for parishes in engaging our Senior Adults for the second half of life. This committee seeks to affirm that the older members of our community are fully recognized as an important part of the Body of Christ. The committee assists parishes in meeting the needs of their senior adult members and annually sponsors the Tri-Diocesan Fall Camp at Shrine Mont, a 50th wedding anniversary celebration and a Longevity Service, honoring those 90 or more years young.
- d. **Grants for Episcopal College Ministries.** Episcopal chaplaincy programs on college campuses within the Diocese of Virginia support our young adults at a critical time in life. The 2021 budget request includes support for an Episcopal presence at James Madison University, the University of Mary Washington & Germanna Community College, the University of Virginia, George Mason University and Virginia Commonwealth University.
- e. **Committee on Parish Youth Ministries.** Focuses on providing opportunities for fellowship, service and spiritual growth to the youth of the Diocese. This is the ONLY committee in the Diocese comprised solely of youth. PYM works to organize diocesan youth events & promotes youth involvement at the local, regional, diocesan and provincial levels. PYM members volunteer their time to provide staff support for Annual Convention and training & leadership in youth ministry to adults and youth around the Diocese. Programs have included a Spring and Fall Day of Service, 6th/7th Grade Weekend, 8th Grade Weekend and Senior High Weekend.
- f. **Committee on Ministries in Higher Education.** The committee works with Episcopal campus ministries across the Diocese to provide opportunities for youth to become more involved in the life of the Diocese through participation in Annual Convention, education and collaboration.
- g. **Other Christian Formation Programs**
 1. **Shrine Mont Camp Program Support.** Our camps and conferences program at Shrine Mont is one of the great assets in the Diocese, and support of Youth and Young Adults is a priority of the Diocese. This line subsidizes the general operating expenses (camp infirmary, insurance, etc.) for the camp program in an effort to keep tuition rates lower and make the program accessible to families throughout the Diocese. Additional scholarship support is provided through the scholarship endowment fund.
 2. **Youth Ministry Development.** This line supports the programs for youth through resource development and sharing and development of a diocesan youth mission trip, as well as training youth leaders.
 3. **Clergy & Diocesan Conferences.** This line provides a subsidy for the programs at the Bishop's Conference, Clergy Retreat, and other diocesan conferences for clergy and lay staff. Through this line, the cost of attendance is held as low as possible.

4. **Fee for Education for Ministry Program.** Education for Ministry is a comprehensive four-year program based on the core curriculum of the School of Theology of the University of the South. Lay persons meet weekly with a mentor to become confident in a thorough understanding of Scripture and the Christian tradition, to learn to find God’s presence in everyday life and to decide how to live in response to that presence. This line item is the cost of the diocesan contract with Sewanee which dramatically reduces participant program tuition.

2. Strengthening Our Churches

- a. **Staff Costs.** This category funds the compensation and benefits of full-time staff in support of diocesan stewardship and transition activities.
- b. **Staff Travel.** This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals and other transportation.
- c. **Committee on Congregational Missions (CCM).** One of the largest elements of our common work, this item will provide assistance to over 20 mission congregations in the Diocese in 2021. This section includes missions historically part of the Archdeaconry of the Blue Ridge. These missions are partially supported with income from the Reid Trust
- d. **CCM – Other items.** Among other items this includes the interest on the loan for Santa Maria and assistance to mission churches encountering unexpected expenses.
- e. **Committee on Stewardship.** Works to strengthen our congregations by curating resources and materials for annual giving campaigns, planned giving and capital campaigns. It also covers an annual membership to networks and databases including American Fundraising Professionals and TENS (The Episcopal Network for Stewardship), which provides all diocesan churches and organizations membership access to their resources. Lastly, this budget also provides funds for committee members and/or diocesan parishioners or clergy to attend the TENS conference and the national Episcopal Church development symposium.
- f. **Committee on Liturgy and Church Music.** The committee plans and executes diocesan liturgies (Annual Convention, ordinations.) Expenses related to these events will be covered in the associated budget lines or project codes.
- g. **Other Areas for Strengthening Our Churches**
 1. **Bishop’s Minority Scholarship.** A tactical shift in 2007 funded this allocation for minority scholarships to support and encourage ordination or additional professional training for continued service to God’s call. The 2021 budget includes this need-based aid for minority students at Episcopal seminaries and in supporting minority lay professionals in expanding their ministries.
 2. **Transition Ministry Expenses.** The Transition Ministry Officer, working with the Bishops and the Canon to the Ordinary, provides services to the churches of the Diocese related to clergy search processes and this line funds the expenses associated with providing these services. Typical expenses include consultant subsidies for congregations needing assistance, the costs of background checks for churches unable to afford those costs, and expenses related to the support of interim ministry and training of parish consultants.
 3. **Congregational Development Expenses.** The Canon to the Ordinary, the Officer for Congregational Development and the Transition Ministry Officer provide additional services to churches related to self-evaluation and discernment for future models of ministry. A key element to this provision of service is the diocesan contract with Percept, a demographics database, and the related reports which are able to be provided to the local church leadership.
 4. **Insurance for Vacant Churches.** This line item covers property and casualty insurance expenses for vacant church buildings.
 5. **Real Estate Tax (Undeveloped Land).** This item covers the real estate taxes on the undeveloped church site properties owned by the Diocese. The steep decline is due to the sale in 2020 of a parcel of land that had a substantial tax bill each year.

3. Mission and Outreach

- a. **Staff Costs.** This category funds the compensation and benefits of full-time staff in support of diocesan mission and outreach activities.
- b. **Staff Travel.** This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals and other transportation.
- c. **Committee on Mission & Outreach.** Sponsors guidance for churches and individuals in mission & outreach opportunities beyond the Diocese as well as highlighting issues and making connections within and beyond the Diocese. Projects include Food security work in Tanganyika, a shared subscription to ChurchNext, and translation in Spanish and Korean of diocesan events.
- d. **Committee on Ecumenical and Interfaith Issues.** Provides an annual report to the Diocese; promotes our LARCUM Covenant, our interfaith and interchurch ecumenism dialogues in all mission & ministry of our Diocese.
- e. **Other Mission and Outreach Areas**
 1. **Ecumenical Partnerships**
 - i. **GraceInside.** Formerly Chaplain Service Prison Ministry, GraceInside works to provide chaplains for our siblings who are incarcerated in the Commonwealth and to restore chaplaincy to the state's juvenile correctional centers. Since 1920, they have assigned Christian chaplains to the prisons throughout Virginia, offering this ministry to over 30,000 prisoners. Chaplains conduct worship services, lead Bible studies, coordinate volunteers and counsel prisoners.
 - ii. **Virginia Council of Churches.** The Virginia Council of Churches is our core link among 22 judicatories, representing many denominational groups within the Commonwealth. VCC provides for interchurch study, planning, work & witness, fostering ecumenical action, and encouraging relationships with other ecumenical, private and public agencies whose interests are consistent with the purpose of VCC.
 - iii. **Virginia Interfaith Center for Public Policy.** A non-profit, statewide organization committed to representing the faith community in Virginia on matters of public policy. Issues the Center has advocated for in the past include: increasing the minimum wage; rewarding work through the Earned Income Credit; affordable and accessible health care; food and nutrition assistance through SNAP; and voting rights and non-partisan redistricting.
 2. **Office of Mission & Outreach Support.** This line is designed to support the work being done in the office of M&O which had previously been funded by donor gifts. This year, the funding is intended for the production of the Intercultural Summit and provision of Racial & Environmental Justice training

4. Ministry

- a. **Staff Costs.** This category funds the compensation and benefits of full-time staff in support of diocesan ministry activities.
- b. **Staff Travel.** This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals and other transportation.
- c. **Commission on Ministry.** COM's canonical responsibility is to identify, raise up and support and assist in the formation of priests, deacons and lay persons as leaders in the Church. This year's budget includes funding to complete a racial audit of our processes toward the ordination of priests and deacons.
- d. **Committee on Discernment.** Mission is to develop and oversee the discernment process of both lay and ordained ministries: recruit, train and support diocesan Spiritual Discernment Facilitators; design and deliver diocesan Discernment Retreats; provide advice and counsel to the Bishop on matters related to discernment; serve as a resource on discernment for the Diocese.
- e. **Committee on Leadership Formation.** Inactive
- f. **Committee on the Diaconate.** Develops and oversees the diaconal formation process;

including assisting individuals and parishes with application and screening processes; provide continuing support and assistance to persons in the diaconal formation process; help in preparing and administering canonical exams for deacons; develop and oversee the Deacon's School and related curriculum. The project has been re-formed as the St. Phoebe School for Deacons; the reduced allocation is driven by lower cost of the new instructional model, a mix of in-person and remote learning.

- g. **Committee on the Priesthood.** The priestly formation process is the focus of this committee, seeking to continually develop and oversee the involved policies and procedures related to ordination. Included are six Mid-Atlantic program stipends for seminarians and application & screening costs for the formation process.
- h. **Young Priests Initiative.** Responsible for the recruitment, selection and oversight of persons under 25 years of age who are exploring a possible call to service in the Church, especially priesthood. A structured process of discernment and parish internship is involved. This amount is for the stipend of the facilitator. Internships to be funded by a dedicated fund.
- i. **Diocesan Board of Examining Chaplains.** This line provides for the GOE fees for our senior seminarians. This year there are six at \$750 each.
- j. **Committee on Continuing Clergy Formation.** The work of this committee is the development and administration of the Fresh Start program for newly ordained clergy and clergy new to the Diocese as well as the New Clergy Orientation. This reduced amount provides for facilitator stipends while recognizing that for part of the year it will not be possible to have this program in person.

5. Human Dignity and Justice

- a. **Committee on the Stewardship of Creation.** Develops programs to bring together church leaders and subject matter experts to explore and educate concerning threats to Virginia's natural resources. The committee will explore means to deploy resources to support churches seeking to become models of sustainable operations.
- b. **Ministry for Racial Justice and Healing.** Supports the Diocese, its churches, committees, commissions and related organizations in eliminating racism and encouraging cultural diversity, recognizing and incorporating the diverse & enriching gifts of all races and cultures. This allocation includes funding for two proposed diocesan events, a partnership with VTS to provide study groups and materials, and funding for initiatives at the parish and diocesan level to identify and eliminate racist structures.
- c. **Triangle of Hope Youth Pilgrimage.** The Triangle of Hope began as a way to name and counter the Triangle of Despair caused by the transatlantic slave trade. It is a multi-year program coordinated by and between the Dioceses of Kumasi, Ghana; Liverpool, and Virginia. This initiative has been funded privately until now and this allocation reflects a commitment to sponsoring full participation by all three Dioceses.
- d. **Committee on Mental Health.** Inactive – funding for continued hosting of web resource developed by this group has been added to the Communication budget.
- e. **Committee on the Prevention of Sexual Misconduct.** This work is largely covered by the staff of the Ministry team.
- f. **Committee on Women in Mission and Ministry.** Inactive.

C. Governance and Commission Support

- 1. **Staff Costs.** This category funds the compensation and benefits of full-time staff in support of diocesan governance activities.
- 2. **Staff Travel.** This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals and other transportation.
- 3. **Standing Committee.** Exists by Canon to help conduct the constitutional affairs of the Diocese. It is a board of counsel and advice to the Bishop. Participates in the process toward

ordination, the approval process for incurring church debt, and giving and withholding of consent for the consecration of new bishops. In rare cases, it may act as the ecclesiastical authority. The reduced allocation for 2021 reflects the likelihood of fewer in-person meetings but retains a provision for an annual retreat at the end of 2021.

4. **Executive Board, Deans and Presidents.** The canonical responsibilities of the Executive Board include carrying out the directions of Annual Council between sessions of Council, oversight of the budget adopted by Council, submitting a proposed budget to Council, and oversight of inactive churches.
5. **Province III.** Province III deputies represent the Diocese of Virginia at provincial committee and Synod meetings. Representatives are elected by Annual Council. This line shows the provincial assessment which is calculated at 0.35% of the same income base used to derive our pledge to The Episcopal Church.
6. **General Convention Representation – Reserve.** Funds are set aside each year to create a reserve to defray the travel costs for deputies going to General Convention every three years.

D. Communications & Technology Across the Diocese

1. **Staff Costs.** This category funds the compensation and benefits of full-time staff in support of diocesan communications activities.
2. **Staff Travel.** This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals and other transportation.
3. **Virginia Episcopalian & e-Communique.** We will not be producing a print VE in 2021.
4. **Web Presence.** Increasing the accessibility of the Diocese of Virginia to programs, documents and general information is efficiently done through a well-supported web page. The Communications Office also provides template support for churches developing their own web sites. The increase here is to cover the cost of hosting websites for committees and projects of the Diocese, such as the mental health and stewardship of creation resources.
5. **Other Communications Expenses.** Provides for the use of translators, videographers/photographers, and layout designers to provide the best possible communication products for the Diocese. This line item also provides for the costs of materials, equipment and professional dues.

E. Bishops, Staff and Support

1. The Episcopate

- a. **Bishops.** This category funds compensation (salary, housing, social security, pension, health & life insurance) for the bishops.
- b. **Episcopal Office.** This category covers compensation for administrative assistance to the bishops.
- c. **Other expenses of the Office of the Bishop.** This line covers hiring Assisting Bishops for parish visitations, the expenses of the Canon to the Ordinary, the Transition Ministry Officer and other miscellaneous expenses of the Bishops' offices
- d. **Bishops' Travel.** This category supports diocesan travel for the bishops, automobile costs, insurance, mileage reimbursements, conference registration fees, airfare, hotels, meals and other transportation.
- e. **Bishop's Office Travel.** This category supports diocesan travel for the other staff in the Office of the Bishops, automobile costs, insurance, mileage reimbursements, conference registration fees, airline tickets, hotels, meals and other transportation.
- f. **Lambeth Conference – Reserve.** This reserve account provides for a sinking fund allowance for the Bishops attending the Lambeth Conference, held every ten years in England.
- g. **Episcopal Transition Expense and Reserve.** This reserve account provides for a reserve to offset the search, election and transition expenses associated with new bishops for the Diocese of Virginia. We will begin the search process for a new bishop diocesan in 2021.

2. Staff

- a. **Mayo House Staff.** This category funds the staff costs for diocesan operations, including Receptionist and Maintenance.

- b. **Finance and Administration – Staff.** This category funds the staff costs for the Finance Office staff. It reflects the compensation and benefits of three full-time positions: Treasurer, Financial Administrator, and Benefits Administrator.
- c. **Finance – Travel.** This category supports diocesan travel for Finance Office staff, including automobile costs, insurance, mileage reimbursements, conference registration fees, airline tickets, hotels, meals and other transportation.
- d. **Temporary Assistance.** In previous years, this line covered temporary assistance during the year to maintain a high standard of customer service ministry.
- e. **Other Staff Expenses.** Included here are expenses for continuing education for all staff, workers compensation insurance and other general expenses. Combines former “Temporary Assistance” line.

3. Support

- a. **Automobile Expense and Reserve.** This category supports direct insurance and maintenance expenses for diocesan vehicles, such as repairs or inspections, and also provides for a sinking fund for replacement of vehicles. Reduction is due to reduced usage on fewer diocesan-owned vehicles.
- b. **Telephone and Cell Phone Expense.** The expenses for the diocesan telephone system, software, support and all diocesan provided cell phones are included in this line item. Reduction is due to fewer diocesan-provided cell phone lines.
- c. **Office Supplies, Equipment and Services.** Costs associated with the Mayo House and Northern Virginia offices are funded here. Expenses include paper, printing, postage, copying, office equipment, service, supplies and maintenance. Annual depreciation of office equipment is included in this line item. Reduction is due to increased telework and transition to cloud-based document storage.
- d. **Building Related Expenses and Reserve.** Expenses related to the upkeep of the Mayo Memorial Church House are recorded here, including property insurance, utilities, maintenance and custodial care. Reduction is due to decreased usage of utilities with increased telework.
- e. **Audit, Legal and Professional Fees.** This category covers costs of the annual audit of the diocesan accounting and an allowance for usual and customary legal expenses.
- f. **Other Operating Expenses.** Expenses in this category includes payroll service fees, bank service charges and miscellaneous expenses of operating Mayo House. Reduction reflects lower negotiated banking and card service fees.

Legal Titles for Making Bequests

Gifts of property of every description, real, personal or mixed, may be made to the Diocese of Virginia by using any of the following three legal titles:

- **the Diocese of Virginia;**
- **the Bishop of the Diocese of Virginia; or**
- **the Trustees of the Protestant Episcopal Church in the Diocese of Virginia**

All gifts to the Diocese are subject to acceptance by the Diocese. Donors are urged to discuss their bequest with the Treasurer of the Diocese to provide clarity on the bequest so that the gift can be accepted by the Diocese and its intent honored.

The legal title of the Trustees of the Funds is:

“The Trustees of the Funds of the Protestant Episcopal Church in the Diocese of Virginia”

The legal title of the Virginia Diocesan Center (Roslyn) is:

“The Memorial Trustees of the Virginia Diocesan Center”

The legal title of the Diocesan Missionary Society is:

“The Diocesan Missionary Society of Virginia”

The legal title of Virginia Theological Seminary is:

“Protestant Episcopal Theological Seminary in Virginia”

The legal title of the corporation which conducts the system of Schools under the control of the Diocese is:

“Church Schools in the Diocese of Virginia”

The Shrine Mont, Incorporated, Endowment Fund Form of Bequest:

“I hereby give, devise and bequeath to Shrine Mont, Incorporated, a corporation under the laws of Virginia _____”

The Virginia Diocesan Homes Form of Bequest:

“I hereby give, devise and bequeath to the Trustees of the Virginia Diocesan Homes, Incorporated, a corporation under the laws of Virginia _____”

The legal title of Bloomfield is:

“Bloomfield, Incorporated”

Bequests for work of The Episcopal Church outside the Diocese of Virginia, should be made to:

“The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America”

Constitution and Canons

**of the Protestant Episcopal Church
In the Diocese of Virginia**

2020 revision

Constitution and Canons

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Constitution of the Protestant Episcopal Church in the Diocese of Virginia

Whereas, the civil government in the Virginia Colony from time to time established within the bounds of the Colony parishes of the Established Church of England in Virginia, which parishes continued as such until the Church was disestablished by the several acts of the General Assembly of Virginia in 1784; and

Whereas, the Protestant Episcopal Church of Virginia was organized in May, 1785, by a union of all the parishes of the disestablished Church of England within the bounds of the Commonwealth of Virginia and took part in the organization of the union of all the Protestant Episcopal Churches of the several States and, by its own formal ratification of the plan of union, became the Diocese of Virginia of the Protestant Episcopal Church in the United States of America; and

Whereas, the original Diocese of Virginia, embracing the entire State, has since been divided into several Dioceses, one of which remains established as the Diocese of Virginia;

Now, Therefore, the Diocese of Virginia acknowledges the authority and power of the General Convention of the Protestant Episcopal Church in the United States of America, as set forth in the Constitution and Canons adopted thereby, and, in the exercise of its own powers and authority, doth amend and revise the Constitution of this Diocese so that the same shall read as follows:

The Constitution of the Protestant Episcopal Church in the Diocese of Virginia

Article I.

Order, Government and Discipline.

The order, government, and discipline of the Protestant Episcopal Church in the Diocese of Virginia shall be vested in the Bishop, and in the Convention of the Diocese, constituted as provided in Article III hereof, which shall have power to adopt Canons, and take any other action for the conduct of its affairs not in conflict with this Constitution.

Article II.

Meetings of Convention.

The Convention shall hold on a weekend, upon the date designated by the Ecclesiastical Authority of the Diocese, a regular annual meeting at the place designated by the preceding regular meeting of the Convention. The Ecclesiastical Authority of the Diocese may, for any cause deemed by it to be sufficient, change the time, or the place, or both, for any regular meeting of the Convention. At meetings of the Convention, the Rules of Order of the previous meeting shall be in force until they are amended or repealed by the Convention.

Article III.

Composition of the Convention.

Section 1

- (a) The Convention shall be composed of the Clerical order and the Lay order.
- (b) The Clerical order shall consist of the Bishop or Bishops and all other ministers canonically resident in the Diocese of Virginia. No member of the Clerical order under ecclesiastical censure shall be entitled to a seat in the Convention.
- (c) The Lay order shall consist of two classes, namely: (1) the Lay Delegates from the church and (2) the Lay members ex officio.
- (d) There shall be only one Lay Delegate from each church, to be chosen by its Vestry. But from every church having more than three hundred confirmed communicants in good standing reported to the Diocesan authorities in the last annual report, there shall be an additional Lay Delegate for each three hundred confirmed communicants in good standing, or major fraction thereof, above the first three hundred.
- (e) The Lay members of the Standing Committee, the Lay members of the Executive Board, the Chancellor, the Presidents of the Regions, the President of the Episcopal Church Women of the Diocese, one Youth Delegate (not over 21 years of age) elected by each Regional Council on or before May 1, and five lay persons, not over 25 years of age at the time of election who are participants in an Episcopal higher education ministry in the Diocese, to be elected by the Standing Committee on or before May 1 as Collegiate Delegates shall be members of Convention ex officio.
- (f) Each elected Delegate and ex officio member shall have one vote.

Section 2. The Lay Delegates shall serve for the regular meeting for which they are chosen, and, unless other delegates be chosen, for any special meeting held prior to the next regular meeting of the Convention.

Section 3. All Lay members of the Convention shall be adult confirmed communicants in good standing, as defined in the General Convention Canon I.17., of the Episcopal Church, in the Diocese of Virginia.

Article IV.

Quorum of the Convention.

One-third of the members of the Clerical order and one-half of the members of the Lay order shall constitute a quorum for the transaction of business at any regular or special meeting of the Convention, but a smaller number may adjourn any such meeting.

Article V.

Methods of Voting in the Convention.

In all matters that may come before any meeting of the Convention the clergy and laity shall deliberate in one body and a majority of those voting shall be necessary for a decision, except where the vote is by orders, in which case there must be a concurrence of majorities in each order; but, before a vote is taken upon any matter, five members may, by request, require the vote to be taken by orders. In a vote by orders each Clerical Delegate and each Lay Delegate shall be entitled to one vote.

Article VI.

The Bishops, Officers and Committees of the Diocese.

In addition to the Bishop of the Diocese, there may be a Bishop Coadjutor, Bishops Suffragan, Assistant Bishops, or any combination thereof, upon the conditions and pursuant to the authority contained in the Canons of the General Convention.

In addition to the Bishop, or Bishops, the officers of the Diocese shall consist of a Secretary, Treasurer, Chancellor, and a Registrar.

For the conduct of the affairs of the Diocese, there shall be a Standing Committee and an Executive Board, together with such other officers, committees, departments, and boards as the Convention may deem desirable.

Article VII.

Election of a Bishop.

The election of a Bishop shall be made at a regular meeting of the Convention, or at a special meeting of the Convention called for that purpose. The vote shall be by ballot and by orders and a concurrent majority of the votes cast by each order shall be necessary to a choice.

Article VIII.

The Bishop as President of the Convention.

Section 1. The Bishop shall preside at all meetings of the Convention and exercise all the ordinary duties of a presiding officer. He may call a special meeting of the Convention at whatever time and place he may think necessary; and whenever requested by the Standing Committee, it shall be his duty to call a special meeting to be held at the time and place selected by the Standing Committee.

Section 2. The Bishop Coadjutor, if there be one, shall preside at any meeting of the Convention from which the Bishop is absent, or whenever the Bishop may request him to preside.

Section 3. The ranking active Suffragan Bishop, if there be one, shall preside at any meeting of the Convention if he is requested to do so by the Bishop, or in the absence of the Bishop, by the Bishop Coadjutor; or if declared or serving as the Ecclesiastical Authority pursuant to Article IX of the Constitution.

Section 4. A retired Bishop or an Assistant Bishop of this Diocese may preside at any meeting of the Convention at the request of the presiding officer.

Article IX.

Vacancy in the Office of the Bishop.

Section 1. Upon the death of the Bishop and if there is no Bishop Coadjutor, then the ranking active Suffragan Bishop shall be in charge of this Diocese and shall be temporarily the Ecclesiastical Authority of this Diocese until such time as a new Bishop shall be chosen and consecrated; or, if the Standing Committee declare the disability or absence of the Bishop and there is no Bishop Coadjutor able and present, then the ranking active Suffragan Bishop shall be in charge of this Diocese until such time as the Standing Committee shall declare the ability and presence of the Bishop.

Section 2. In case of a vacancy, or anticipated vacancy, in the Office of the Bishop, a special meeting of the Convention shall be called by the Ecclesiastical Authority. That special Convention, immediately upon assembling, if there be no Bishop, Bishop Coadjutor, Suffragan Bishop, or Assistant Bishop present, shall elect by ballot a President from among the order of Presbyters present, who shall remain in office until the election and consecration of the Bishop. The President so elected shall perform all the duties and possess all the privileges of a presiding officer. He shall not have the power to call a special meeting of the Convention except when requested so to do by the Standing Committee, in which case the special meeting shall be at the time and place requested.

Article X.

Reserved for future use.

Article XI.

The Secretary of the Diocese.

A Secretary of the Diocese shall be appointed by the Ecclesiastical Authority with the advice and consent of the Standing Committee. He shall, upon qualification, continue in office at the pleasure of the Ecclesiastical Authority. If the Secretary is a Priest, he shall hold no other Clerical preferment. He shall also serve as Secretary of the Convention, take minutes of its proceedings and attest to the public acts of the body. The Secretary shall perform such other duties as may be prescribed by Canon.

Article XII.

The Treasurer of the Diocese.

A Treasurer of the Diocese shall be appointed by the Ecclesiastical Authority with the advice and consent of the Standing Committee or by the Standing Committee if it is at the time the Ecclesiastical Authority. He, or she, shall, upon qualification, remain in office at the pleasure of the Ecclesiastical Authority or until removed as hereinafter provided. He shall receive and keep safely all money and other property confided to his custody; and he shall disburse and dispose of the same as may be provided by Canon. He shall report annually to the Convention an account showing all money and other property received by him, and the manner in which he has disbursed or disposed of the same. The Treasurer shall give bond in an amount to be fixed by the Standing Committee, with corporate surety approved by the Standing Committee, which bond shall be conditioned upon the faithful performance of the duties of his office. At the close of each fiscal year, accounts of the Treasurer shall be audited by a certified public accountant selected by the Standing Committee. In case of the misconduct of the Treasurer, or of his incapacity, refusal or failure to discharge the duties of his office, the Standing Committee shall remove him and a new appointment shall be made in the manner aforesaid.

Article XIII.

The Chancellor of the Diocese.

Section 1. A Chancellor of the Diocese shall be appointed by the Ecclesiastical Authority. The Chancellor shall, upon qualification, continue in office at the pleasure of the Ecclesiastical Authority. The Chancellor shall be a confirmed adult communicant in good standing, as defined in General Convention Canon I. 17. of the Episcopal Church in the Diocese of Virginia, and a member of the Virginia State Bar. The Chancellor shall be the legal advisor of the Ecclesiastical Authority of the Diocese, the Convention of the Diocese, and to the Executive Board of the Diocese.

Section 2. The Ecclesiastical Authority may, in consultation with the Chancellor, also appoint one or more Vice Chancellors, who shall continue in office at the pleasure of the Ecclesiastical Authority. Vice Chancellors shall be confirmed adult communicants in good standing, as defined in General Convention Canon I. 17. of the Episcopal Church in the Diocese of Virginia, and members of the Virginia State Bar. Vice Chancellors shall serve at the direction of the Chancellor and shall assist the Chancellor in the performance of the Chancellor's duties. Vice Chancellors shall have seat and voice at the Annual Convention, but shall not have a vote unless the Chancellor does not attend a meeting of the Annual Convention and certifies to the Secretary of the Diocese that a Vice Chancellor will attend the meeting of Annual Convention in the place and stead of the Chancellor, in which case, the certified Vice Chancellor shall have a vote.

Article XIV.

The Registrar of the Diocese.

A Registrar of the Diocese shall be appointed by the Ecclesiastical Authority with the advice and consent of the Standing Committee or by the Standing Committee if it is at the time the Ecclesiastical Authority. The Registrar shall, upon qualification, continue in office at the pleasure of the Ecclesiastical Authority and shall perform such duties as may be prescribed in the Diocesan Canons.

Article XV.

The Standing Committee of the Diocese.

The Standing Committee of the Diocese shall consist of twelve members, six of the Clerical order, and six of the Lay order, each of whom shall be a confirmed communicant in good standing as defined in General Convention Canon I. 17. of the Church of this Diocese and eighteen (18) years of age or over.

At each regular meeting the Convention shall elect two members of each order for a term of three years. Each member of the Committee shall hold office for the term for which he was elected and until his successor is elected or appointed. No member shall be eligible to succeed himself.

In case of a vacancy in the Episcopal office, or in case neither the Bishop, Bishop Coadjutor nor Bishop Suffragan be capable of performing the administrative duties of the Bishop, and in any case when the Bishop shall authorize it to act, the Standing Committee shall be the Ecclesiastical Authority of the Diocese.

The Standing Committee at every regular meeting of the Convention shall submit a report of its proceedings. When required by the Convention it shall also lay before the Convention any document which may have come into its possession. It shall perform such other duties as may be prescribed by Canon.

In case of a vacancy in the Standing Committee, the Executive Board shall fill the vacancy from the same order. The appointee shall serve until the next regular meeting of the Convention, at which meeting the Convention shall fill the vacancy.

Article XVI.

The Missionary Society.

All baptized members of the Protestant Episcopal Church residing in this Diocese shall, as heretofore, constitute a missionary society known as the Missionary Society of the Protestant Episcopal Church in the Diocese of Virginia.

The direction and activities of the Society be identical with those of the Executive Board and shall be directed solely by it.

Article XVII.

Parishes to be Bound by this Constitution.

Every Congregation within the Diocese of Virginia, however called, shall be bound by the Constitution and the Canons adopted in pursuance hereof.

Article XVIII.

Transitional Provision.

Every member of a committee heretofore established and continued under this Constitution, and every officer heretofore chosen, shall hold office during the term for which he was chosen.

Article XIX.

Amendments to the Constitution.

This Constitution may be amended in the following manner only, namely: At any regular meeting of the Convention a proposed amendment shall be referred to the appropriate committee, and report thereon shall be presented by that committee and the amendment shall be considered by the Convention. If approved by the Convention, it shall be again considered at the next regular meeting of the Convention and, if again approved, shall become effective immediately upon its adoption unless otherwise provided therein.

Article XX.

Gender of Pronouns.

The masculine pronoun whenever used in this Constitution shall be deemed to include the feminine pronoun.

Canons of the Protestant Episcopal Church in the Diocese of Virginia

CANON 1.

Official List of the Clergy of the Diocese.

Section 1. A list of all the ordained Ministers of the Episcopal Church, canonically resident or licensed to work in this Diocese, with their respective post office addresses, cures, stations and positions, shall be prepared by the Ecclesiastical Authority and kept, corrected up to date, on file at the headquarters of the Diocese. The Ecclesiastical Authority shall keep the Church Pension Fund informed of the employment of any parish, congregation, diocesan related institution or other ecclesiastical organization in this Diocese of clergy canonically resident in this Diocese and of non-resident clergy officiating in this Diocese.

Section 2. The right of any clergyman to vote in the Convention shall, if challenged, be determined by the Convention itself according to the provisions of the Constitution and Canons, whether his name be inserted in, or omitted from, the list.

Section 3. The official list of the clergy of the Diocese with the names of those entitled to vote in the Convention designated thereon, shall be laid before the Convention on the first day of its meeting, and the roll of the Clerical Delegates entitled to vote shall be determined from it. The list of the clergy submitted to the Convention shall be appended to the Journal and be transmitted to the Secretary of the General Convention.

Section 4. Every clergyman canonically resident in the Diocese shall attend every meeting of the Convention; or, if unable to attend, shall send to the President of the Convention a written statement of the reasons for his absence.

CANON 2.

Lay Representation in Convention.

Section 1. The Churches of this Diocese entitled to Lay representation in the Convention are those which were recorded by the Secretary of the Convention as Parish Churches or Separate Congregations on the effective date of this Canon, together with Churches thereafter constituted in accordance with Canon and received into union by act of the Convention.

Section 2. The Missions of this Diocese entitled to Lay representation in the Convention are those which were recorded by the Secretary of the Convention as such on the effective date of this Canon, together with those Missions thereafter constituted in accordance with Canon and reported as such to the Secretary of the Convention.

Section 3. A list of the Churches and Missions entitled to representation in the Convention shall be appended to the Journal of each regular Convention.

Section 4. The Vestry of a Church, or the Vestry Committee of a Mission, shall elect not later than April 1 the Lay Delegates from that Church to the Convention, and shall also elect one Lay Alternate for each Lay Delegate elected. For Churches entitled to multiple Lay Delegates, the Vestry may designate the order in which the Lay Alternates are to serve in the event Lay Delegates are absent. In the event a Lay Delegate is absent and no Lay Alternate is available, the Vestry, or if the Vestry is unavailable, the Rector or Vicar, in consultation with the Wardens, shall appoint a person qualified to serve as a Lay Delegate and so advise the Credentials Committee.

Section 5. The election of adult confirmed communicants in good standing as Lay Delegates and Lay Alternates to Convention shall be certified by the Rector, Vicar, Register, Priest-in-Charge, or one of the Wardens of the proper Church, in duplicate, which certificate shall be in a form to be supplied by the Secretary of the Diocese. One copy of this certificate shall be sent to the Secretary of the Diocese no later than April 15, and a copy shall be given to each Delegate and each Alternate named therein.

Section 6. Lay Delegates of Churches, or in their absence, their Alternates, shall be entitled to one vote each on all questions coming before the Convention. Alternates shall not be entitled to voice and vote in the meetings of the Convention except when serving in the absence of a Lay Delegate.

Section 7. The Secretary of the Diocese shall make a roll of the Lay Delegates and Alternates certified to him as duly elected with their respective Churches. The President of the Convention shall appoint a Committee on Credentials, to be composed of one Clergyman and two Lay Delegates, to which shall be referred the credentials of all Lay Delegates. The Committee shall make its report to the Convention promptly. Until this report be received, the roll as made by the Secretary shall, unless objection be made, be accepted as the authentic roll of Lay Delegates and Alternates.

Should doubt arise as to the right of any Lay Delegate or Alternate to his seat, the Committee on Credentials shall hear the evidence presented and report its judgment. Upon this report the Convention shall determine the matter unless by a vote of two-thirds of the members present the Convention decides to hear the whole case de novo.

CANON 3.

Deputies to Provincial Synod.

At the Annual Convention preceding the meeting of the Provincial Synod, there shall be elected by ballot one member of the Clergy and two Lay persons to be Deputies to the Provincial Synod and one member of the Clergy and one Lay person to be Alternate Deputies to the Provincial Synod to serve as a Deputy if a Deputy is unavailable for a meeting of the Provincial Synod, all of whom shall serve until their successors are elected. A report shall be made to the Annual Convention following each meeting of the Synod. Qualifications for election as a Deputy or Alternate Deputy to the Provincial Synod shall be the same as for election as a Deputy to the General Convention

CANON 4.

Deputies to the General Convention.

Section 1. At the regular Convention held during the calendar year next preceding each regular meeting of the General Convention there shall be elected by ballot the full number of Clerical and Lay Deputies to the General Convention to which this Diocese is entitled and a majority of all votes cast shall be necessary to a choice. Following the election of the full number of Clergy and Lay Deputies, a ballot shall be taken for a like number of Clergy and Lay Alternate Deputies; and the proper number receiving the highest vote shall be declared Alternates in the order of preference of that ballot.

The Clerical Deputies shall be Presbyters or Deacons canonically resident in this Diocese, and the Lay Deputies shall be persons eligible for election to the Vestry of a Church in this Diocese.

The Deputies so elected shall serve for the regular meeting for which they are chosen and for any special meeting held prior to the next regular meeting of the General Convention unless other Deputies be elected by the Convention.

Section 2. Each of the Deputies shall signify to the Secretary of the Convention within thirty days after his election whether or not he accepts the election. If he accepts, the Secretary shall issue to him a certificate of election. Should any Deputy elected decline or fail to signify his acceptance, or fail to meet the requirements for election, or should a vacancy occur otherwise, the Secretary of the Convention shall issue the certificate of election to the Alternate Deputy of the same order in which the vacancy occurs, who was first elected, or, if more than one were elected on the same ballot, who received the highest votes; and if there be more than one vacancy the others shall be filled successively in like manner.

CANON 5.

The Church Pension Fund.

Section 1. The Diocese of Virginia hereby ratifies and confirms its adoption of the system of the Church Pension Fund.

Section 2. In furtherance of the Church Pension Fund:

- (a) The Secretary of the Diocese shall keep the Clergy and laity of the Diocese advised of the benefits of the Church Pension Fund for Clergy and qualified lay employees and shall procure prompt payment of the amounts due the Church Pension Fund, or such other comparable pension fund as may be selected by this Diocese, a Church, Mission or Related Organization, from this Diocese and the several Churches, Missions and Related

Organizations in the Diocese.

- (b) The Secretary of the Diocese shall keep the Church Pension Fund informed of the Clergy canonically resident in this Diocese and the qualified lay employees of this Diocese and the Churches, Missions and Related Organizations in this Diocese, and their beneficiaries who may be entitled to receive pensions from the Church Pension Fund.
- (c) The Secretary of the Diocese shall report to the Executive Board which Churches, Missions or Related Organizations have failed to pay in full their assessments by the Church Pension Fund and such other matters in regard to the operation of the Church Pension Fund as may be appropriate.

CANON 6.

Archdeacons and Deans.

Section 1.

- (a) The Bishop, with the consent of the Standing Committee, may appoint not more than three Archdeacons to serve at the Bishop's discretion.
- (b) Archdeacons shall be Vocational Deacons and have functional titles. They will assist the Bishop in oversight of Deacons, diaconal formation and diaconal assignments.
- (c) An Archdeacon may function in other diaconal ministries while being Archdeacon in dialogue with and at the discretion of the Bishop.

Section 2.

- (a) The Bishop shall appoint, with the advice and consent of the Standing Committee, one Priest in each Region as the Dean thereof. A Dean shall serve at the pleasure of the Bishop, but in no event for more than four consecutive years, and shall be the official representative of the Bishop to the Region.
- (b) A Priest may serve as Dean without resigning the Dean's cure.
- (c) The Bishop may appoint an Archdean, with the advice and consent of the Standing Committee.
- (d) The Archdean serves at the pleasure of the Bishop and shall assist the Bishop in the oversight of the Deans and carry out such other functions as may be assigned.
- (e) The Archdean may continue to be a regional Dean or may be another priest appointed especially for that purpose. An Archdean may serve for a maximum of four consecutive years.

CANON 7.

The Executive Board.

Section 1. The Executive Board shall be composed as follows:

- (a) One member elected by each Regional Council or in the absence of the member, an alternate member elected by each Regional Council.
- (b) The Bishop, the Bishop Coadjutor if there be one, and the Suffragan Bishops if there be such.
- (c) To provide for wider diversity and equity that may not always be represented, the Bishop may appoint, with the advice and consent of the Standing Committee, no more than three at-large members (whether lay or clerical) for a one-year term, with the option of reappointment for each at-large member for no more than two additional one-year terms. The appointed at-large members shall be Clergy who are on the Official List of the Clergy of the Diocese (Canon 1) or Lay persons eligible for election to the Vestry of a Church in the Diocese, and may not be the Dean or President of a Region or a member of the Standing Committee.

Section 2. Terms of elected members and alternate members shall expire at the conclusion of the end of the appropriate calendar year.

Section 3. Any two members of the Executive Board may call for a vote by orders on any motion or in any election; the vote of a Bishop shall be counted among the Clerical order. A motion or an election so dealt with must succeed concurrently in both orders to be effective.

Section 4. The President of the Executive Board shall be the Bishop. The Executive Board shall elect a Lay member as its Vice President, and may elect a Secretary, who may be of either order and who need not be a member of the Board. It may elect such other officers as it may desire not in conflict with these Canons. With the exception of the President, all terms of office shall be one year.

Section 5. The Executive Board shall prepare and recommend Diocesan programs, and the proposed funding of such programs, to the Convention for approval. The Executive Board shall be responsible for the execution of all

approved programs except as the Convention may specify and between meetings of the Convention shall be responsible for the work of the Church in the Diocese. The Executive Board may adopt such by-laws as it may desire, not in conflict with these Canons.

Section 6. The Executive Board shall meet regularly, at such times and places as it may determine. Special meetings may be called by the President, or by any three members. Written notice of the time and place of any special meeting shall be mailed or otherwise delivered to each member at least seven days in advance of such meeting.

Section 7. The Bishop may appoint, subject to the approval of the Executive Board, a person to serve as the coordinator of the Board. Such person will function as the Bishop may direct.

Section 8. In the event of the absence of the President, and of the Vice President, the meeting shall be presided over by a member present selected by the members present.

Section 9. One-half of the members of the Clerical and one-half of the members of the Lay order constitute a quorum for the transaction of business at any regular or special meeting of the Executive Board, but a smaller number may adjourn.

CANON 8.

Regions and Regional Councils.

Section 1. The Diocese of Virginia shall be divided into Regions in such a way that every point of the Diocese is in a Region, and every Church shall be a member unit of some Region. Assignment to a Region shall be by majority vote of all members of the Standing Committee, which may create as many Regions as it wishes, but not less than nine nor more than twenty, each containing at least two or more geographically contiguous Churches.

Section 2. The Vestry or Vestry Committee of any Church which desires to change to another Region shall petition the Standing Committee for such change, stating reasons, and including with the petition the views of both Regional Councils affected by the change. The Standing Committee shall decide the change by majority vote of all its members.

Section 3. The Standing Committee shall notify the Bishop, the Bishop Coadjutor, if there be one, and the Suffragan Bishops, if there be such, the Executive Board, and the Secretary of the Diocese promptly of any change in the number or compositions of Regions, and shall provide annually to the Convention a list of the Regions and their member Churches, which shall be published in the Journal of the Convention.

Section 4. In each Region there shall be a Regional Council, subject to the following provisions:

- (a) Each church of the Region shall be represented by its active Clergy and as many Lay persons, elected by its Vestry or Vestry Committee, as it has Lay Delegates to the Council of the Diocese. Qualifications for election to Regional Councils shall be the same as for election to a Vestry.
- (b) The Dean shall call the first meeting of a Regional Council, which shall then organize itself, electing Lay Members as President and Vice-President, respectively. Each Council shall elect such other officers as it desires and shall establish a schedule of regular meetings. Special meetings may be called by any Bishop, by the Dean, by the President, or at the request of the representatives of any two constituent Churches.
- (c) All terms of office shall be determined by each Regional Council, and shall expire at the conclusion of the regular meeting of the Convention of the Diocese in the appropriate year. Notice, and the results, of any election shall be forwarded to the Secretary of the Diocese at the conclusion of Convention.
- (d) Each Regional Council shall elect one member and one alternate member of the Executive Board. That member and alternate member must be a Lay person eligible for election to the Vestry of a Church in the Region or members of its active Clergy, and may not be the Dean of the Region or a member of the Standing Committee. Such member and alternate member shall be elected for a term of three years and shall both be of the same order. The positions shall alternate between Lay and Clerical incumbents. The rotation of members shall be established by the Standing Committee from time to time so that as nearly as possible one-third thereof shall be elected each year. Vacancies shall be filled by the appropriate Regional Council for the unexpired term, with due regard as to order, except that, when the unexpired term is for three months or less, the replacement member may be of either order. Regional Council representatives on the Executive Board shall become ex-officio members of their own Regional Council.
- (e) A Regional Council shall be governed by the Rules of Order of the next preceding regular meeting of the Convention of the Diocese, unless the Regional Council shall decide otherwise.

Section 5.

- (a) Each Regional Council shall be responsible for seeing that the ministrations of The Episcopal Church are made available to every person living within the boundaries of such Region and shall exercise authority for the Region as a whole in safeguarding the interests and extending the ministrations of the Church throughout its borders, so that the Region may function as a unit in matters of common concern and responsibility. A Regional Council may, for these and other purposes, and subject to the approval of the Executive Board, adopt and administer a budget.
- (b) Any proposal to begin missionary work or to found a Church must have the approval of the Regional Council of the Region in which such work or Church is to be established.
- (c) In any case when a Church is aggrieved by an action of its Regional Council, its Rector or Vicar, with the advice and consent of its Vestry or Vestry Committee, may appeal the matter to the Standing Committee, the decision of which shall be final.
- (d) In any case when a Regional Council, upon request to the Dean of the Region by the Ecclesiastical Authority, fails to meet and act within sixty days of such request, the Executive Board of the Diocese shall exercise the authority of the Regional Council with respect to the matter under consideration, subject to the right of appeal set forth in Section 5(c) of this Canon. Any such exercise of authority by the Executive Board shall be reported within one month of its exercise to the Standing Committee, and shall also be reported in full to the next meeting of the Convention of the Diocese.

**CANON 9.
Boundaries.**

Section 1. The Parishes of the Diocese, and their boundaries, are fixed as of January 23, 1972, and shall not be changed henceforth.

Section 2. In every Region, the Rector and Vestry of each Church and the Vicar and the Vestry Committee of each Mission shall have and exercise concurrent jurisdiction within the boundaries of the Region, and equal responsibility for the extension and welfare of the Church and ministration to needy people within the Region.

Section 3. The authority of an inactive Church is assigned to the Executive Board, which may delegate this authority in specific cases to a sub-committee composed entirely of members of the Executive Board. An inactive Church is defined as one in which there is no functioning Vestry or Vestry Committee.

**CANON 10.
Churches.**

Section 1. A group of people (1) which acknowledge the jurisdiction of the Bishop or Ecclesiastical Authority of the Diocese of Virginia, (2) among whom there is a regular program of identifiable Episcopal services (including regular celebration of the Holy Communion) at a designated place or places of worship, (3) which as a group shares in the support of the Episcopate of the Diocese, (4) which makes provision for the pastoral administrations of the church to its members, and (5) which functions under the supervision of a Priest or Deacon, shall be called a Church. A list of all Churches shall be published annually in the Journal of the Convention. All congregations designated as Parish Churches, Parishes or Separate Congregations on the effective date of this Canon shall be classified as Churches.

Section 2. A group of people seeking such status must signify its desire to a regular meeting of the Convention of the Diocese of Virginia by petitioning for Church status. Such petition must contain the proposed name for the Church, a certification that the requirements of Section 1 of this Canon are complied with, the name and address of the supervising Priest, the address or addresses of the place or places of worship, and a copy of the current budget. The petition shall be accompanied by certificates of endorsement from the Regional Council of the Region in which such group provides a place of worship and from the Executive Board, it being the responsibility of the group to obtain such certificate.

Section 3. Each Church shall have a Vestry in conformity with Canon 11.

Section 4. The Vestry of a Church shall elect, from among those persons eligible to serve as Vestry members of that Church, representatives to the Regional Council and Convention of the Diocese in the number provided by

Canon.

Section 5. The Rector and Vestry of a Church as herein defined are expressly designated as the “Rector and Vestry of a Parish” for purposes of the Constitution and Canons of The Episcopal Church.

Section 6. A group of persons who desire to organize a congregation, but who are unable to meet all of the requirements of Section 1 of this Canon, may be constituted by the Bishop or Ecclesiastical Authority, with the advice and consent of the Standing Committee, or the Standing Committee itself if it be the Ecclesiastical Authority, a Mission. Application for such status shall be accompanied by a certificate of endorsement of the Regional Council of the Region in which such group proposes to worship, it being the responsibility of the group to obtain such certificate. A list of all Missions shall be published annually in the Journal of the Convention of the Diocese. Upon the request of any Church, or the failure of any Church to meet all the requirements of Section 1 of this Canon, or upon request by a Church for direct aid from the Diocesan Budget, the Bishop or Ecclesiastical Authority, with the advice and consent of the Standing Committee, or the Standing Committee itself if it be the Ecclesiastical Authority, may change the status of such Church to that of a Mission. Any action taken under this section shall be reported in the Journal of the next succeeding Convention as one of the official acts of the official taking the action.

Section 7. The minister in charge of a Mission shall be called the Vicar.

Section 8.

- (a) Any Church may, with the consent of the Ecclesiastical Authority and the Regional Council of the Region in which the Mission is to be located, establish within the boundaries of such Region one or more Missions of a Founding Church. The minister in charge of such Mission shall be appointed by the Rector of the Founding Church with the concurrence of the Ecclesiastical Authority. The Vestry of the Founding Church shall appoint or shall allow to be elected a Vestry Committee which shall be composed as provided in Canon 11.14. It shall be charged with transacting the temporal business of the Mission, except that the Founding Church may retain to itself such temporal functions as it deems proper and in any event shall be ultimately responsible for the temporal obligations of the Mission.
- (b) The Rector and Vestry of the Founding Church may at any time agree with the Bishop to designate such “Mission of a Founding Church” as a “Mission,” and upon such designation becoming effective, the provisions of this section shall no longer apply to such a Mission. Any Mission functioning under this section shall be so marked in the annual list of Missions.
- (c) A Mission shall be entitled to Lay and Clerical representation in the Diocesan Convention and Regional Council as is afforded other Churches.

Section 9.

- (a) An Episcopal theological seminary located within the bounds of the diocese may with the consent of the Ecclesiastical Authority and the Regional Council of the Region in which the Mission is to be located, establish within the boundaries of such Region one or more Missions of a Theological Seminary. The minister in charge of such Mission shall be appointed by the Dean and President of the theological seminary with the concurrence of the Ecclesiastical Authority. The Dean and President shall also appoint or allow to be elected a Vestry Committee which shall be composed as provided in Canon 11.14. It shall be charged with transacting the temporal business of the Mission, except that the theological seminary may retain to itself such temporal functions as it deems proper and in any event shall be ultimately responsible for the temporal obligations of the Mission.
- (b) The Dean and President of the theological seminary may at any time agree with the Bishop to designate such “Mission of a Theological Seminary” as a “Mission,” and upon such designation becoming effective, the provisions of this section shall no longer apply to such a Mission. Any Mission functioning under this section shall be so marked in the annual list of Missions.
- (c) A Mission of a Theological Seminary shall be entitled to lay and clerical representation in the Diocesan Convention and Regional Council as is afforded other Churches.

CANON 11.

Election and Organization of Vestries, and Call of Congregational Meetings.

Section 1. In this Canon, the term “Rector” implies “Rector or Vicar,” and the term “Vestry” denotes “Vestry or Vestry Committee,” unless specifically noted to the contrary.

Section 2. A Church shall have a Vestry which shall consist of not fewer than three or more than twelve members, except that in any Church having more than one hundred confirmed communicants in good standing one additional member may be elected to its Vestry for each additional one hundred confirmed communicants in good standing, or major fraction thereof, provided that the total number of elected Vestry members shall not exceed eighteen.

Section 3. The election of Vestry members shall be held annually at such time and place as shall be designated by the Vestry, or in the event the Vestry does not act then by the Rector, or, if there be no Rector by the Wardens. If the time and place be not so fixed then the election shall be held on Easter Monday in the church or regular place of worship. At least three days notice of the time and place of each election of Vestry members shall be given in the church on an occasion of public worship or by other adequate means.

Notwithstanding the foregoing provision, if any Church so authorize, Vestry members may be elected for terms not to exceed four years, the congregation to determine the length of terms, the beginning of the term, and the number of Vestry members to be elected for such terms. The Vestry members elected and qualified under this Canon shall serve until their successors are elected and have qualified.

At all meetings of the congregation, the Rector shall preside, except that at the request of the Rector or if the Church is without a Rector, the meeting shall be presided over by one of the Wardens or, in their absence, by a Vestry member selected by the Vestry.

Section 4. Only Lay persons, who are confirmed adult communicants in good standing of the church, as defined in General Convention Canon I.17., shall be eligible for election as Vestry members of such church. However, regardless of eligibility of a person for election, no person shall be elected at duly convened congregational meetings to consecutive full terms on a congregation's Vestry or Vestry Committee.

Section 5. All adult communicants in good standing, registered in the particular Church in which they offer to vote, shall be entitled to vote at the election of Vestry members. The voting shall be by ballot in person and, unless otherwise provided by the meeting, a majority of the votes cast shall be necessary to a choice. There shall be no voting by proxy. But no election shall be valid unless the participating qualified votes number at least ten per cent of the number of active communicants qualified to vote reported for the previous year.

Section 6. The Vestry may appoint three persons to act as judges at the Vestry elections, whose duties shall be to determine the qualifications of the voters and the eligibility of persons for nomination as Vestry members.

Section 7. As soon as may be after their election, the persons chosen as Vestry members shall assemble and organize at such time and place as the Rector shall appoint, or, if no time or place be appointed by him within a reasonable time, then at such time and place as shall be designated by any two Vestry members elect, the Rector and each Vestry member elect being notified. The newly organized Vestry takes office at a time previously established by the congregation in a duly called meeting. The proceedings at this and every meeting of the Vestry shall be opened with one or more collects and the Lord's Prayer by the Rector, or other person appointed by the Rector.

Section 8. Every person chosen a Vestry member shall qualify by subscribing the following declaration and promise: "I do believe the Holy Scriptures of the Old and New Testament to be the Word of God, and to contain all things necessary to salvation; and I do yield my hearty assent and approbation to the doctrines, worship and discipline of The Episcopal Church; and I promise that I will faithfully execute the office of Vestry member of _____ Church, in Region _____, in the County (or City) of _____, according to my best knowledge and skill." No person shall act as a Vestry member until this declaration and promise have been subscribed to.

Section 9. The Vestry shall elect a Senior and a Junior Warden, a Register and a Treasurer, who shall continue in office until their successors are elected and qualified. The Wardens shall be members of the Vestry.

Section 10. The Rector shall preside at all meetings of the Vestry. In the absence of the Rector, or at his request when present, the Rector may request the Vestry to elect a substitute presiding officer, in which case the Rector will continue to have seat, voice and vote. If the church is without a Rector, meetings of the Vestry shall be presided over by one of the Wardens or, in their absence, by a Vestry member selected by the Vestry. All Vestry meetings shall be subject to the Rector's call; but in case he fails to call a meeting when requested to do so by two Vestry members, such Vestry

members may themselves call a meeting, giving at least three days notice of the time and place to the Rector and to each Vestry member. A majority of the Vestry members who have qualified, exclusive of the Rector, shall constitute a quorum; but any Vestry may by resolution fix a smaller number to act as a quorum at future meetings. The Vestry may adopt by-laws not inconsistent with Diocesan or National Canons.

Section 11. In case of a vacancy in the Vestry, the remaining members may elect a qualified member of the congregation to fill the vacancy until the next annual congregational meeting, at which time such vacancy shall be filled. The following actions of any Vestry member may, after due warning, be deemed to create a vacancy which shall be declared by resolution of the Vestry:

- a. Failure to qualify within 60 days of election; or
- b. Failure to continue as a communicant in good standing; or
- c. Continued failure to attend the meetings of the Vestry without adequate excuse; or
- d. Neglect to perform faithfully and diligently the duties of Vestry members enumerated in the Canons or by the by-laws of the congregation.

Section 12. Any Church having two or more congregations in different communities may apportion to each congregation the number of Vestry members to be chosen as its representation upon the Church Vestry. A separate election shall be held by and for each congregation, at which the number of Vestry members allotted to that congregation shall be chosen in accordance with the procedure presented in the preceding provisions of this Canon.

The Vestry members so chosen, together with the Rector, if there be one, shall constitute the Rector and Vestry of the Church. The Vestry members chosen by each congregation, together with the Rector, shall be a committee of the Church Vestry to have the care and control of the property and to transact the local business of the congregation from which elected. Each Vestry committee may appoint one Warden for its congregation, a Treasurer and a Clerk. If Wardens have been chosen for particular congregations by Committees of the Vestry, the Senior and Junior Wardens of the Church shall be chosen from among such Wardens.

The Church Vestry shall meet as a whole at least quarterly. Any matter concurred in by a majority of the committees of the Vestry, recorded by their respective Clerks and by the Register of the Vestry, shall be the act of the Vestry of the Church unless the Rector, or if there be none, the Senior Warden, deem it proper that such matter should be acted upon in a meeting of the Church Vestry as a whole.

Section 13. In addition to the annual meeting of the congregation for the election of Vestry members, other meetings of the congregation may be called by the Vestry or, if they decline to do so, by ten qualified voters of the congregation after at least three days notice of the time, place and object of the meeting have been given either on an occasion of public worship or by other adequate means to the minister, each Vestry member and the congregation. At such meetings only those persons shall be entitled to vote who are qualified to vote for Vestry members and such meetings shall be conducted in the same manner as meetings held for the election of Vestries, except that voting by ballot need not be required.

Section 14. The Bishop or the Ecclesiastical Authority of the Diocese shall appoint, or else allow a Mission which is not a Mission of a Founding Church to elect, a Committee of not fewer than three nor more than twelve Lay persons, who are confirmed adult communicants in good standing of that Mission, as defined in General Convention Canon I.17, to be called the Vestry Committee.

CANON 12.

Duties of Vestries, Wardens and Parish Officers.

Section 1. The Rector of a Church shall be elected by its Vestry, with the advice of the Bishop and in compliance with General Convention Canon III.9.3(a). The Vestry Committee of every Mission shall elect a Vicar upon nomination by the Bishop, such Vicar to serve at the pleasure of the Bishop. In accordance with General Convention Canon III.9.3(b), after consultation with the Vestry, a Priest-in-Charge may be appointed by the Bishop for any congregation in which there is no Rector. Any assistant ministers of a Church, by whatever name they may be designated, shall be selected by the Rector subject to the approval of the Vestry and in accordance with General Convention Canon III.9.3(c).

Section 2. Each Vestry shall cooperate with the Rector or Vicar in promoting the spiritual welfare of his cure and assist him in his duties as defined in General Convention Canon III.9.6.

Section 3. Each Vestry member shall support the programs of the Church through a commitment to service and biblically-based standard of proportional giving. Each vestry member shall also continuously encourage the members of the congregation to support the programs of the Church and to give generously towards the support of those programs; and each Vestry member shall extend personally a hearty welcome to newly baptized, confirmed, received, or transferred members of the congregation.

Section 4. Each Vestry shall see that the Rector or Vicar is properly supported, that his salary is paid in full and with regularity, together with the pension premiums and other obligations due from the Church; annually review the compensation of its Rector or Vicar in keeping with the published guidelines of the Diocese; and make all necessary provision for Church music, with the advice and consent of the Rector or Vicar, and subject to his control.

Section 5. Each Vestry shall advise the Diocese not later than thirty (30) days before the date of the convening of the next Annual Convention of the percentage of its annual disposable income that will be shared with the Diocese in support of Diocesan Programs and remit the resultant sum to the Treasurer of the Diocese in regular monthly installments. It shall be the joint duty of the Rector or Vicar and Vestry to submit to the Bishop by the first of March of each year a parochial report for the year ending December 31st preceding.

Section 6. Each Vestry, as the constituted agents of the Church, shall transact all its temporal business, e.g.: (a) providing for the appointment of Trustees pursuant to the laws of the Commonwealth of Virginia to hold title to the property of the Church; (b) making and executing all contracts for erecting, furnishing, and preserving the Church edifice and other property; (c) regulating the use of any graveyard or columbarium; (d) establishing a Finance Committee as required by Canon 25 (Finance Committees); and, (e) observing Canon 13 (Business Methods in Church Affairs).

Section 7. With the assistance of the other members of the Vestry and congregation, the Wardens shall have the following duties:

- (a) To oversee the operation and maintenance of the Church property;
- (b) To see that the Church is duly prepared for every occasion of public worship, attend to the accommodations of the congregation with seats, and maintain order and decorum at the time of public worship;
- (c) To collect the offerings of the people;
- (d) To provide out of Church funds, under the direction of the Vestry, a sufficient supply of vestments and books to be used in public worship and also the elements for each celebration of the Holy Eucharist;
- (e) To see that the sexton and other employees properly discharge their duties; and,
- (f) To possess a copy of the current General Convention and Diocesan Constitutions and Canons for the information and guidance of the Rector, Vestry and congregation.

Section 8. It shall be the duty of the Register of the Vestry to take charge of all records except the Parish Register and keep correct entries of all proceedings of the Vestry in a well-bound book to be provided for that purpose and to deliver the records and minute books to the Rector, Vicar, or Wardens, when the Register's term of office expires.

Section 9. The Treasurer shall take charge of all funds except Communion Alms as provided for in General Convention Canon III.9.5.(b)(6), and disburse the same under the direction of the Vestry, maintaining his accounts in accordance with the canonical requirements for the conduct of business in Church affairs, rendering reports to the Vestry and to the Convention as may be required. At the end of his term of office, he shall deliver all books and records pertaining to his office to the Wardens.

Section 10. The provision of this Canon shall also be applicable to Vestry Committees to the extent not in conflict with other Canons.

CANON 13.

Business Methods in Church Affairs.

Section 1. In every Church, Mission, and Institution connected with the Diocese, business methods shall be observed as contained in General Convention Canon I.7 and as supplemented herein.

Section 2. All trust, endowment and other permanent funds and all securities of whatsoever kind for which a Treasurer is responsible represented by physical evidence of ownership or indebtedness shall be deposited or

invested with due regard for the social responsibility of the church and the social implications of the Christian faith. These funds shall be (i) deposited in one or more accounts properly earmarked, with one or more national or state banks or trust companies, or one or more savings and loan associations, the accounts of which are insured by an instrumentality of the United States, or with a Diocesan Corporation; or (ii) invested in such a manner as is permitted by Title 26, Chapter 3, Article 2 (Sections 26-45.3 through 26-45.14) of the Code of Virginia (1950) as it may be amended from time to time; or (iii) invested in such manner as approved by the Finance Committee of the Diocese. Such accounts shall be approved in writing by the Vestry or its governing body.

This section shall not be deemed to prohibit investments in securities issued in book entry form or other manner that dispenses with delivery of a certificate evidencing the ownership of the securities or the indebtedness of the issuer.

Section 3. The Treasurer shall be bonded in such sum and with such surety as the Vestry or governing body may from time to time determine.

Section 4. The Vestry or governing body shall annually cause to be audited the accounts of its Treasurer and all other custodians of funds or securities. Such audit will be in compliance with Section 1 above and with such instructions as may be promulgated by the Diocesan Finance Committee. The audit shall include all accounts which exceed five hundred dollars at any one time during the fiscal year.

Section 5. The Vestry or other governing body of every Church, Mission and Related Organization shall provide for the following insurance with such insurers as may be determined by the Vestry or other governing body:

- (a) Fire and casualty insurance for buildings and tangible personal property of the Church, Mission or Related Organization in amounts not less than their replacement cost or depreciated value, as appropriate.
- (b) Adequate comprehensive liability insurance, naming the Diocese of Virginia as an additional insured, with coverage of not less than One Million Dollars per occurrence, for property damage or personal injury occurring (1) on the property of the Church, Mission or Related Organization, (2) as a result of the operation of motor vehicles owned or leased by the Church, Mission or Related Organization, (3) as a result of acts or omissions of the clergy or other employees with respect to their duties as such, or (4) as a result of acts or omissions of members or volunteers performing activities on behalf of or at the direction of the Church, Mission or Related Organization.
- (c) Workers' compensation insurance for all employees.

CANON 14.

Creation of Church Debt.

Section 1. No indebtedness, shall be incurred by a Church or Institution without the written approval of the Bishop and of the Standing Committee:

- (a) Except where proposed indebtedness for permanent improvements, replacements, or additions to real estate or equipment, plus indebtedness of every kind already existing does not exceed one hundred and fifty percent (150%) of the average annual receipts of such Church or Institution during the previous three fiscal years; and
- (b) Except where proposed indebtedness for current expenses, plus all indebtedness theretofore incurred for current expenses and still existing, does not exceed twenty percent (20%) of the total current receipts of such Church or Institution during the preceding fiscal year.

Section 2. In computing receipts under subsections (a) and (b) of Section 1 of this Canon, there shall be excluded amounts from or for endowments or from or by bequests, except income therefrom not specifically designated to be used for other purposes, and receipts specially designated for expenditures other than parochial.

Section 3. The approval required under this Canon shall not be granted until there is submitted to, and approved by the Bishop and the Standing Committee, a plan of payment of the indebtedness.

CANON 15.

Church Property.

Section 1. All real and personal property held by or for the benefit of any Church or Mission within this Diocese is held in trust for The Episcopal Church and the Diocese of Virginia. The Vestry of every Church and, when authorized by

the Bishop, the Vestry Committee of a Mission, shall elect Trustees for appointment pursuant to law to hold title to such property.

Section 2. No part of the real property of a Church, except abandoned property, shall be alienated, sold, exchanged, encumbered or otherwise transferred for any purpose without the consent of the congregation in a meeting called for that purpose pursuant to the provisions of Section 13 of Canon 11 and approval of the appropriate court, if required by law and, in the case of consecrated property, or any Church or Chapel which has been used solely for divine services, the further consent of the Bishop, acting with the advice and the consent of the Standing Committee of the Diocese. No part of the real property of a Mission under Supervision shall be alienated without the further consent of the Bishop.

Section 3. The Executive Board shall take such steps as may be necessary to recover or secure any property, real or personal, belonging to any Church or bodies heretofore known as a Parish, Separate Congregation, Mission Church or Mission within this Diocese, the legal title to which is not vested in duly constituted Trustees; and whenever any property, real or personal, formerly owned or used by any congregation of the Episcopal Church in the Diocese of Virginia for any purpose for which religious congregations are authorized to hold property under the provisions of the Code of Virginia or any amendment thereof, has ceased to be so occupied or used by such congregation, so that the same may be regarded as abandoned property by the Executive Board, which shall have the authority to declare such property abandoned and shall have the authority to take charge and custody thereof, the Executive Board shall take such steps as may be necessary to transfer the property to the Bishop or the Ecclesiastical Authority; or to sell it.

Section 4. The Bishop, or Ecclesiastical Authority, is hereby authorized to acquire by deed, devise, gift, purchase or otherwise, any real property for use or benefit of the Diocese. Property so acquired shall be held and transferred by the Bishop or the Ecclesiastical Authority of the Diocese in accordance with the provisions of Section 57-16 of the Code of Virginia (1950), as from time to time amended, provided that no such real property shall be alienated, sold, exchanged, encumbered or otherwise transferred for any purpose by the Bishop or the Ecclesiastical Authority without the advice and consent of the Standing Committee of the Diocese of Virginia, unless prohibited by the instrument by which title to such property is acquired. The Executive Board shall have the care of the Episcopal Residence and other property held by the Bishop or the Ecclesiastical Authority of the Diocese for which no other custodians are provided and the Bishop or the Ecclesiastical Authority of the Diocese may delegate all authority with respect to such property, save and except the right to hold, transfer or encumber title to real property, to the Executive Board.

Section 5. The Executive Board is hereby constituted the proper authority of the Church and may apply to the appropriate court of the State for the appointment of Trustees to hold title to real property belonging to the Diocese when it may be necessary. No part of such real estate, except abandoned real property, shall be alienated, sold, encumbered or otherwise transferred for any purpose without the consent of the Executive Board.

Section 6. A list of all real property to which the Bishop and Trustees of the Diocese hold title and of all inactive or abandoned real property shall be maintained by the Secretary of the Diocese and published annually in the Convention Journal.

Section 7. Trustees appointed pursuant to this Canon shall be indemnified by the Church or Mission electing them, or, in the case of Trustees designated by the Executive Board, by the Diocese, to the fullest extent as if the Church, Mission, or Diocese were a "Corporation" and such Trustees were "Directors" within the meaning of, and as set forth in, Article 9 of the Virginia Nonstock Corporation Act, as the same may be from time to time amended.

CANON 16.

Parish Registers and Parochial Reports.

Section 1. Every Rector and Vicar shall maintain a register of official acts and make the required entries in the Parish Register as required by General Convention Canon I.6.1. These records shall be made in suitable books to constitute collectively the Parish Register, to be provided by the Vestry for that purpose and to remain in the property of the Vestry. When a congregation is without a Rector or Vicar, one of the Wardens shall take charge of the Parish Register and shall make, or cause to be made, all needful entries until the vacancy is filled.

Section 2. Every Rector or Vicar shall send to the Bishop, or if there be no Bishop, to the Secretary of the Diocese, or the President of the Convention, on or before the first day of March of each year, the report required by General Convention Canon I.6.1 for the year ending the thirty-first day of December preceding, in such form as shall be prescribed by the Bishop or the Convention. If any congregation is without a Rector or Vicar, the report shall be sent by

the Wardens. The Bishop shall compile a list of those Churches and Clergy whose reports are not sent by the first day of March and, with the advice and consent of the Standing Committee, take appropriate action.

CANON 17.

Related Organizations.

Section 1. Organizations related to the Diocese of Virginia shall be those whose charters or statements of purpose have been reviewed and approved by the Executive Board and whose status as a related organization shall have been approved by the Convention of the Diocese.

Section 2. Every related organization shall operate in conformity with the doctrine, discipline and worship of The Episcopal Church in the Diocese of Virginia.

Section 3. Every related organization shall conform with the applicable provisions of the Canon on Business Methods in Church Affairs; provided, however, that nothing in this Canon shall be construed as acceptance by the Diocese of Virginia of the financial or other obligations of any related organization.

Section 4. The Secretary of the Diocese shall keep a current list of all active related organizations which shall be published in the Convention Journal.

Section 5. Every related organization shall furnish an annual report of its activities to the Secretary of Convention.

Section 6. The Convention of the Diocese, and the Executive Board between Conventions, shall have the authority, for proper cause, to terminate the status of a related organization.

CANON 18.

The Secretary of the Diocese.

The Secretary of the Diocese shall perform such duties as may otherwise be prescribed by the Constitution and Canons and such other duties as may be prescribed by the Ecclesiastical Authority, in the performance of which he shall have such authority as may be delegated to him by the Ecclesiastical Authority.

CANON 19.

The Treasurer of the Diocese.

Section 1.

- (a) All trust and permanent funds belonging to the Diocese or over which the Diocese has control, and all other funds for which the Treasurer is responsible, shall be kept in one or more accounts in the Diocese of Virginia, properly earmarked, with one or more national or state banks or trust companies, or one or more building or savings and loan associations, the accounts of which are insured by an instrumentality of the United States, or with a Diocesan Corporation, approved in writing by the Executive Board, and shall not be withdrawn in whole or in part except upon the signature of two designated persons.
- (b) All securities of whatsoever kind belonging to the Diocese or over which the Diocese has control shall be kept with a Diocesan Corporation or some other agency, approved in writing by the Executive Board and shall not be withdrawn except upon the signature of two designated persons.
- (c) The Treasurer shall be bonded in such sum and with such surety as the Standing Committee may from time to time determine.
- (d) Such books of account shall be kept as, in the judgment of the Executive Board, may be necessary.
- (e) The Executive Board shall annually cause to be audited by certified public accountants the accounts of the Treasurer of the Diocese and the accounts of the Treasurer of every trust and permanent Diocesan fund.
- (f) A condensed report of the audit shall be made under the direction of the Executive Board, which shall make its report to each regular meeting of the Convention and to any special meeting of the Convention when requested.
- (g) All buildings and tangible personal property, over which the Diocese has control, shall be kept adequately insured in such amount and with such insurers as the Executive Board may determine.
- (h) The Executive Board shall supervise all financial affairs of the Diocese and the methods prescribed for the conduct of Diocesan business affairs.

Section 2. Pending the adoption of an annual budget by the Convention of the Diocese, the Executive Board shall prepare and furnish to the Treasurer of the Diocese a schedule of payments for the ensuing fiscal year, which schedule of payments shall first provide for fixed obligations and then for other objects in the program of the Diocese, within the amount of estimated receipts. This schedule of payments shall be the warrant of the Treasurer of the Diocese for disbursement of the amounts specified therein. Upon adoption by the Convention of an annual budget, such budget shall become the warrant of the Treasurer to make the expenditures provided therein.

CANON 20.

The Registrar of the Diocese.

Section 1. The Registrar shall be responsible to the Bishop and the Convention for the preservation of the official records of the Diocese of Virginia, which shall include the Journals of the Conventions, and the official records of the Bishops. He shall procure, receive, catalogue and preserve books, papers and other documents bearing upon the history of the Church in the Diocese of Virginia.

Section 2. The Registrar of the Diocese shall, with the advice of the Bishop and the Secretary of the Diocese, issue guidelines to committees and officials of the Diocese of Virginia concerning such documents as shall be considered worthy of historic preservation; such as the Journals of General Convention, the Episcopal Church Annuals, Diocesan ECW Yearbooks. He shall offer advice to parishes regarding the preservation of historic materials. He shall further make proper disposition of acquisitions to the archives of the Episcopal Church, or to such other repositories as may be appropriate.

CANON 21.

The Standing Committee of the Diocese.

Section 1. The Standing Committee shall annually elect a President and a Secretary from among its members.

Section 2. In addition to its other constitutional and canonical duties, the Standing Committee shall (a) serve as a Council of Advice to the Bishop, and (b) annually address Convention on such matters concerning the mission, life or program of the Diocese as the Standing Committee shall deem timely.

Section 3. No member of the Standing Committee chosen by the Executive Board or the Convention to fill a vacancy on that Committee as provided by the Constitution shall be ineligible to be elected to a full term, but a member of the Standing Committee who has completed within two years a full term shall not be eligible to be chosen by the Executive Board or the Convention to fill a vacancy, nor be eligible to be elected to a full term on that Committee.

CANON 22.

The Commission on Ministry.

Section 1. Membership.

- (a) The Convention shall elect six (6) persons, three (3) clerical and three (3) lay, to the Commission on Ministry; one in each order to be elected annually to serve for a term of three (3) years. No one so elected shall be eligible for re-election after having served two consecutive terms until after the expiration of one year, providing that nothing herein shall prevent the Bishop from nominating one or more such persons under the provisions of Section 1(b) of this Canon. Such persons shall be adult communicants in good standing of a Church in the Diocese.
- (b) The Bishop may annually appoint not more than ten (10) additional members for a term of one year each. Such appointments shall be subject to confirmation by Convention. Such appointments shall be communicants in good standing.
- (c) In the case of a vacancy in the elected members [Section 1(a)], the Executive Board shall fill the vacancy from the same order and that member shall serve for the balance of that term. In the case of a vacancy in the appointed members [Section 1(b)], the Bishop may appoint a member to complete that one-year term.

Section 2. The duties of the Commission on Ministry shall be those prescribed in the Canons of the Episcopal Church, including, but not limited to, advising and assisting the Bishop (a) in the determination of present and future opportunities and needs for the ministry of all baptized persons and (b) in the design and oversight of the ongoing process for recruitment, discernment, formation for ministry and assessment of readiness therefore. The Commission may establish committees consisting of members and other persons to report to the Commission or to act on its behalf.

Section 3. The Commission on Ministry shall annually report to the Convention of the Diocese.

Section 4. As a transition following adoption of amendments to this Canon at the 212th Annual Council, for the purpose of changing the number and the rotation specified in Section 1(a), the previously elected members of the Commission on Ministry with remaining terms of office of one, two, and three years shall remain in office for the duration of their respective terms of office. This section of the Canon shall lapse upon the establishment of the terms of office so inaugurated.

CANON 23.

Reserved for future use.

CANON 24.

Reserved for future use.

CANON 25.

Finance Committees.

Section 1. There shall be a Finance Committee of the Diocese as required by General Convention Canon I.7, appointed by the Bishop and including representation from the Executive Board, which committee shall, from time to time and at least annually:

- (a) Advise the Executive Board of the conformity of the Diocese, the Churches, the Missions and Institutions connected with the Diocese with the provisions of Canon 13.
- (b) Issue periodic guidelines for audits and investment management.
- (c) Provide information to Church and other Finance Committees as requested.
- (d) Perform such other functions as required by Canon or as directed by the Executive Board.

Section 2. Each Church and Mission shall establish a Finance Committee of not less than three persons to provide assistance in financial matters to the Rector, Vicar, Vestry and Treasurer in the implementation of these Canons.

Section 3. All reports of audits required by Canon 13 shall be made to the Vestry or governing body not later than August 2nd of each year. Such reports, including recommendations, shall be filed with the Bishop as required by National Canon; reports for Missions shall be made to the Bishop designated by the Diocesan who shall submit a consolidated report to the Diocesan. The Bishop shall refer all audit reports to the Finance Committee of the Diocese for their information and recommendations.

CANON 26.

Appeal of a Lay Person after Repulsion from the Holy Communion.

If any person repelled from the Holy Communion shall allege to the Bishop that injustice has been done, or if, notwithstanding that, he shall have professed himself ready and willing, in truth and sincerity, to comply with the requisitions expressed in the Rubric in order to be restored to the Holy Communion, and his repulsion shall be continued, he may present his application in writing to the Bishop, setting forth the grounds thereof and requesting to be restored to the Communion. Thereupon the Bishop, after consideration of the reasons given by the Priest and the Lay person shall adjudge the case and shall communicate his judgment in writing to the Priest and the Lay Person and the judgment shall be final and conclusive.

CANON 27.**Ecclesiastical Discipline.**

Section 1. Adoption of Title IV of the Canons of the General Convention. Those provisions of Title IV of the Canons of the General Convention that are applicable to the Diocese are hereby incorporated as part of this Canon. To the extent, if any, that any of the provisions of this Canon are inconsistent with provisions of Title IV, the provisions of Title IV shall govern.

Section 2. Disciplinary Board. The Disciplinary Board shall consist of eleven (11) persons, six (6) of whom are priests or deacons and five (5) of whom are lay persons. Members of the Standing Committee shall be eligible to serve as members of the Disciplinary Board.

- (a) Priests or Deacons. The priests or deacons who are members of the Disciplinary Board shall be canonically resident in this Diocese.
- (b) Lay Members. The lay members of the Disciplinary Board shall be persons eligible under the Canons for election as Lay Delegates to Convention.
- (c) Election of Members. The members of the Disciplinary Board shall be nominated by the Standing Committee and elected by Convention to serve for terms of three years. Member's terms shall be staggered into three classes of two clerical and two lay members each, provided that one such class shall have only one lay member. A Disciplinary Board member who has served two complete three-year terms shall be ineligible to serve again until one year has elapsed.
- (d) Vacancies. Vacancies on the Disciplinary Board shall be filled as follows:
 - (i) Upon the determination that a vacancy exists, the President of the Board shall notify the Bishop of the vacancy and request appointment of a replacement member.
 - (ii) The Bishop shall appoint a replacement Disciplinary Board member in consultation with the Standing Committee.
 - (iii) With respect to a vacancy created for any reason other than pursuant to a disqualification as provided in Section 3 below, the term of any person selected as a replacement Disciplinary Board member shall expire at the conclusion of the next regular meeting of Convention, at which Annual Convention a person of the same order as the person whose position was vacated shall be elected to serve for the remainder of the unexpired term. With respect to a vacancy resulting from a challenge, the replacement Disciplinary Board member shall serve only for the proceeding for which the regularly elected Disciplinary Board member is not serving as a result of the challenge.
- (e) President. Within sixty (60) days following the annual Convention, the Disciplinary Board shall convene to elect a President to serve until the next Annual Convention.

Section 3. Preserving Impartiality. In any proceeding under this Canon, if any member of a Conference Panel or Hearing Panel of the Disciplinary Board shall become aware of a conflict of interest or undue bias, that member shall immediately disqualify himself or herself and notify the President of the Disciplinary Board and request appointment of a replacement member of the Panel. Respondent's Counsel and the Church Attorney shall have the right to challenge any member of a Panel for conflict of interest or undue bias by motion to the Panel for disqualification of the challenged member. The members of the Panel not the subject of the challenge shall promptly consider the motion and determine whether the challenged Panel member shall be disqualified from participating in that proceeding.

Section 4. Intake Officers. The Intake Officers shall be appointed from time to time by the Bishop after consultation with the Disciplinary Board. The Bishop shall appoint at least two Intake Officers according to the needs of the Diocese, with at least one male and one female. The Bishop shall publish the names and contact information of the Intake Officers throughout the Diocese.

Section 5. Investigator. The Bishop shall appoint one or more Investigators as needed in consultation with the President of the Disciplinary Board. Every Investigator shall be required to maintain confidentiality subject to Canon IV.11(5).

Section 6. Church Attorney. Within sixty (60) days following each annual Convention, the Disciplinary Board shall appoint a Church Attorney, and one or more Assistant Church Attorneys, if deemed appropriate by the Disciplinary Board, who shall be duly licensed attorneys, and who will perform the functions as described in Canon IV.2. Attorneys

appointed to serve as Church Attorney shall serve until their successors are appointed. Persons selected to serve as Church Attorneys shall be persons eligible under the Canons for election as Lay Delegates to Convention, but need not reside within the Diocese. The Church Attorney may be removed by the Bishop, in consultation with the Standing Committee, for cause. If none of the Church Attorney or Assistant Church Attorneys are able to act on a specific matter due to a conflict of interest, undue bias or unavailability, the Disciplinary Board shall appoint a duly licensed attorney who is eligible under the Canons for election as a Lay Delegate to Convention to act as Church Attorney for such matter.

Section 7. Pastoral Response Coordinator. The Bishop may appoint a Pastoral Response Coordinator, to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Canon IV.8. The Pastoral Response Coordinator may be an Intake Officer but shall not be a person serving in any other appointed or elected capacity under this Canon.

Section 8. Advisors. In each proceeding under this Canon, the Bishop shall appoint an Advisor for the Complainant and an Advisor for the Respondent. Persons serving as Advisors shall hold no other appointed or elected position provided for under this Canon, and shall not include the Chancellor or Vice Chancellors of this Diocese or any person likely to be called as a witness in this proceeding or otherwise involved in the proceeding.

Section 9. Clerk. The Board shall appoint a Board Clerk to assist the Board with records management and administrative support. The Clerk may be a member of the Board.

Section 10. Lay Assessor. The Disciplinary Board may appoint a duly licensed attorney for advice on matters of law, procedure and evidence affecting proceedings before the Conference and Hearing Panels. The Lay Assessor need not reside in, or be a member, of the Diocese.

Section 11. Costs and Expenses. The reasonable costs and expenses of the Disciplinary Board, the Intake Officer, the Investigator, the Church Attorney, the Disciplinary Board Clerk, the Pastoral Response Coordinator and the Lay Assessor, if any, shall be the obligation of the Diocese of Virginia, subject to budgetary constraints as may be established by the Executive Board.

Section 12. Records.

- (a) Records of Active Proceedings. Records of active proceedings before the Disciplinary Board, including the period of any pending appeal, shall be preserved and maintained in the custody of the Clerk.
- (b) Permanent Records. The Bishop shall make provision for the permanent storage of records of all proceedings under this Canon at the offices of the Diocese and the Archives of the Episcopal Church, as prescribed in Title IV of the Canons of the General Convention.

Section 13. Transitional Provisions. The amendments to this section adopted by the Council at its regular meeting in 2011 shall be effective July 1, 2011. The provisions of this Canon in effect prior to the Council's regular meeting in 2011 shall remain in effect until July 1, 2011, and thereafter solely with regard to matters then pending before the Ecclesiastical Trial Court, until such matters are finally disposed. At the 2011 regular meeting of Council, the Council shall elect an Ecclesiastical Trial Court pursuant to those provisions, and also shall elect members of the Disciplinary Board to be effective July 1, 2011. The initial members of the Disciplinary Board shall be elected to terms expiring in equal number in 2012, 2013 and 2014, provided that only one Lay Person's term shall expire in 2012; succeeding members shall be elected to three-year terms. The meeting of the Disciplinary Board to elect its initial President shall take place within sixty days of July 1, 2011. The provisions of this amendment related to the election of a Disciplinary Board at the 216th Annual Council shall be effective as of the approval of this amendment by two-thirds of the members present.

CANON 28.

Relationships Among Clergy and Congregations.

Section 1. Except upon mandatory resignation by reason of age, a Rector may not resign as Rector of a church without the consent of its Vestry, nor may any Rector canonically or lawfully elected and in charge of a church be removed therefrom by the Vestry against the Rector's will, except as hereinafter provided.

Section 2. When a Rector or a majority of any Vestry believe the pastoral relation between the Rector and the congregation is imperiled by dissension, it shall be the duty of either or both, before contemplating dissolution of the

pastoral relation, to lay the matter before the Bishop.

Section 3. If for any urgent reason a Rector or Vestry desires a dissolution of the pastoral relation, and the parties cannot agree, either party may give notice in writing to the Ecclesiastical Authority of the Diocese. Whenever the Standing Committee is the Ecclesiastical Authority of the Diocese, it shall request the Suffragan Bishop, if there be one; or the Assistant Bishop, if there be one; and if neither office is filled, then the Bishop of another Diocese, to perform the duties of the Bishop under this Canon.

Section 4. Whenever a Rector or a Vestry notifies the Bishop under the terms of this Canon, the Bishop shall labor for a reconciliation of the Rector and the congregation, either directly or through the Bishop's designees, or both. The Bishop may require one or more meetings with the Vestry and the Rector, either together or separately, and may require such meetings to be held with the Bishop, with the Bishop's designees, or both. No later than 90 days after receiving the original notification for consultation under the provisions of this Canon, the Bishop shall issue a Pastoral Direction in writing to the Rector and the Vestry shall outline a course of action to unify the congregation.

Section 5. If, in the judgment of the Bishop, the Rector, or the Vestry, the terms of the Pastoral Direction issued by the Bishop as specified in Section 4 above have not been met, or that the purposes for the Pastoral Direction have not been achieved, and 90 days have passed since the issuance of the Pastoral Direction, then the Rector or the Vestry may request a final judgment on the pastoral relation from the Bishop as follows or the Bishop may proceed on his own initiative as follows:

- (a) The Bishop shall give notice to the Rector and Vestry that a godly judgment will be rendered in the matter after consultation with the Standing Committee and that either party has the right within ten days to request in writing an opportunity to confer with the Standing Committee before it consults with the Bishop.
- (b) If a timely request is made, the President of the Standing Committee shall set a date for the conference, which shall be held within thirty days.
- (c) At the conference each party shall be entitled to representation and to present its position fully.
- (d) Within thirty days after the conference, or after the Bishop's notice if no conference is requested, the Bishop shall confer with and receive the recommendation of the Standing Committee; thereafter the Bishop, as final arbiter and judge, shall render a godly judgment.
- (e) Upon the request of either party the Bishop shall explain the reasons for the judgment. If the explanation is in writing, copies shall be delivered to both parties.
- (f) If the pastoral relation is to be continued, the Bishop shall require the parties to agree on definitions of responsibility and accountability for the Rector and the Vestry.
- (g) If the relation is to be dissolved:
 - (1) The Bishop shall direct the Secretary of the Convention to record the dissolution.
 - (2) The judgment shall include such terms and conditions including financial settlements as shall seem to the Bishop just and compassionate.
- (h) In either event the Bishop shall offer appropriate supportive services to the Priest and the church.

Section 6. In the event of the failure or refusal of either party to comply with the terms of the judgment, the Bishop may act as follows:

- (a) In the case of a Rector, suspend the Rector from the exercise of the priestly office until the Priest shall comply with the judgment.
- (b) In the case of a Vestry, recommend to the Convention of the Diocese that the Church be placed under the supervision of the Bishop as a Mission until it has complied with the judgment.

Section 7. For cause, the Bishop may extend the time periods specified in this Canon, provided that all be done to expedite these proceedings. All parties shall be notified in writing of the length of any extension.

Section 8. Statements made during the course of proceedings under this Canon are not discoverable nor admissible in any proceedings under Title IV of the General Convention Canons or Diocesan Canon 27 provided that this does not require the exclusion of evidence in any proceeding under the Canons which is otherwise discoverable and admissible.

Section 9. In the course of proceedings under this Canon, if a complaint is made by the Vestry against the Rector under General Convention Canon IV.1. or Diocesan Canon 27, all proceedings under this Canon shall be suspended until the complaint has been resolved or withdrawn.

CANON 29.

Gender of Pronouns.

The masculine pronoun whenever used in these Canons shall be deemed to include the feminine pronoun.

CANON 30.

Amendment of Canons.

Section 1. The Canons of this Diocese may be amended by the Convention; but no proposed amendment shall be considered by the Convention unless at least one day's notice be given in open Convention, nor until such amendment shall have been referred to and reported upon by a Committee of at least two Presbyters and two Laymen. Nor shall such amendments be adopted during the same Convention unless two-thirds of the members present concur therein; but if the majority be less than two-thirds, it shall lie over for consideration at the next regular meeting of the Convention. Unless otherwise provided by the Convention, all amendments shall become effective upon the adjournment of the meeting of the Convention at which final action was taken.

Section 2. Whenever a Canon is amended, enacted, or repealed in different respects by two or more independent enactments at the same Convention, including the enactment of an entire Canon, the separate enactments shall be considered as one enactment containing all of the amendments or enactments, whether or not repealed, to the extent that the changes made in separate amendments or enactments are not in conflict with each other, the Chancellor and the Chairman of the Committee on Constitution and Canons shall make the determination whether or not there is a conflict and certify the text of the single enactment to the Secretary of the Convention.

Section 3. At the conclusion of each regular meeting of General Convention, the Chancellor and the Chairman of the Committee on Constitution and Canons of this Diocese shall be empowered to correct numbering references in the Constitution and Canons of this Diocese to the Constitution and Canons of the General Convention, which corrections shall be reported to the Secretary of the Diocese.

CANON 31.

Health Insurance.

Section 1. Any and all health insurance coverage provided or paid for by the Diocese, Churches, Diocesan Missions or Missions of a Founding Church located within the Diocese for active and retired ordained persons or lay employees shall be provided through the diocesan health insurance plans established by the Executive Board.

Section 2. The Executive Board shall establish forms and processes for receiving applications for exception or exemption from the mandate of paragraph 1 hereof, and for reviewing and reaching a decision regarding each application. The Executive Board may designate an appropriately constituted body and delegate to it the necessary authorities to receive, review and make recommendations to the Executive Board. A description of these forms and processes shall be furnished to the entities identified in paragraph 1 hereof, made available by the Diocese upon request, and published in the annual guidelines offered by the Diocesan Compensation Commission as approved by the Executive Board.

Section 3. The Executive Board may grant such exemptions or exceptions from the mandate of paragraph 1 hereof as it deems appropriate. Each decision of the Executive Board shall be communicated to the applicant in writing together with a description of any process that the Executive Board may establish for appealing its decisions.

Section 4. In deciding on each application, the Executive Board shall be guided by the following considerations (among such others as it may deem appropriate):

- (a) consistency;
- (b) fairness;
- (c) hardship;
- (d) coverage available through spousal, military or other plans;
- (e) the effect that the exemption or exception requested, if granted, would have on the plan as a whole;
- (f) the precedential effect of the exemption or exception requested, if granted.

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Diocesan-related organizations:

1. The Episcopal Church Women of the Diocese of Virginia
2. Virginia Diocesan Homes, Incorporated
3. Trustees of the Funds of the Protestant Episcopal Church in the Diocese of Virginia
4. The Diocesan Missionary Society of Virginia
5. Shrine Mont, Incorporated
6. Memorial Trustees - Virginia Diocesan Center
7. Roslyn Managers Corporation
8. Church Schools in the Diocese of Virginia
9. The Peter Paul Development Center
10. Anna Julia Cooper Episcopal School

Ecumenically related organizations:

1. The Virginia Council of Churches
2. Chaplain Services of the Churches of Virginia
3. St. Alban's Housing Corporation

Episcopally oriented organizations:

1. Bloomfield, Incorporated
2. Virginia Theological Seminary
3. Blue Ridge School

Directory pages 399-470 removed
from online version of the Journal of
the 226th Annual Convention.



THE EPISCOPAL DIOCESE OF VIRGINIA

Addendum to the
The 226th Annual Convention Journal
for The Special Convention to Pass the Budget

Including

Letters from the Executive Board

Proceedings of the April 24, 2021 meeting of the Special Convention

Budget Resolutions

Budget as Proposed and as Adopted

Letter announcing Special Convention

February 5, 2021

Dear Delegates to the 226th Annual Convention,

I am grateful to you for your commitment and investment in our common life, represented by your participation at our 226th Annual Convention on November 14, 2020. I write to you today to ask for your continued commitment and investment in a Special Convention this spring to complete our work.

When the motion to adopt the diocesan budget for 2021 was defeated on a vote by orders, I told the assembly that the budget would be returned for action to the Executive Board, which carries forth the work of Convention between Conventions. The Executive Board met in a regularly scheduled session in December and in a special meeting in January. A summary of each meeting was sent to the people of the Diocese within hours of adjournment.

In December, the Executive Board adopted a “Schedule of Payments,” according to Canon 19.2, to empower the Treasurer to pay the expenses that support our ministries for three months. In January, the Executive Board discussed the wisdom of adopting a Schedule of Payments each quarter to carry the Diocese through to the 227th Convention in November, 2021, as well as the wisdom of holding a Special Convention in the spring of this year. The Board engaged the exercise intentionally and creatively, naming upsides and downsides of each option.

After listening to the discussion and listening in prayer to God’s movement through the Holy Spirit, I have determined that a Special Convention will provide an opportunity for the greatest clarity, transparency and engagement with the budget process for the entire Diocese. I therefore call for a Special Convention, pursuant to the Constitution of the Diocese, Article VIII, Section 1.

- The Special Convention for the Adoption of the Budget will be held on Saturday, April 24, from 10:00 a.m. to 1:00 p.m., via Zoom.
- After determining the quorum and accomplishing the other organizational work required, our sole order of business for this Special Convention will be the presentation and vote on the budget, and any relevant resolutions directly associated with the budget.
- During the Special Convention, we will worship together.
- An Open Hearing on the Budget will be held on Saturday, April 17, from 10:00 to 11:30 a.m. via Zoom.
- Because there will be a gap between the end of the first quarter schedule of payments on March 31 and the Special Convention on April 24, I will request that the Executive Board adopt a supplemental schedule of payments for April and May to authorize the Treasurer to pay bills until the approval of a 2021 budget.
- Delegates for this Special Convention will be those who were elected and certified for the 226th Convention last November.
- The registration fee, which will cover the costs of tech support and translation services, will be determined.
- Registration materials and more details will be provided next week.

God has called us to mission and ministry together in Jesus' name here in the Diocese of Virginia. We take on our roles in God's mission with utmost joy and with thanksgiving for the responsibilities entrusted to us. Let us begin our prayers for this Special Convention and for the opportunities it presents us to live in God's love and service.

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

Faithfully yours,

The Rt. Rev. Susan E. Goff
Bishop Suffragan and Ecclesiastical Authority

Letters from the Executive Board

Letters from the Executive Board between the 226th Annual Convention and the Special Convention to Pass the Budget

Delegates: An Invitation to Share Comments with the Executive Board

Monday, November 23, 2020

From: The Rt. Rev. Susan E. Goff, President of Convention and of the Executive Board
Mr. Bob Steventon, Vice President of the Executive Board
To: All Lay and Clergy Delegates to the 226th Convention of the Diocese of Virginia

We write today to invite you to be a part of the next step in adopting a diocesan budget for 2021. As I announced at the end of Convention on November 14, responsibility for the budget now rests in the hands of the Executive Board which serves as the Convention between Conventions.

To do their work faithfully, the Executive Board desires to hear from delegates. We therefore ask you to provide your response to this question:

As a delegate who had a vote on the budget, what do you want the Executive Board to know when they meet on December 17?

You may offer your answer using this form.* You may use up to 200 words in answer to the question. This parallels our Convention rule that delegates may speak for up to two minutes in debates. Please submit your response by Monday, December 7, so that diocesan staff members have adequate time to collate responses before the Executive Board meeting. Please note that this invitation is open only to registered delegates who attended our online Convention on November 14.

Thank you for your thoughtful attention to this process as we work together for the well-being of our Diocese. We are indeed One Together and we need each other as we move forward toward God's intended future.

* In the original email sent to delegates, this was hyperlinked to an online submission form.

A Report from Today's Executive Board Meeting

Thursday, December 17, 2020

From: Executive Board of the Diocese of Virginia
To: Members of the Diocese of Virginia

The Executive Board of the Diocese of Virginia met via Zoom on Thursday, December 17, 2020. The meeting focused on addressing the 2021 budget that the diocesan Convention failed to adopt. The Board also reviewed the comments that delegates submitted in response to the request of the president and vice president of the Board.

While this was a regularly scheduled business meeting, the morning was spent in deep teaching and learning about how our diocesan ministry is financed. Treasurer Ted Smith focused on income –

property, church pledges and investments, while Bishop Taylor offered an update on the work of the Resourcing God's Mission Task Force. Bishop Brooke-Davidson presented an overview of the support granted to our mission congregations based on the work of the Committee on Congregational Missions. Paris Ball, Minister for Christian Formation and Camps, presented an overview of college ministry on five campuses in the Diocese of Virginia. This education session provided an orientation for new board members and gave all members more of the information they need to respond to questions and comments that they heard at the budget hearing, at Convention, and in subsequent communications to the Executive Board.

Led by Ted Smith and Budget Committee Chair, the Rev. Andrew Moore, the Executive Board worked to fulfill their canonical responsibility (Canon 19.2) to develop and adopt a schedule of payments for the first three months of 2021. This authorizes the Treasurer to make payments in order to facilitate the mission and ministry of the Diocese. These include our work toward hiring a full-time Minister for Racial Justice and Healing, supporting our campus ministries and supporting our mission congregations. Among those mission congregations are most of our Latino ministries, some of our historically Black congregations, and both of our Korean congregations.

In response to what the Executive Board heard, the schedule of payments includes an increase to the area of campus ministry and allows the use of reserves to support mission congregations, though neither area of ministry is restored to 2020 levels.

The adopted schedule of payments reflects the four priority areas:

- Healing across differences
- Sharing the faith of Jesus
- Caring for God's creation
- Resourcing God's mission

The priority of resourcing God's mission allows us to focus on identifying and building the resources needed to sustain our ministry today and into the future.

Bishop Goff rolled out this articulation of priorities at Convention 2019. The articulation was informed by conversations with a wide variety of people and groups between Bishop Johnston's retirement at the end of the 2018 and the 2019 Convention. These conversations included the diocesan wide listening tour undertaken in early 2019. This was followed in early 2020 by a visioning tour to flesh out the priority areas. The work continues now in the Ministry for Racial Justice and Healing group, the Task Force on Resourcing God's Mission, and the Creation Care Task Force, which is in the process of regrouping. A task force or other group to focus on evangelism has not yet been set up.

The Board scheduled a special meeting in January to resume its work on a 2021 budget. Additionally, the Board will begin to address the budget process for 2022 at their February meeting.

Summary of Today's Executive Board Meeting/Status of Diocesan Budget Process for 2021

From: Executive Board of the Diocese of Virginia

To: Members of the Diocese of Virginia

At the first meeting of the 2021 Executive Board, Bishop Susan Goff opened with prayers for the unity of our nation and for the work of our Executive Board.

The Executive Board welcomed nine new members, including three at-large members appointed by Bishop Goff. (See the full Board.*)

The members elected Garway Bright to serve as Vice President of the Executive Board.

Today's virtual gathering was called as a special meeting to continue the work on the diocesan budget for 2021. The Executive Board is committed to providing a summary to the full membership of the Diocese after each of its meetings.

Background (as previously reported): *At the 226th Annual Convention, which met virtually on November 14, 2020, the delegates debated a proposed 2021 budget, which reflected necessary cuts in almost all areas. The proposed budget was designed in anticipation of approximately 15% less giving by parishes to the Diocese. After an extended discussion, the Convention declined to approve the budget and thereby referred the budget back to the Executive Board.*

Today, diocesan Treasurer Ted Smith reported to the Executive Board that 120 pledges totaling \$3.0 million have been received. This represents 85% of the forecasted pledge income in the draft 2021 budget. The diocesan finance staff will be contacting those 59 congregations that have yet to pledge.

As the Executive Board moves forward to address our diocesan budgets, transparency continues to be a top priority. The Executive Board will regularly inform the people of the Diocese about their work regarding the 2021 budget and about the design of 2022 budget process, which is already underway.

The Executive Board will meet again on Saturday, February 27 via Zoom. We will keep you up to date. If you have questions or comments, please contact the Executive Board at executiveboard@thediocese.net.

*In the original email sent to members of the Diocese, the full list of the Executive Board was hyperlinked here. Executive Board members at this time were:

The Rt. Rev. Susan E. Goff, Bishop Suffragan and Ecclesiastical Authority, Executive Board President
The Rev. Jo Belser, Church of the Resurrection, Alexandria, Alexandria Region
The Rev. Catherine Campbell, San Jose and Cristo Rey, Arlington, Arlington Region
The Rev. Andrew Moore, St. Andrew's, Richmond, Central Richmond Region
Ms. Barbara McMurry, Grace, Keswick, Charlottesville Region
Ms. Mary Ann Cowherd, St. Stephen's, Culpeper, Culpeper Region
Ms. Cindy Helton, St. George's, Fredericksburg, ECW President
The Rev. Jay Morris, Aquia, Stafford, Fredericksburg Region
Mr. Garway A.D. Bright, Vice President of Executive Board, Christ Church, Glen Allen, Member at Large
Ms. Cheryl Groce-Wright, Holy Comforter, Richmond, Member at Large
Ms. Alda White, Trinity, Fredericksburg, Member at Large
The Rev. David Lucey, St. Francis', Great Falls, North Fairfax Region

The Rev. Chris Miller, Immanuel, Old Church, Mechanicsville, North Richmond Region
Ms. Sandra Kirkpatrick, St. Stephen's, Heathsville, Northern Neck Region
Mr. Karl Colder, Sr., St. David's, Ashburn, Northern Piedmont Region
Mr. George Omohundro, St. Luke's, Alexandria, Potomac Region
Mr. Sergio Gutierrez, La Iglesia de Santa Maria, Falls Church, South Fairfax Region
Mr. Preston Sudduth, St. George's, Stanley, So. Shenandoah Valley Region
The Rev. Barbara Marques, St. John's, West Point, Upper Tidewater Region
Mr. Ken Royston, Christ Church, Glen Allen, West Richmond Region
The Rev. Webster Gibson, Christ Church, Winchester, Winchester Region

A Letter to Delegates to the 226th Annual Convention: Our Work Continues

Friday, February 5, 2021

Bishop Goff announces that there will be a Special Convention to Pass the Budget. The full letter can be found on page 473.

Summary of Today's Executive Board Meeting

Saturday, February 27, 2021

From: Executive Board of the Diocese of Virginia

To: Members of the Diocese of Virginia

Today's online meeting of the Executive Board focused on preparation of an updated 2021 budget and a Special Convention to adopt the budget, which will be held online Saturday, April 24.

The Budget Working Group of the Board met and continued work on the revised budget with a discussion of the revised pledge income forecast. With 86% of parishes now reporting a pledge to the Diocese, pledge income is forecast to be higher than was anticipated at the November Convention, when approximately 15% of the parishes had reported a pledge. The Working Group is considering input from the October 31 Open Hearing on the Budget, the November Convention, and responses to a subsequent survey of delegates. The group will meet for at least two more working sessions prior to the Executive Board meeting on March 18. The proposed budget and supporting documents, including a narrative budget, will be posted on the diocesan website and distributed to delegates no later than March 22. An Open Hearing on Budget for Convention delegates will be held on April 17, one week prior to the Special Convention.

The Executive Board also adopted a Cafeteria/Section 125 plan for the diocesan payroll. This important compliance mechanism enables an employer to designate an employee's contribution to a benefit premium as a pre-tax item. The Diocese recommends that congregations adopt this plan where applicable and offers a plan template to congregations free of charge. If wardens and treasurers have questions about the applicability of this plan to a congregation, they should contact diocesan Treasurer Ted Smith at tsmith@thediocese.net.

The Executive Board will meet again on Thursday, March 18 via Zoom. The Board will regularly inform the people of the Diocese about their work regarding the 2021 budget and about the design

of the 2022 budget process, which is already underway. If you have questions or comments, please contact the Executive Board at executiveboard@thediocese.net.

Today's Executive Board Meeting; Draft Budget Approved

Thursday, March 18, 2021

From: Executive Board of the Diocese of Virginia

To: Members of the Diocese of Virginia

The Executive Board of the Diocese gathered today in a special meeting to approve a draft budget to present to the April 24 Special Convention.

In preparation for today's meeting, the Budget Working Group of the Board met three times to revise the budget based on the updated forecast for pledge income from parishes. The Working Group considered input from the October 31 Open Hearing on the Budget, the November Convention, a subsequent survey of delegates and conversations from the last four meetings of the full Executive Board.

The Budget Working Group proposed, and the Executive Board adopted, a draft budget balanced at \$4,867,123. The Working Group approached this revision with focus on the Diocese's stated mission priorities: healing across differences, honoring and caring for God's creation, and sharing the faith of Jesus with youth and others.

The proposed budget, including the narrative budget, will be available on the diocesan website no later than Monday, March 22. An Open Hearing on the Budget for Convention delegates will be held on April 17, one week prior to the Special Convention. Questions and comments regarding the budget may be directed to budget@thediocese.net.

Special Convention Delegates: Proposed Budget Now Available

Wednesday, March 24, 2021

From: Executive Board of the Diocese of Virginia

To: All Lay and Clergy Delegates to the Special Convention

Delegates to the Special Convention:

The Executive Board of the Diocese gathered on March 18 in a special meeting to approve a draft budget to present to the April 24 Special Convention. Prior to that meeting, the Budget Working Group of the Board met three times to revise the budget based on the updated forecast for pledge income from parishes.

The Budget Working Group proposed, and the Executive Board adopted, a draft budget balanced at \$4,867,123. The Working Group approached this revision with focus on the Diocese's stated mission priorities: healing across differences, honoring and caring for God's creation, and sharing the faith of Jesus with youth and others.

The proposed budget, the current record of parish pledging, and the budget narrative are now available on the diocesan website. An Open Hearing on the Budget for Convention Delegates will be held via Zoom on Saturday, April 17, 10:00 to 11:30 a.m. A link will be sent to all delegates by April 15.

Please hold the following in mind as you review these materials:

- Check the Special Convention page on the diocesan website for materials supplemental to those already posted.
- You are invited to ask questions and seek clarification in advance of the hearing.
- The Rules of Order call for submission of amendments to the budget no less than three days prior to the open hearing. Any proposed amendments must be submitted in writing by April 13 to budget@thediocese.net.
- If you have not yet registered for the Special Convention to be held online April 24, please see registration details on our website. The deadline to register is April 16.

The budget working group invites questions and comments regarding the budget at budget@thediocese.net.

Schedule of Payments

Schedule of Payments for 1Q 2021

CATEGORY AND PROGRAM	2021 Draft Budget to Convention	2021 1Q Schedule of Payments
		-
EXPENSES		
Church Citizenship		
Support of Our Greater Church Community	601,865	150,500
General Convention Representation - Reserve	20,000	-
Province III - Representation & Support	14,045	3,515
Virginia Council of Churches (VCC)	7,000	1,750
Virginia Interfaith Center for Public Policy (VICPP)	5,000	1,250
Committee on Ecumenical & Interfaith Issues	4,000	1,000
Total - Church Citizenship	651,911	158,015
<i>Percent of Total Budget</i>	<i>14%</i>	<i>15%</i>
Evangelism and Christian Formation		
Formation Staff Cost	186,740	46,685
Formation Staff Travel	3,750	-
Aging, Committee on	11,305	-
Grants for Episcopal College Ministries	228,000	59,560
Committee on Parish Youth Ministries	18,250	4,565
Ministries in Higher Education, Committee on	500	125
Shrine Mont Camp Program Support	119,500	-
Ministry Development	5,000	-
Fee for Education for Ministry Program	2,750	-
Total - Evangelism and Christian Formation	575,795	110,935
<i>Percent of Total Budget</i>	<i>13%</i>	<i>11%</i>
Ministries of Human Dignity & Justice		
Mission & Outreach Staff Costs	53,630	-
Bishop's Minority Scholarship	2,500	-
Mission & Outreach Travel	3,750	-
Committee on Mission & Outreach	20,000	5,000
Gracelnside	40,500	10,125
Support - Office of Mission & Outreach	5,500	1,375
Stewardship of Creation, Committee on the	3,950	990
0311 San Jose, Arlington	62,500	15,625
0313 Cristo Rey, Arlington	56,500	14,125
0217 St. Paul's, West Point & Grace, Millers Tavern	9,000	2,250
0510 St. Francis Korean, McLean	25,000	6,250
0610 San Marcos, Alexandria	30,000	7,500
1323 St. Gabriel's, Leesburg	65,000	16,250
0806 Holy Cross Korean Mission, Fairfax	35,000	8,750
0807 Santa Maria, Falls Church	35,000	8,750
Interest on Santa Maria Property Loan	22,000	5,500
Mission for Racial Justice & Healing	17,500	4,380

Schedule of Payments for 1Q 2021

CATEGORY AND PROGRAM	2021 Draft Budget to Convention	2021 1Q Schedule of Payments
Triangle of Hope	22,750	5,690
Latino Task Force	500	500
Mental Health, Committee on	-	-
Prevention of Sexual Misconduct, Committee on	-	-
Women in Mission & Ministry	-	-
Total - Human Dignity & Justice	510,580	113,060
<i>Percent of Total Budget</i>	<i>11%</i>	<i>11%</i>
Direct Support of Congregations In the Diocese		
SOC Staff Cost	318,990	79,750
SOC Staff Travel	3,750	-
0106 Incarnation, Mineral	-	-
0207 Immanuel, King & Queen	1,500	375
0905 St. Peter's, Richmond	-	-
0909 Varina, Richmond	20,000	5,000
1107 Our Saviour, Montpelier	-	-
1108 St. David's, Aylett	9,000	2,250
1115 All Soul's, Atlee	39,000	9,750
1211 St. Francis, Manakin Sabot	35,000	8,750
1317 Christ Church, Lucketts	13,500	3,375
1407 Good Shepherd, Bluemont	13,900	3,475
1412 St. George's, Pine Grove	5,000	1,250
1414 St. Paul's, Ingham	3,000	750
1501 Buck Mountain, Earlysville	-	-
1506 Good Shepherd, Boonesville	3,000	750
1508 Grace Church, Stanardsville	9,900	2,475
1511 McIlhany Parish, Albemarle	28,300	7,075
1514 St. John the Baptist, Ivy	9,800	2,450
Reserve for maintenance projects	10,000	-
Reserve for special needs	19,000	9,500
Reserve for Transitions	15,000	7,500
Small Church Conference/Continuing Ed/Committee expenses	550	550
Committee on Stewardship	5,100	1,275
Committee on Liturgy & Church Music	-	-
Transition Ministry Expenses	1,800	450
Congregational Development Expenses	5,525	1,385
Insurance for vacant churches	5,000	1,250
Real Estate Tax (Undeveloped Land)	31,000	7,750
Total - Strengthening Our Churches	606,615	157,135
<i>Percent of Total Budget</i>	<i>13%</i>	<i>13%</i>

Schedule of Payments for 1Q 2021

CATEGORY AND PROGRAM	2021 Draft Budget to Convention	2021 1Q Schedule of Payments
Support and Development of the Ministry		
Ministry Staff Costs	347,240	86,810
Ministry Staff Travel	7,700	-
Commission on Ministry - General Expenses	2,000	500
Committee on Discernment	3,000	750
Clergy & Diocesan Conferences	10,850	2,715
Committee on Leadership Formation	-	-
Committee on the Diaconate	9,000	2,250
Committee on the Priesthood	20,000	5,000
Committee on the Young Priests Initiative	4,000	1,000
Diocesan Board of Examining Chaplains	6,000	6,000
Committee on Continuing Clergy Formation	15,000	3,750
Total for Ministry Areas	424,790	108,775
<i>Percent of Total Budget</i>	<i>9%</i>	<i>11%</i>
Governance, Communications & Finance		
Governance Staff Costs	244,825	61,210
Governance Travel	2,850	-
Standing Committee	6,520	1,630
Finance Staff	330,640	82,660
Finance Travel	4,240	-
Executive Board, Deans & Presidents	3,000	750
Program Development	-	-
Communications Staff Costs	188,890	47,225
Communications Travel	2,775	-
Virginia Episcopalian & e-Communique	1,500	375
Web Presence	7,500	1,875
Other Communications Expenses	23,500	5,875
Total Governance, Communication & Finance	816,240	201,600
<i>Percent of Total Budget</i>	<i>18%</i>	<i>19%</i>
The Episcopate		
Bishops	426,325	106,585
Episcopal Office Staff	82,570	20,645
Other expenses of the Bishops Office	3,000	750
Bishops' Travel	30,925	-
Bishops' Office Travel	1,749	-
Reserve - Lambeth	2,000	-
Episcopal Transition Expense & Reserve	4,000	-
Total Episcopate	550,569	127,980
<i>Percent of Total Budget</i>	<i>12%</i>	<i>12%</i>
Administration & Operations		

Schedule of Payments for 1Q 2021

CATEGORY AND PROGRAM	2021 Draft Budget to Convention	2021 1Q Schedule of Payments
Mayo House Staff	143,270	35,820
M&G Travel	-	-
Temporary Assistance	-	-
Administrative Staff Travel	-	-
Other Staff Expenses	7,500	-
Auto Expense & Reserve	21,230	-
Telephone & Cell Phone Expense	21,600	5,400
Office Supplies, Equipment & Services	50,000	5,305
Building Related Expenses & Reserve	80,000	-
Audit, Legal & Professional fees	40,000	10,000
Other operating expenses	5,000	1,250
Total for Administration & Operations	368,600	57,775
Percent of Total Budget	8%	6%
TOTAL EXPENSES	4,505,100	1,035,275
NET SURPLUS (DEFICIT)	-	-

Committees of Convention for Special Convention

For the 2021 Special Convention to Pass the Budget

Committee on Budget

The Rev. Andrew Moore, St. Andrew's, Richmond, Chair

The Rev. Jo Belser, Church of the Resurrection, Alexandria

Mr. Garway Bright, Christ Church, Glen Allen

Mr. Karl Colder, St. David's, Ashburn

The Rev. David Lucey, St. Francis, Great Falls

The Rev. Barbara Marques, St. John's, West Point

Ms. Barbara McMurry, Grace, Keswick

The Rev. Chris Miller, Immanuel, Old Church, Mechanicsville

The Rev. Jay Morris, Aquia, Stafford

Committee on Credentials

Ms. Terry Long, Holy Comforter, Richmond, Chair

Mr. Bruce LeLacheur, Executive Board Member

The Rev. Chuck McCoart, Emmanuel, Alexandria

Rules of Order of the Special Convention

Rules of Order of the Special Convention of the Diocese of Virginia April 24, 2021 (the “Convention”)

Amended October 20, 2020 to reflect new provisions in sections 5B and 5C to require that amendments be filed at least five days in advance of Convention.

1. There shall be an appropriate worship service at the Convention
2. On the first day of the Convention, the Presiding Officer, having taken the Chair, shall declare a quorum present, if such be the case, or he may direct that the roll of the members of the clerical and lay orders be called to determine a quorum. Each delegate registered and attending the Special Convention on April 24, 2021 (the “Convention”), by the use of, or a means of, communication by which all members participating in the Convention may simultaneously hear each other shall be deemed to be present in person. The presiding officer or the Chair of the Committee on Credentials may make reasonable accommodations for members of Convention to attend and participate in Convention, but each member shall be responsible for his or her access to the meeting and no action shall be invalidated by the loss of or poor quality of a member’s individual connection. Attendance shall be limited to registered delegates and invited guests.
3. On the first day of the Convention, the Program of Convention shall be adopted. Approval of a 2021 budget, and relevant associated resolutions therewith, shall be the sole order of legislative business at the Convention.
4. On the first day of the Convention, the Presiding Officer may appoint assistant secretaries to the Secretary of the Convention.
5. Prior to the Convention, the Presiding Officer shall appoint the following Committees of Convention to serve until their successors have been appointed.
 - A. Committee on Credentials
 - B. The Committee on Budget, to which shall be referred (a) the Executive Board’s recommended program and proposed funding, and (b) such relevant associated resolutions related thereto as shall have been filed in writing with the Convention.

The Committee on Budget shall conduct an open hearing at or prior to the Convention. Notice of such open hearing shall have been announced at least thirty days prior to Convention and the Committee shall thereafter report to Convention by presenting:

1. The Executive Board’s 2021 budget.
2. The resolutions or recommendations relevant to and associated with approval of the 2021 budget filed in writing with the Convention with the Committee’s recommendations to the Convention regarding adoption or rejection of each.
3. Such other changes in the Executive Board budget as the Committee shall recommend, said changes to be presented in the form of a resolution or resolutions.

No floor amendment to the proposed budget will be considered unless the subject matter of the proposed amendment has been presented and made known to the Committee on Budget prior to or during open hearings.

4. No amendment to the proposed diocesan budget, as presented by the Committee on Budget, shall be received unless the amendment includes provision for offsetting changes in other expenditures or revenues.
 5. All proposed amendments to the budget shall be submitted not less than three days prior to the open hearing.
- C. The Committee on the Journal of the Convention, composed of three persons of whom the Secretary of the Diocese shall be one, and of either order, to whom shall be referred all matters to be printed in the Journal of the Convention, which said Committee shall have power to act during recess of the Convention, and report to the Convention.
6. The Presiding Officer shall appoint such other committees of Convention as the Convention may direct or the Presiding Officer may determine and he may designate the chairperson of any committee.
 7. The size and composition of every committee of Convention shall be in the sole discretion of the Presiding Officer, except where otherwise provided by the Constitution and Canons.
 8. The Presiding Officer may appoint a parliamentarian for any meeting of Convention.
 9. When a motion is made and seconded, it shall be stated by the Presiding Officer, and, if in writing, be read by the Secretary. After a motion is so stated or read, it shall be deemed in possession of the Convention, but may be withdrawn by the mover at any time before amendment or decision, with the consent of the second.
 10. Every motion shall be reduced to writing if the Presiding Officer or any member requires it.
 11.
 - A. When a motion is pending, the following amendments shall be in order:
 - (1) One amendment may be made to each independent or separable portion thereof; and (2) one motion to amend that amendment shall be in order; and it shall be in order also (3) to offer a further amendment by way of substitute to which may be offered one amendment.
 - B. No proposition not germane to the subject under consideration shall be received under color of an amendment or a substitute. Neither the substitute nor its amendment shall be voted on (except to lay on the table) until the original matter is perfected. An amendment or a substitute may be withdrawn by the mover with the consent of his seconder before amendment thereof or before decision is had thereon.
 - C. The amendment or the substitute shall be debatable only when the main question is debatable.
 - D. The adoption of an amendment by way of substitute or otherwise shall not displace the main resolution, which, after being amended, shall be the question before the Convention.
 - E. The following questions cannot be amended:
 - (1) The call for the Order of the Day,
 - (2) an appeal from the decision of the Chair,
 - (3) an objection to consideration of any question, or the motions
 - (4) to adjourn,
 - (5) to lay on the table,
 - (6) to take from the table,
 - (7) for leave to continue speaking,

- (8) to postpone indefinitely,
- (9) to reconsider,
- (10) to suspend rules,
- (11) to take up business out of order or
- (12) for leave to withdraw a motion.

F. The order of decision of a question before the Convention shall be:

- (1) Amendment to the amendment of the main question;
- (2) Amendment to the main question;
- (3) Amendment to the substitute motion;
- (4) The substitute motion;
- (5) If the substitute fails, then the main question.

12. When a question is under debate no motion shall be received but to
 - (1) adjourn,
 - (2) to lay on the table,
 - (3) for the previous question,
 - (4) to take at a certain time,
 - (5) to commit or recommit,
 - (6) to amend or substitute,
 - (7) to postpone to a certain day, or
 - (8) to postpone indefinitely, which several motions shall have precedence in the order enumerated and be settled by a majority vote.
13. A motion for the previous question shall be put in this form: "Shall the previous question or questions before the Convention now be put?" If the previous question is voted, only the immediately pending questions before the Convention shall be put without debate.
14. In addition to voice voting, voting may be conducted using virtual voting systems approved by the Secretary of the Convention. Votes cast using the virtual voting system shall be deemed the equivalent of votes cast in person and deemed to be anonymous if the identity of the voter is available only to the voting system administrator or the Head Teller.
15. A motion to adjourn, or lay on the table, shall always be in order and shall be decided without debate.
16. When two or more members of Convention indicate a wish to speak, the Presiding Officer shall decide who is entitled to the floor. The Presiding Officer may mute members as needed for good order in the meeting.
17. Except by leave of the Convention, no member shall speak more than twice in the same debate, nor longer than two minutes at one time. No applause shall be permitted when a question is under debate.
18. The vote on all questions shall be taken by orders whenever as many as five members request it.
19. Reports of all committees shall be in writing. Statistical and other reports of officers and committees which require no action by Convention may be read by title only, and any report may be read in part only when the Presiding Officer shall, without obligation, so direct, or when the Convention shall so require.
20. No member shall absent himself from the meetings of the Convention without leave, unless he be sick or unable to attend.

21. All persons elected as officials of the Diocese by the Convention or by the Executive Board of the Convention, Presidents of the Regions, and members of the Executive Board-elect who will take office at the conclusion of the regular meeting of Convention, shall by virtue of their respective offices, be entitled to a seat and voice, but no vote, at all meetings of the Convention.
22. These rules may be amended or special orders for the conduct of business adopted at any time by a two-thirds majority of the members present.
23. In all matters not specifically covered by these Rules of Order or by the Constitution and Canons of the Diocese, Robert's Rules of Order, Revised, shall govern the Convention in all cases to which they are applicable.
24. Rules in force. At the meetings of the Annual Convention, the rules and the orders of the previous meeting shall be in force until they are amended or repealed by the Convention, EXCEPT that these rules for the Special Convention on April 24, 2021, shall be effective only for the Special Convention on April 24, 2021, and any adjournments thereof.

Program of Special Convention

“One Together”
The Special Convention
to Pass the Budget of
the Episcopal Diocese of Virginia
April 24, 2021 Online

Saturday, April 24

9:30 – 10:00	Gathering online
10:00 a.m.	Call to Order
	Land Acknowledgement
	Determination of Quorum
	Report of Credentials Committee
	Adoption of Rules of Order
	Adoption of Program
	Appointment of Parliamentarian
	Appointment of Secretary
	Appointment of Special Convention Budget Committee
	Presentation and Consideration of the Revised Draft 2021 Diocesan Budget
	Worship Service
	Vote on the 2021 Budget
1:00 p.m.	Adjournment

Proceedings of Special Convention

Saturday, April 24, 2021

Call to Order and Land Acknowledgement

The Rt. Rev. Susan E. Goff: Good morning, and welcome to this Special Convention of the Diocese of Virginia. We are called to order. As we begin this online gathering, I acknowledge that I'm hosting this meeting in the unceded ancestral land of the Powhatan people. Others in this Diocese are participating in unceded ancestral territory of the Manahoac and Monacan people. We honor these lands and give thanks for the people who stewarded them for generations. We ask God's blessing upon the land and the native peoples who live on the lands that are part of our Diocese today. People of the Chickahominy, Eastern Chickahominy, Mattaponi, Upper Mattaponi, Rappahannock, Monacan, Pamunkey and Parawomeck tribes. God bless them. God bless us all as we acknowledge our past and live into God's future.

Diocesan staff and others as well, are hosting this meeting from the Roslyn Conference Center, and we give thanks to the Conference Center for their hospitality and support, especially to Ms. Kass Lawrence, who is Director of Roslyn. It takes many, many people to make a conference happen. I want to let you know about who is here, and what people are in other places, making this happen. The masks on our faces indicate that some of us are in the same rooms together. In this room is also Mark Eastham, the Secretary of the Diocese; Mr. J.P. Causey, who is our Parliamentarian; Mr. Ted Smith, who is our Treasurer; the Rev. Andrew Moore, who is the Chair of the Budget Committee; Paige Williamson; the Rev. Sarah Brockenbrough; and Mr. Joe Klem of St. Andrew's, Arlington. In a room just across the courtyard are Nancy Chafin, Anita Lisk, Paris Ball, Erin Kamran, Aisha Huertas, and John Herrera. Down the hall are Bishop Brooke-Davidson and Bishop Taylor. At Mayo House, people who are offering technical support and running our election process are Bill Martin, Karen Smith, Julia Randle, Stephanie Higgins, Stas Jones and Ed Keithly. It takes a village truly to run a Convention, and we have a faithful village gathered in a number of sites to make this happen today.

I offer some details now about how we are using Zoom. This gathering is being translated live. Please select your choice of language at the bottom of the screen, the circle under which it says the word interpretation, click on that and choose your language, English or Spanish. Please choose one or the other under interpretation. In conversation with our Korean speaking members, they suggested that we not translate this Convention into Korean, which is why that option is not being offered today. We're continuing to refine our translation services for the future. Because this Convention is being translated live, we ask all speakers to speak slowly and clearly so that the translators can translate well and accurately.

Closed captioning is available by turning on the close caption option at the bottom of your screen. If you need close captioning, that is available at the bottom of your screen.

Please now check your screen name and make sure that it is your first and last name, or the name you go by and your last name, so that we can call upon you by name should you desire to speak. If your screen name is not currently your first and last name or the name you go by and your last name, please change that now.

We will determine our quorum and take votes via Zoom polls at this Special Convention. Polls will appear on your screen automatically. This is different from the way we voted in November, and I hope will be more straightforward and less cumbersome. I see in chat that we are having difficulty with closed captioning, and are working on it. That will be available very soon. We will use Zoom polls, which we hope will be easier than our voting was at Convention in November. There's one exception to that. If there is a request for vote by orders at any time today, we will not be able to do that kind of vote via Zoom, because the platform doesn't have the capability of doing it. Instead, if any five members of Convention call for a vote by orders, a poll will be sent to each delegate via email. It will take 20 to 30 minutes for each

vote to be sent, received and tallied. I share that information about voting by orders, not to preclude that option, but to let you know about the matter of timing, should you consider that possibility.

Your microphone will be muted unless you're called on to speak during the day. I urge us all to keep our video on throughout Convention, except for maybe those brief moments when leaving it on would be a distraction to others, but please otherwise leave it on. We are a community and seeing each other's faces, even in little boxes on a screen, is part of a way that we can build community. I also invite you at least once this morning, to just scroll through all of the pages of faces that there are to get a sense of who we are. Almost 400 people gathered here together today.

Regarding the chat function during this meeting: We will use chat during debate on amendments and debate on the budget. We'll use it during worship for typing in prayers if people would like to do that. The private chat function has been disabled for today. If you send something and think you're sending it privately to someone, it will be seen by everyone. I will say more about how we'll use chat in debates in a little bit.

Now I'm going to say something that may sound contradictory to what I just said, that the private chat function is not open. However, if at any time you wish to make a point of order, please send a private message in chat to Mr. J.P. Causey, our Parliamentarian. He is a host in this meeting, and you can send a private chat to a host. If you wish to make a point of order, send a chat message to Mr. J.P. Causey, our Parliamentarian, indicating what point you would like to make.

If you have technical issues, we have a team standing by to assist you. You can contact them by email at ksmith@thediocese.net or jrandle@thediocese.net, or by calling the numbers that have been posted in your chat function.

Invocation

The Rt. Rev. Susan E. Goff: We have begun our organization, and let us take a step back now to one of the most important pieces that we have to do this morning, and that's gather in prayer. I call upon Mr. Garway Bright, who is the Vice President of the Executive Board to offer our invocation.

Mr. Garway Bright (Vice President, Executive Board): Thank you Bishop Goff. My dear brothers and sisters in Christ, as we've gathered virtually for this Special Convention of our Diocese, we ask our Lord to give us that unity, that focus and that resolution to put away anything that hinders. Let our thoughts, our actions and our intentions be unified to glorify you, Lord. Let us pray.

Almighty and everlasting Father, who has given the Holy Spirit to abide with us forever. Bless, we beseech thee, with his grace and presence, the bishops and all the clergy and the laity virtually assembled in thy name. That thy church, being preserved in true faith and godly discipline, may fulfill all the minds of him who loved it and gave himself for it. Thy son, Jesus Christ, our savior, who liveth and reineth with thee in the unity of the same spirit, one God, now and forever. Amen.

Determination of Quorum

The Rt. Rev. Susan E. Goff: Amen. Thank you. We move now to the determination of the quorum. In a moment, you will see a polling window pop-up on your screen. Please click the appropriate box, whether you are lay or clergy, and then click submit. Once you vote, the box will go away. The pop-up screen will come up now, and please vote now.

If you haven't already indicated as a delegate, if you are clergy or lay please do so now. Seeing no more votes come in, we end polling. I call on Mark Eastham, Secretary of the Diocese, for the determination of the quorum.

Mr. Mark Eastham (Secretary): According to Article IV of the diocesan Constitution, one-third of the members of the clerical order and one-half of the members of the lay order shall constitute a quorum for the transaction of any business at any regular or special meeting of the Convention. There being 455 members of the clerical order, 152 are required for a quorum. There being 311 members of the lay order, 156 are required for a quorum. At 10:25 a.m., a quorum was achieved with 186 members of the clerical order and 180 members of the lay order registered. Thank you.

Report of the Credentials Committee

The Rt. Rev. Susan E. Goff: Thank you. I now call on Ms. Terry Long, Chair of the Credentials Committee, for the report of that committee.

Ms. Terry Long (Chair, Credentials Committee): Thank you. I have examined the certificates of election of lay delegates, and filed with the Secretary of the Convention a list of those persons duly elected as delegates and alternate delegates to this Special Convention of the Episcopal Diocese of Virginia.

Adoption of Agenda

The Rt. Rev. Susan E. Goff: Thank you very much. I ask now for a motion to adopt the agenda of this Special Convention. To make a motion, please click below on the participants, and you will see your own name at the top and a blue raised hand. If you wish to make a motion or to make a second, please click on the raised hand. Is there a motion to adopt the agenda of this Convention? There is a motion. Is there a second? It has been moved and seconded. The adoption of the agenda has been moved and seconded.

You will now see a polling window pop-up on your screen. Please choose your answer, all in favor of adopting the agenda of Special Convention or oppose. Please vote now. Polling is ended, and the motion to adopt the agenda is passed (359 votes yes, 1 vote no). Thank you very much.

Appointment of Parliamentarian and Secretary

The Rt. Rev. Susan E. Goff: I make some appointments. I appointed Mr. JP Causey, of St. John's, West Point as parliamentarian of this Special Convention. I appoint Mr. Mark Eastham, the Secretary of the Diocese, as Secretary of Convention.

Adoption of the Rules of Order

The Rt. Rev. Susan E. Goff: We now move toward the adoption of the Rules of Order. I asked for a motion to adopt the Rules of Order for this Special Convention, which has been sent to you and posted on the website. Again, to make a motion, press the "raise hand" button. I see hands raised. Second, raise hands. I see hands raised. Thank you very much. The motion to adopt the Rules of Order has been made and seconded.

You'll now see a polling window come up on your screen. Please choose your answer, all in favor of adoption of the Rules of Order, yes. All opposed vote no. Please vote now. The poll is closed, and the Rules of Order have been adopted (354 votes yes, 2 votes no). Thank you, very much.

Appointment of the Committees of Convention

The Rt. Rev. Susan E. Goff: I appoint the Committees of Convention. Members of the Committees of Convention have been posted on the diocesan website and were included in the information

packet that was sent to you. I thank each of these people for their service. I recognize the chairs of the committees: Ms. Terry Long, member of Holy Comforter, Richmond of the Credentials Committee from whom you've already heard, and the Rev. Andrew Moore, Rector of St. Andrew's, Richmond and Chair of the Budget Committee, from whom you will hear shortly.

Call for Amendments to the Budget and Special Order Vote

The Rt. Rev. Susan E. Goff: Having now organized this Convention, I move to a call for amendments. I called for amendments to the budget to be presented now. Amendments BR-1 and BR-2 were sent to you and posted on the website very, very early this morning. A third amendment was just sent. There was no time to post it on the website or to send it to you. It will be screen-shared when we get to it. Three amendments have been received.

If you wish to offer an additional amendment, please type "speak – offer amendment" in the chat function, and I will call upon you. Please also make sure that your proposed amendment is sent to Mr. Ted Smith, in writing, if you have not already done so, so that we can share that amendment with Convention in writing. If you haven't already sent it, in writing, please do so now. His email address is in the chat function. If you wish to offer an amendment to the budget, now is the time to do so. Once all amendments have been received, we will begin debate and voting on the amendments, beginning with BR-1. I see the Rev. Cayce Ramey has written "speak amendment." Does that mean you are speaking to offer an amendment, the Rev. Cayce Ramey? Thank you very much. Yes, I see that in chat.

Mr. Ted Smith (Treasurer): I have his amendment.

Bishop Goff: It has been sent to Mr. Ted Smith. Four amendments then have been received. Are there other amendments, additional amendments to be placed on the floor? If you're thinking about an amendment, speak now or forever hold your peace. Thank you very much. We will in a moment then turn to the presentation of the amendments and debate and vote on each one.

The amended budget will then come before Convention for debate and vote. Once we complete the debate we'll take time to worship together in a service of a Noonday Prayer. This will be a live service as opposed to our recorded service this time. After the service, we'll gather together to vote on the budget. To facilitate our debate, I recognize the Parliamentarian to propose a special order for debate for this morning.

Mr. J.P. Causey (Parliamentarian): Thank you, Bishop. I move that there would be a special order for the debate, that unless terminated earlier, the debate will terminate at noon. This is a special order. It requires two-thirds vote to approve it. If it is adopted, it may be amended at a later time by a two-thirds vote of Convention.

Bishop Goff: Thank you very much. A motion for a special order of debate to terminate debate at 12 noon today has been presented. Is there a second to that motion? The motion has been seconded. Is there discussion about the motion?

Seeing none, then we put up a Zoom poll for the special order of debate to terminate debate at 12 noon if not terminated earlier. It requires a two-thirds vote of Convention. Please vote. The poll is closed. We will share those results. The motion is carried by a two-thirds majority (326 votes for, 34 votes against). Thank you very much.

Instructions on Budget Resolution Debate

The Rt. Rev. Susan E. Goff: I invite you to listen now as I give those instructions for how we will speak on the amendments and the budget, and how you indicate that you desire to speak. The chat function will manage our debate. We will use that function to help us manage the debate. To indicate that you wish to speak to an amendment or to the budget, please type the words, “speak for” or “speak against” in the chat window. I will call on you in the order in which you enter “speak” in chat, alternating between for and against.

If you wish to call the question, which means to make a motion to end discussion and proceed to the vote, you should still type, “speak for” or “speak against” in chat. When you are recognized you may call the question. A motion to call the question is not debatable. When you are recognized you must move to call the question immediately without making any comments. If you wish to question whether the discussion or any comment is in line with the rules of order, to request a vote by orders, or to make another parliamentary point, please send a chat message to our Parliamentarian, J.P. Causey. For our purposes today, calling the question to end debate and go to a vote is not a point of order. Do that in chat by typing, “speak for” or “speak against” and call the question when you are called upon.

Please don't type any comments in chat about the debate. To do so would be tantamount to jumping up in the ballroom in the hotel and grabbing the mic in front of whoever else is in line. As we wouldn't do that there, then we won't do that here.

When I call on you, you'll see a popup window on your screen, inviting you to unmute. At that time, you may begin speaking. Our rules require that comments be limited to two minutes. At the two-minute point, your microphone will be muted. Our rules of order also stipulate that an individual may speak no more than twice on the same subject, except with the leave of the Convention.

I know I've said a whole lot. We'll show a screen now that summarizes some of that. Just to make sure that we all understand. If you wish to speak to the matter on the floor, please type “speak for” or “speak against” in the chat function. If you wish to call the question, type “speak for” or “speak against” and call the question when you are invited to speak. If you wish to make a point of order, please send a chat message to J.P. Causey. You may speak for up to two minutes. You may speak no more than twice on the same subject.

Take a moment to look at that and make sure you're comfortable with our rules for debate and how we will do it via Zoom. I also ask all delegates to check to make sure that your language is set. At the bottom of your screen there is a circle that says interpretation. If you haven't done so, please select English or Spanish.

As you will see in chat, please don't send a private chat to diocesan staff members. They are very well occupied, each doing the job that they are here or at Mayo House to do and don't have the capacity to respond to you. If you need technical help, you have seen those numbers. It is in chat. That is the way that you can get technical support.

One final note: When the debate on amendments and the budget is concluded and we adjourn for worship, there will be no further debate. We won't come back from worship and continue with the debate. After worship, we will proceed directly to the vote on the budget, with any amendments adopted by Convention.

Budget Resolution 1: Reallocate Cost-of-Living Adjustments to Post-COVID Ministry

The Rt. Rev. Susan E. Goff: I now turn the mic to the Rev. Andrew Moore, who is the Rector of St. Andrew's in Richmond and Chair of the Budget Committee. After we have debated and voted upon amendments, which we will do first, then he will present the budget. Right now, he will present amendments.

The Rev. Andrew Moore (St. Andrew's, Richmond, and Chair, Budget Committee): Thank you so much, Bishop Goff. It truly is a privilege to be with you all again in this virtual space for this Special Convention. We have four amendments before us today. The first of which was submitted by the Rev. Sean Rousseau. I invite him to speak to that at this time.

The Rev. Sean Rousseau (St. Paul's, Haymarket): Hello. This amendment is offered. The rationale is to be in solidarity with those who have experienced employment challenges, maintaining their employment, during this time period during the pandemic. We've had a lot of church members ourselves, who have experienced that, either a reduction in hours or salary, or being furloughed, or just maintaining their current employment at all. At St. Paul's, we purposefully decided not to give the staff any increases in salary in any way, shape or form; pay increases, bonuses or cost of living allowances. We think that that is a very good step to take on our side, to be in solidarity with them. We think it would be a good one for the Diocese to do as well, to show their connection with people that way and understanding of the situation. Thank you.

Mr. Moore: Thank you, Sean. Because this resolution was received before the publish deadline, the Budget Committee was able to consider it at our last meeting on Thursday. We recognize the ongoing financial pain that so many are feeling across our Diocese, and the difficult decisions that many parishes have had to make in crafting their own budgets. However, our sense was that taking away the cost of living adjustment from a diocesan staff that is already stretched thin, felt punitive at this time. That as we look to fund ongoing COVID responses, we should look to other sources, including the new grant program being created by The Episcopal Church for just this purpose. The Budget Committee unanimously recommends that Convention does not adopt Budget Resolution 1.

Bishop Goff: Thank you. We turn now to debate on Budget Resolution 1. If you wish to speak to Budget Resolution 1, please type "speak for" or "speak against" in chat.

I call on the Rev. Will Peyton to speak against.

The Rev. Will Peyton (St. Paul's Memorial, Charlottesville): Thank you, Bishop. At St. Paul's we have responded to local needs related to the COVID crisis by allocating tens of thousands of dollars that we have received as essentially a windfall from the employee retention credit. Virtually every congregation in this Diocese is eligible for the employee retention credit. If you have not claimed it, then you're throwing money away. The conservative estimates of the total for all the congregations in the Diocese, this is back of the envelope, but that would be in the millions of dollars. I'm not sure it's a good use of our time to discuss an amendment that amounts to less than a quarter of 1% of the diocesan budget when we could be and should be, and I hope many of us are, claiming millions of dollars that can be directed to local people in crisis. That's what we've done at St. Paul's and I encourage all my friends and colleagues around the Diocese to look into similar possibilities. Thank you.

Bishop Goff: Thank you. I call on the Rev. Deacon Emmetri Beane, to speak for.

The Rev. Deacon Emmetri Beane (St. Stephen's, Culpeper): As a person who has gone without a pay raise, I was speaking with one of my colleagues, I believe this is at least two years ago and I believe I'm going to be going into the third year without a pay raise. While my colleague may say, it's not worth

the time to debate, sometimes the Church takes actions that are iconic, that are symbolic, that are deeply meaningful to people who stand outside the church. If there is a fund that the church creates that people can apply to who need the money, then it's fine for diocesan staff to apply to that fund, if they need money, just like I could apply to that fund if I need money, like an outsider can apply.

We have to begin to look at the Church, the Diocese, like people outside of us look, and feel the pain that people outside feel. Even if it's just symbolic, it's not punitive. It's symbolic to share what people outside share, and at least let them say, "We see what you see. We experience what you experience." Thank you.

Bishop Goff: I call then Mr. Harry Dickinson to speak against.

Mr. Harry Dickinson (Trinity, Fredericksburg, and Fredericksburg Region President): I would like to offer comment against this resolution. I think our staff works very hard, especially during the time of pandemic. You will see when we get to Budget Resolution 2, that I've included in that an increase in line 53 for the approximate \$10,000 that was proposed to move the money around in Budget Resolution 1. Thank you.

Bishop Goff: I call on Kelly Carson to speak for.

Ms. Kelly Carson (St. Paul's, Haymarket): Thank you. At a noted half percent of the budget, what an excellent opportunity to stand in unity during a time of shared suffering. Thank you.

Bishop Goff: Thank you. I call on H.L. Vogl to speak against.

H.L. Vogl (St. David's, Ashburn): I move to call the question.

Bishop Goff: That is in order. Is there a second? I see some raised hands. All in favor of ending debate and voting now. You will indicate that on a poll that will come up momentarily. Please vote now. The motion to end debate carries (338 votes yes, 20 votes no).

We now vote on the motion itself on the amendment. The vote will now be on the amendment. Please vote now. We now end polling, and please share these results. The amendment is defeated (282 votes no, 74 votes yes). Thank you all very much.

Budget Resolution 2

The Rev. Andrew Moore: Thank you. Budget Resolution 2 was submitted by Mr. Harry Dickinson and was sent to you yesterday. I now call on Mr. Harry Dickinson to speak to that resolution.

Mr. Harry Dickinson (Trinity, Fredericksburg, and Fredericksburg Region President): Thank you. Be present. Be present, oh Lord in this meeting and the decisions that we make, for the Spirit of Christ's kingdom. Amen. For some time now, the Diocese has had campus and young adult ministries, evangelism, racial reconciliation among our priorities. The revised proposed budget addresses some of the concerns raised at the Convention, such as partial reinstatement of funds for campus ministry and a new line item for funds to be allocated to mission churches. However, the economy of Virginia is improving which I'm optimistic will lead to increased collections for parishes in the Diocese.

Therefore, I propose that we increase anticipated collections to allow for some increases in expenses. My proposal would reinstate the remaining funds cut from campus ministries. During the pandemic, many churches need more help with congregational development and stewardship. I think we need to

reinstate the staff position for congregational development. Adding that position when parishes need more help seems like a wise choice.

The third proposal increases the amount in the line item for post COVID ministries, and this is in lieu of reducing the small cost of living pay adjustments proposed in another resolution. If it turns out that the anticipated collections are not as high as budgeted, we will end the year with an excess of expenses over revenues. That will use up a very small portion of our undesignated, unrestricted net asset balance. What better time than a pandemic to make us use up some of our savings.

I urge you to support this amendment, and I'd also like to be clear that although I signed it as President of the Fredericksburg region, this is a proposal that comes from me and was not endorsed by our Regional Council. Thank you very much.

Mr. Moore: Thank you. Because this resolution was received after the Budget Committee's last meeting, we were not able to formally consider it. However, Ted Smith and Stas Jones quickly looked at pledging data from 2015 to 2020. Over the course of that time, some parishes did indeed pay more than they had pledged, and other parishes paid less than they had pledged. Net average in that time is actually a negative 0.3%. Meaning that underpayments have historically outpaced overpayments. Given the ongoing economic uncertainty due to the pandemic, the Budget Committee feels it unwise to assume that we would see a historic net gain of 3% over current pledges. While not an official recommendation, the consensus of the Budget Committee's conversation was that Convention should not adopt Budget Resolution 2.

Bishop Goff: The debate is now on BR-2. If you wish to speak, please type, "speak for" or "speak against" in chat, and I will call you in the order in which I see you signing up for and against. I call on Kaelie Jager to speak for.

Ms. Kaelie Jager (Youth Delegate, So. Shenandoah Region): Hello. I am a former senior warden for Canterbury Episcopal Campus Ministries at James Madison University. The parochial report in 2019 reported that membership is down in the Episcopal Church, and now we've been in a global pandemic for a year. That is why I sit here puzzled in front of you for the fourth time, trying to understand why we are cutting the budget of one of the most important ministries that keeps our membership.

Choosing to continue to cut the budget for college campus ministries, after the majority of Convention voted to maintain the 2020 budget amount, is honestly blasphemous. We are grateful for the addition to the budget, but it's not enough. College students need this ministry, not only for the continuation of their faith, but as a welcoming community, that they deserve to have access to. Just the other day I had a friend at VCU Canterbury reach out to me to discuss why there are so few LGBTQ+ affirming ministries on their campus. Our LGBTQ brothers and sisters, along with every other marginalized group, deserve to find a home in our church. If we cannot give them the support that they need, arguably during the greatest time of growth, how can they trust that we will ever be there for them?

Look, I'm a senior. In 15 days I graduate from JMU, but I'm here today, on the last Saturday morning, to fight for the organization that has changed my life. To everyone watching, if you choose to pass this budget without this amendment you have spoken to the fact that supporting your fellow Episcopalians, no matter their age, in their journey to find and continue to find God is not a priority. Please act on the words spoken by Matthew in 6:21, "For where your treasure is, there your heart will be also."

I thank you for listening to me and for others who speak today. I also open to you the invitation to speak to me more deeply about the impact college campus ministries has had on my own life, or come visit us in action. For what you have not seen I do not expect for you to understand. Thank you.

Bishop Goff: Thank you. I call on the Rev. Jo Belser to speak against.

The Rev. Jo Belser (Church of the Resurrection, Alexandria): I speak against this resolution on two counts actually. The first is, as you heard, the pledges that we have been given by the churches in the Diocese aren't discounted in this budget. The history is that we get less money than is pledged. Even if this resolution succeeds and we agree to do this, there would, in essence, be an agreement to take money from our reserves, and we like balanced budgets here. The second reason is it's the Bishop's prerogative on what staff is needed on the diocesan staff, and our job is to fund needs, not to fund things that aren't a spoken need.

Bishop Goff: Thank you. I call on Rebecca Shannon to speak for.

Ms. Rebecca Shannon (Collegiate Delegate, James Madison University): Good morning. This morning I'm here to talk to you yet again about restoring the budget to college campus ministries. While my colleagues and I are thankful for the partial restoration to the budget, college campus ministries deserve the full amount restored. Fully restoring funding for college campus ministries allows us to have more outreach and events to help build our community and, in turn, bring in new members and build our church up.

More than ever, after the almost year and a half that we have gone through with COVID-19, and all of the struggles that have come with all of that, we need to invest time, money and resources to bring in more members. I believe that campus ministries are a crucial part of this process, so I'm baffled when my colleagues and I are having to ask, for now the fourth time, for support to fully restore the budget for campus ministries.

As I previously mentioned back in the fall, I'd like to remind everyone that college students and young people are not the future of the church; we are the church right here and right now, and Kaelie and I should be a testament to that. We are just as important and valuable to the greater church community as your typical home church.

In addition, campus ministries provide a welcoming space that not only gives students a spiritual home away from home, but also a source of friendship and love, as well as advice, guidance and counsel, not only spiritually and emotionally, but also in terms of academics, friendships, relationships, and all the new experiences that come with college. Through this, campus ministries bring people into the church who did not previously attend church or had no intentions of going to church after high school.

After hearing all of this I'm sure you can see how campus ministries help increase membership. Fully restoring the budget for campus ministries will not only benefit the campus ministries themselves but also the greater Episcopal Church. Please support your college students in fully restoring the campus ministry budget. I would like to echo what Kaelie said. Please come visit us and talk to the two of us more if you're interested. We're always more than happy to talk to you about it. Thank you.

Bishop Goff: Thank you very much. I call on the Rev. Deacon David Curtis, who will speak against.

The Ven. David Curtis (St. John's, Richmond): I speak against this amendment not because of what it intends to fund, but for the fact that it is anticipating money that will not come into the Diocese. I urge that this amendment be defeated because that \$125,000 will not be realized this year. I doubt that churches are going to increase pledges as they continue to struggle on their own bottom lines. Thank you.

Bishop Goff: Thank you. I call on Chuck Mitchell to speak for.

Mr. Chuck Mitchell (St. Gabriel's/San Gabriel, Leesburg): Thank you. I would like to speak for this in that it addresses the issues so ably presented by Harry Dickinson. Basically, there are times to count beans and there are times to stand up and be counted. Given this unique 100-year pandemic that we're all fighting through, given the sociological turmoil in the country, I think that that's what reserves are for, and if we have to go into our reserves this is the type of time that we should do so. Thank you very much.

Bishop Goff: Thank you. I call on the Rev. David Lucey, who will speak against.

The Rev. David Lucey (St. Francis, Great Falls): I'm speaking against specifically the issue of increasing our revenue line by the \$125,000. In addition to the information that Andrew Moore provided, when I look to the future of this year we're almost halfway through the year. I think recovery in parishes will be uneven, and as a consequence, I do not see an extra \$125,000 coming forward.

I think it's also not appropriate to draw on reserves before we've fully reviewed that at the diocesan level, as to what that would mean and what reserves we would be drawing on. I know those constraints mean that we have to make choices between scarce resources and may not be able to fund ministries that we find important. Those are the issues that we do with every budget, so as someone who has to help fund the Diocese from our own vestry and our own church, we're seeing unevenness in impact. I can't look to see \$125,000 extra being pledged, so I speak against.

Bishop Goff: Thank you very much. The Rev. Joe Hensley speaking for.

The Rev. Joe Hensley (St. George's, Fredericksburg): Thank you. I speak for this because I think it invites us to live out of abundance instead of scarcity. I hear the realistic forecast. I think this is an opportunity for the Diocese to continue to engage vestries more directly and personally around generosity and around living into a theology of abundance and generosity. This effort is already underway. There's already been attempts by the Diocese to help us think differently about the way we give in support of our diocesan ministries, and I would encourage us to use this as an opportunity to step that up.

I would personally be willing to talk to another vestry or two, and maybe others would as well, that we could collectively encourage each other to fund the ministry that we think is important. I know that history has shown that parishes left to their own may not increase, but I wonder if they could with encouragement. I think it's a time to take a leap of faith. Thank you.

Bishop Goff: Thank you very much. I call on the Rev. Mary Thorpe to speak against.

The Rev. Mary Thorpe (Holy Comforter, Richmond): Thank you, Bishop. Let me applaud Harry's enthusiasm and optimism. I also feel that it's necessary to insert a little bit of caution here. The first cautionary note is that giving to our churches generally lags. As the economy improves there may be improved giving, but it will lag that of other participation in the economy. That worries me.

Number two: Specifically speaking to the line item for congregational staff cost, it is no grace to anyone to hire them for a position that is funded out of wishes and reserves and may not be sustainable for the future. I think that's a risky proposition. I will also note that there is another budget resolution coming up that's going to be spoken to shortly that addresses the issue of campus ministry. There will be other opportunities. I just don't think \$125,000, as my colleague David Lucey has said, is the right way to go with this time. I urge against. Thank you.

Bishop Goff: Thank you very much. I call on the Rev. Jenks Hobson to speak for.

The Rev. Jenks Hobson (Retired): In light of what Mary said, still this discussion will continue. The concern about living out of abundance, and if churches, even in the slowness of it, are supposed

to pledge a percent, if things go up, all our pledges should go up. There's still some hope in this as we move through this pandemic, and I would support this. Thank you.

Bishop Goff: Thank you very much. I call on William Montgomery who will speak against.

Mr. William Montgomery (St. Peter's, Arlington): This may be premature. There's another budget resolution that's going to address it. I'm kind of for and against, but I guess I'm against in its current form for the reasons people have said. I'm sympathetic to the persuasive arguments we've heard on behalf of campus ministry. I'm wondering whether this resolution was simply a bridge too far in trying to go \$125,000 when \$20,000 would have funded the campus ministry part. I was wondering, number one, would it be in order for someone to propose an amendment to the amendment to simply fund the campus ministry, or is that going to be addressed in Budget Resolution 3? That's my question.

Bishop Goff: Thank you. One moment.

Thank you for giving me a moment to confer with the Parliamentarian. What I propose is that we suspend the Rules of Order and put BR-2 on the table until we have addressed BR-3 and then we come back to BR-2. My proposal would be to table BR-2 now, go to BR-3, make a determination on that, and then we take BR-2 off the table again. That will require a two-thirds vote of Convention.

We put up a polling screen now for tabling BR-2. If you haven't voted yet please do so now. Polling is closed. I will share those results. As you will see the motion carries by more than a two-thirds majority (329 votes yes, 33 votes no), so BR-2 is placed on the table and BR-3 will be presented.

Budget Resolution 3: Restore Full-Funding to Episcopal College Ministries (Line 19)

The Rev. Andrew Moore: Thank you. BR-3 was received early this morning from the Rev. Valerie Hayes, who I call on to introduce this resolution.

The Rt. Rev. Susan E. Goff: As Valerie comes to the microphone, I do note that our translators are experiencing that we are speaking too fast. Please be attentive to slowing down. Also, a reminder that calling the question of the forum is to type "speak for" or "against," and then when you're called upon we will call the question. Thank you.

The Rev. Valerie Hayes (Calvary, Front Royal): Good morning, Bishop Susan. I, along with a group of others, submit this resolution BR-3 to restore full funding to Episcopal college ministries. This resolution at this point in the life of our Diocese, we submit that:

Whereas the Diocese of Virginia has upheld the priority and vital importance of collegiate ministries over many years; and

Whereas the Diocese is also fully committed to the full inclusion of LGBTQ+ persons, and recognizing that that essential ministry occurs in great part and is accomplished through college ministries. Not written here, but also acknowledging that very often our Episcopal campus ministries are one of the only open and welcoming and affirming ministries on our college campuses in Virginia.

Whereas ministry with and to young adults is essential to the health, vitality and growth of the Episcopal Church in the 21st-century; and

Whereas we the people of the church have pledged as members of congregations at their baptisms, the baptisms of our young people, that by our prayers and our witness we will help that each child

of God grow into the full stature of Christ and to uphold them in their baptism. This includes doing everything we can to financially support ministries integral to that promise; and

Whereas now, more than ever, our young adults are observing us as adult Christians and leaders, those around them seeking to find us living into the integrity of our faith, including sacrificial giving to the mission of the church,

Let it be resolved that the draft budget of the Diocese of Virginia for 2021 be amended to restore an additional \$20,000 to Episcopal college ministries (line 19). Based on the requirement to find these monies, we offer that this funding shall come from line 17, Committee on Aging, for \$11,305. That rationale is that it's our understanding that that money funds an annual retreat to Shrine Mont to assist in that funding. There's no other demographic group or constituent group or affinity group in the Diocese, to our understanding, whose retreat to Shrine Mont is funded by the Diocese. It seems that given the demographics of our Diocese, almost all of our ministries that we do in our parishes are to those of a certain age or older, including myself.

We also restore the monies to campus ministries by taking from line 33, which is stewardship of creation, asking, therefore, \$8,695. Recognizing that we ask this only in this year, that the funding allocated to the stewardship of creation was an aspirational funding to allow a vision to develop at the local and diocesan levels. Those who worked on this resolution felt that there was greater urgency for this fiscal year to fully fund college ministries. That that urgency is immediate, known and fulfills a longstanding stated priority of the Diocese. This proposal reduces those monies to stewardship of creation while we also recognize that that is also a stated priority of both our national church and our Diocese, and that we would hope in the fiscal year 2022 to fully restore and support stewardship of creation.

Bishop Goff: Thank you very much. This resolution was received literally at 2:30 this morning, which means that the Budget Committee has not had a chance to see it. The Committee on Aging and the Task Force on Stewardship of Creation have not had a chance to see this, and therefore they have not had an opportunity to prepare their responses.

I'm therefore going to call a 10-minute adjournment. I ask you not to go very far in that 10 minutes so that the Budget Committee can consult with each other, and so that people from the Committee on Aging and the Task Force on the Stewardship of Creation can give some thought to this since this is the first time that any of them, as any of you, are seeing this.

Convention adjourned for 10 minutes.

Bishop Goff: We return now from our break, and we are back in order. Thank you very much. The Committee on Budget has had an opportunity to talk, and I trust that the other groups who are named in this have had a bit of a chance to think through it and to confer.

Mr. Moore: Thank you. While the Budget Committee does not have an official recommendation on this resolution, we did discuss two specific things. One is that, as many of you know, as Convention we make an allocation for overall campus ministry grants. The Convention does not specify specific allocations for program or personnel costs. These decisions are made by the Bishop and diocesan staff out of the overall funding that we approve.

Second, we added a specific \$1,000 into the budget for the study of different campus ministry models to ensure that we are funding them in ways that will allow them to thrive going forward in the best possible manner in the different contexts of our very different campus ministries across the Diocese. Again, we do not have an official recommendation on BR-3.

Bishop Goff: Thank you. We now turn debate on BR-3. If you wish to speak please type in chat "speak for" or "speak against." If you wish to speak, please type "speak for" or "speak against." I call on the Rev. Kathleen Murray, who desires to speak for.

The Rev. Kathleen Murray (Emmanuel, Woodstock): Thank you, Bishop. Actually, I just wanted to note a point of order, which is that I am listed as a sponsor of this amendment, and that is an oversight. I am not a sponsor. Thank you.

Bishop Goff: Thank you very much. The Rev. Mary Kay Brown to speak for.

The Rev. Mary Kay Brown (St. David's, Ashburn): Thank you, Bishop. I speak in favor of this amendment because I am part of the Creation Care Task Force. Although I have not had a chance to consult with all of my colleagues, I speak in favor because the Diocese has been generous in funding our Creation Care Task Force to get it started. My understanding is we have about \$28,000 allocated for us, and I am confident we can do the work that we need to do with \$20,000 as we get started. From the Creation Care Task Force, I would say I am in support of this resolution.

Bishop Goff: Thank you. I call on the Rev. Daniel Vélez-Rivera to speak for. If anyone else desires to speak for or against, please do sign up.

The Rev. Daniel Vélez-Rivera (St. Gabriel's/San Gabriel, Leesburg): Thank you, Bishop. I speak for this resolution, specifically when we look at one of the line items from which the funding will come from or is supposed to come from, Stewardship of Creation. We should be aware that Care of Creation grants are and will be made available from The Episcopal Church, and that is funding long-term that we can continue pulling from because it is a priority of The Episcopal Church. It is that these grants are being made.

At this point, as Reverend Mary Kay said, there is sufficient funding for this year. Well, there will be sufficient funding moving forward because of Care of Creation grants available to the Diocese. That is why I vote in favor. Thank you.

Bishop Goff: Thank you. I have called on three people to speak for in a row because no one had yet signed up to speak against. I will now call on a few to speak against in a row. The Rev. Jo Belser.

The Rev. Jo Belser (Church of the Resurrection, Alexandria): I speak against the resolution while I fully support campus ministry. It's kind of a misunderstanding that if we put the amount of money that's being suggested here in the campus ministry funds that it will fully fund campus ministry because we don't have a full-time campus minister at all of our campuses. Until we do a study that is being proposed for funding in line three of this budget, and come up with an equitable distribution of campus ministry funds, it wouldn't necessarily ensure that the money we put in the budget, if we put any extra in at this point, would go to any one particular ministry. I'm not sure why we would be trying to direct money to a particular campus ministry at this point, especially when it's not our prerogative to do that.

Bishop Goff: Thank you. Calling the Rev. Dr. Marian Windel, who wishes to speak against.

The Rev. Dr. Marian Windel (Retired): Thank you. Convention may or may not know that after our last Convention when we put the budget proposal off, the Committee on Aging decided that we would offer \$2,000 from our budget to be added to the campus ministry budget for this year in the hopes that others would do similar things. The Committee on Aging does more than just Fall Camp. Most of seniors, retired folks, do live on fixed incomes, and to put program expenses, our speakers' expenses, for Fall Camp on the backs of our campers really makes it very difficult for them

to participate in this event. We only charge folks for Fall Camp what Shrine Mont charges plus no more than \$15 additional for our administrative fees. In addition, the budget does help to support scholarships for our campers. We do fund the Bigger-Power Award for senior ministries in the Diocese. We fund 50th wedding anniversary celebrations. There are times when we also offer one-day workshops around the Diocese. We respond to congregations when they have some aging concerns. It's more than just Fall Camp, and to entirely eliminate our budget would impact seriously our ability to provide that event for senior adults in this Diocese. Thank you.

Bishop Goff: Thank you, Marian. The Rev. Colleen Schiefelbein, for.

The Rev. Colleen Schiefelbein (Non-Parochial): Thank you. I support this amendment because one of the top priorities of this Diocese is the healing of the divides in the LGBTQ+ community. There is no other place where that is designated. There's a diversity of genders that are open that have never been open before, and this is one place where we can directly impact that community, and providing that healing that is found nowhere else specifically in this Diocese. Whether it is designated towards one person or across the Canterbury ministries, there is a great need for youth who are particularly college age, out of high school, away from home to have a place to connect, to be able to speak freely and to know that they are still children of God.

Bishop Goff: Thank you. The Rev. Webster Gibson to speak against.

The Rev. Webster Gibson (Christ Church, Winchester): In looking at the rationale, one of the points of clarification for Convention to be aware of is there are lots of other demographics or constituents for the gathering of people at Shrine Mont. Shrine Mont camps are part of our diocesan budget for the camps and then the campers pay in their tuition. Clergy conference is another one of those examples. Just to be clear in the rationale, that's not quite understood, at least seeing no other demographic. The Diocese even offers four parishes that go to Shrine Mont for parish weekends a good deal, so offsetting some of those costs in working with Shrine Mont. Particularly the camp's clergy conferences, even with the Fall Camp, those are all examples of the variety of groups that benefit through our ability to split costs for our conferences and camps between the camp's conference programs and the people that are attending.

Bishop Goff: Thank you. The Rev. Anne West to speak for.

The Rev. Anne West (Grace, Stanardsville): Yes, Bishop. I would like to call for the question.

Bishop Goff: The Rev. Anne West has called the question. Is there a second? It has been seconded. That is not debatable. We put up a polling window on your screen to end debate on BR-3. If you haven't voted yet to end debate please do so now. The motion to end debate and vote on the amendment BR-3 has passed overwhelmingly (331 votes yes, 31 votes no). Thank you very much.

The vote now is on BR-3 as presented. You will get a poll window in just a moment. Please vote now. BR-3 carries by 55% (199 votes) over against no of 45% (163 votes). Thank you very much.

Budget Resolution 2 (Continued)

The Rt. Rev. Susan E. Goff: We return now to BR-2. Is there a motion to take BR-2 off the table? It has been moved. Is there a second? It has been moved and seconded.

You'll have a polling screen come up now to take BR-2 off the table. If you haven't voted yet, please do so now. The vote is by 86% to remove BR-2 from the table (305 votes yes, 49 votes no). Now we return to debate on BR-2. We'll get that up on the screen in just a moment. If you wish to

speak to BR-2, please put in chat "speak for" or "speak against." Take a moment to look at this again to be reminded of what this is.

I call on the Rev. Deacon David Curtis to speak against.

The Ven. David Curtis (St. John's, Richmond): Bishop Susan, having already discussed this, I call the question.

Bishop Goff: Is there a second to calling the question? It has been seconded. The motion now is to end debate and vote on BR-2. You will see a polling screen come up. If you wish to end debate and call the question, please vote yes. If not, please vote no. If you haven't voted yet please do so now. Polling is ended, and by a vote of 89% debate on BR-2 is ended (322 votes yes, 38 votes no).

We turn now to vote on BR-2. If you haven't voted yet please do so now. Polling is now closed, and you see the result that by a vote of 75% (266 votes) to 25% (89 votes) BR-2 is defeated. Thank you very much.

Budget Resolution 4

The Rt. Rev. Susan E. Goff: We have one more amendment, BR-4, that has not been presented ahead of time, so it has not been seen by the Budget Committee or by any of you. I turn to Andrew Moore.

The Rev. Andrew Moore: Thank you. BR-4 was received this morning during the course of Convention from the Rev. Cayce Ramey, whom I invite to speak to it at this time.

The Rev. Cayce Ramey (All Saints Sharon Chapel, Alexandria): Thank you. Amendment BR-4, which you see before you, is an allocation to meet the demands of love as justice from our assets rather than just from our anticipated pledges, but to recognize where we are in both the historic moment and throughout our history. It is for reparations. It is to begin the work of reparations, and a group of folks, some of which are signed below and some of which are supporters, has been working to try and discern a path forward for this. It is to pull funds from our assets. Not from anticipated pledge income, but rather from the \$80 million, approximately \$30 million of which is in cash and investments. You'll see that this is to add \$1 million to our income, and then to allocate that for this work which we intend the work of reparations and undoing white supremacy that would be then designed and planned and executed by a combination of the Executive Board and the Minister for Racial Justice, whom we are working on hiring even as we speak. That's the description.

Now I will speak for the amendment if that is, I believe, in order, I'm told. The demand for restorative justice is as old as human community. Calls for reparations and can be traced through courageous history to modern activists, authors and theologians. Now to our own Episcopal Church. The racial justice audit of Episcopal leadership published just a few days ago makes eight detailed recommendations, one of which reads, "Institute reparations on the church-wide level for communities directly affected by the exploitation of or profiting from the removal and extermination of indigenous people and the forced labor and terrorization of Black people." Here I add my own emphasis. "Continue to encourage reparations to be done on the local level as well."

We, the Diocese of Virginia, used stolen land, stolen people and unthinkable violence to fill our coffers and to build our buildings. We have \$80 million in total assets, \$30 million of it in cash and investments, \$3 million to \$5 million of which is unencumbered and ready and available for this work. Now is the time to act. This amendment is purposefully straightforward so that we make a commitment before asking anyone to help design a program that isn't funded but that might come to fruition someday, and so that we pay first, surrender, just a modicum of control, and then consult,

plan and, most importantly, execute. Now is the time. Right now. Thank you.

Bishop Goff: Thank you. Two pieces. One is that this is the first time that any of us are seeing this, so I will, in a few minutes, call another 10-minute recess so that the Budget Committee can at least have 10 minutes to talk about this. That will mean that debate would begin after 12:00, so we would need a change in our Rules of Order if we desire to continue debate after noon by a two-thirds vote. Is there a motion to extend debate? I see a motion. Is there a second? It's been moved and seconded.

Our polling window now will come up with a question of extending debate. If you have not yet voted, please do so now. As you see, it is 65% (233 votes yes, 127 votes no), which is not quite two-thirds. I will take a moment to confer with the parliamentary. The motion as it stands now is defeated. It does not carry with a two-thirds vote to continue our debate, to extend debate.

If there is someone who voted no, which is the prevailing side in this case, who would like to make a motion to reconsider, we can take another vote on this, if someone who voted no moves to reconsider. I see a motion to reconsider. Is there a second? There is a second. A motion to reconsider is on the table. We will have a poll window come up in a moment to reconsider. That requires only a majority vote. If that passes, then we take another vote that would require a two-thirds vote. The polling window that comes up now is to reconsider. Thank you very much. The poll is closed. We will reconsider. That was approved to reconsider by 56% (198 votes) to 44% (154 votes).

Now we return to the vote to suspend our rule of order and allow debate to continue. That will take a two-thirds vote. Please vote now if you wish to continue debate. The poll is closed, and the motion is defeated (206 votes/58% yes, 152 votes/42% no). We will not extend the debate.

We move to vote on BR-4. Then we will have our worship and then we will return to a vote on the budget as it has been amended. The vote now is on BR-4. The poll is ended. BR-4 is defeated by a vote of 53% (190 votes no) to 47% (169 votes yes). Thank you very much for good work, for thoughtful work, for compelling work, for hard work.

Before we turn to voting for the budget as it has been amended by the work we have done this morning, we turn now to our worship. I invite us to take one minute in our places to still ourselves and to bring ourselves before God.

Let us join together in prayer and worship.

Noonday Prayer Reflection

The Rt. Rev. Susan E. Goff: Jesus said, "The one who sent me is with me; he has not left me alone, for I always do what is pleasing to Him." These are powerful words from our Savior, true words for him and for us also. It's our delight to do what is pleasing to God, although we don't always do it, and it is God's delight to be with us. God is with us today as we are doing this work together. God is evident. God's presence in the faces that we see on our screens and the voices that we hear and in our prayers. God is with us.

God was with St. George, whose feast day we commemorate. George was a soldier in the Roman army during the horrific period of persecution under Emperor Diocletian in the early 4th century. George openly confessed his Christian faith before the court. He refused to deny his savior and paid the ultimate price; the price of his own life. After he was executed, stories about him spread far and wide and legends arose. The most famous, the one about George and the dragon, developed 800 years after he lived. That story made him one of the most popular saints in the middle ages.

We give thanks for the witness of George for his courage and deep abiding faith. He's one of the

many ancestors of the faith whom we honor, even though we know little about him; even though his words and his actions are known for the most part to God alone. We don't always know much how God acted in the lives of those who lived before us. We don't always know how God is acting in the lives of those around us, but we do see signs, and we do catch glimpses of God's presence. God's presence with others; just as we catch glimpses of God with us in our lives. Every day when we live with eyes wide open, it is God's delight to be with us. It is God's choice not to leave us alone.

God be with people in India and Brazil and other parts of the world who are suffering from a terrifying spike in the Coronavirus infections. God be with all of us, to empower us to keep up our guard against the virus for the sake of all, particularly the most vulnerable. God be with the people of the United States as we reflect on the changes that the verdict in the Derek Chauvin trial represent. God be with us as we commit to being part of the changes yet needed in our striving for justice and peace for everyone without exception. God be with us two days after the 52nd Earth Day, as we honor the wonders of God's creation and this magnificent spring season. God be with all who want to live and help us choose life for all creatures, because by so doing we choose life for ourselves and our descendants.

God is with us. We are strengthened to slay the dragons of fear, injustice and everything else that comes between God and God's beloved ones. God, who is with us, bless us all as we make the choice day after day to be with God.

Vote on the Budget

The Rt. Rev. Susan E. Goff: Thank you. It's always such a blessing to stop in the middle of the day and to pray together. I turn the mic now again to the Rev. Andrew Moore who is over here at my left hand to present the budget.

The Rev. Andrew Moore: Thank you, Bishop Goff. I want to begin by expressing my immense gratitude to the Budget Committee for their work so far this year. They have worked faithfully and tirelessly to listen to and contemplate all of your feedback, and then to produce a budget that weighs all of those interests with our diocesan mission priorities. A huge thank you to the Rev. Jo Belsler, Garway Bright, Karl Colder, the Rev. David Lucey, the Rev. Barbara Marques, Barbara McMurry, the Rev. Chris Miller, and the Rev. Jay Morris. Of course, none of this work would be possible without the outstanding service of our diocesan Treasurer, Ted Smith, and his team, Stas Jones and Paige Williamson.

After last November's Convention, we began our work by soliciting input from members of the Convention above and beyond what was offered in the floor debate. The entire Executive Board reflected on what we had heard, as well as spent time better educating ourselves on the true nature of our diocesan assets at this time. There's certainly more to learn. This helped inform our work.

We were very fortunate to have an additional \$362,023 in parish pledges come in between last November's Convention and when the Executive Board approved today's proposed budget at the end of March. Thank you to the parishes who made this possible. The rate at which pledges came in this year was certainly affected by the uncertainty of the pandemic but it does highlight just how vital the work of the Resourcing God's Mission Task Force is and how it can benefit future budgeting cycles.

Before we began the work of allocating these additional funds, we worked with Ted Smith to reformat the budget. Our hope was that a new format would provide greater clarity and also help better tell the story of how we are investing in mission. After welcome feedback at last Saturday's open hearing, we made one more revision to the format of today's budget. In an effort to better reflect our ongoing support of worshipping communities that have traditionally had higher racial and ethnic

diversity, we made the budget relationships to the Committee on Congregational Missions unclear. We apologize for any confusion that caused. In order to clarify this relationship, we moved all of the mission congregations under the line item for the Committee on Congregational Missions allocation for mission support. It's important to note that while the Convention approves the total amount of funds available for mission support, we do not determine specific allocations to worshipping communities. As has been our long-standing practice, the committee makes these allocations in conversation with each mission congregation.

As the budget working group began allocating the additional funds, we felt it was important that we not simply put everything back where it had been in 2019. Instead, we sought to incorporate the feedback we had received and works that this budget better reflected our mission priorities and invested in them accordingly.

Is this a perfect budget? No, the format and the budgeting process are works in progress and we welcome ongoing feedback throughout the year about ways we can continue to refine our work. We still have a ways to go, but I feel we have made significant progress and look forward to seeing where that momentum will take us. Will everyone be happy with today's budget? Of course not. While we are a large and wealthy Diocese, we still have a lot of work to do before we are able to adequately resource all of the incredibly vibrant ministries across our Diocese. There are many, many different goods that the Budget Committee and we as Convention must hold in tension with one another. As we all do in our local congregations, we strive to achieve a balance doing as much good as possible in as many different ways with the resources we have before us.

You all received the Executive Board's summary of the visions presented in today's draft budget. Rather than detailing all of them, I'd like to just address several of the highlights. We did restore \$140,000 to the Committee on Congregational Missions allocations for mission supports. We also increased the allocation for the newly created Minister for Racial Justice and Healing to allow more flexibility in hiring the right candidates and utilizing the services of an executive recruiter to accomplish that. Also, of note is the investment in both evangelism and creation care. Both of these are stated missional priorities at the Diocese but they have seen minimal investment in previous budgets. Our hope is that each of these allocations will serve as seed money for grassroots projects on a local level and provide resources for the entire Diocese. We are also excited to create a fund for post-COVID ministry. We don't know exactly how this will be used yet, because we are only beginning to get a sense of what those needs might be, and we want to be as flexible and responsive as possible in addressing that. We imagined that this might provide for diocesan-wide resources, technology assistance in parishes, and other emerging needs.

Thank you again to all of you who have provided feedback on the budget in the last six months. Thank you again to the Executive Board and the Budget Committee for your incredible work. While this budget is still certainly a work in progress, I am proud to present this revised and amended budget to you this afternoon for the Convention's approval.

Bishop Goff: The motion now before us is the budget as presented and as amended by the work that this Convention did this morning, the amendment being BR-3. We put up a poll now for adopting the budget as amended. If you have not voted yet, please do so now. The budget is adopted by a vote of 91% (325 votes) to 9% (33 votes). Thank you all very much.

Closing Remarks and Adjournment

The Rt. Rev. Susan E. Goff: This has been quite a journey this year. We have travelled into territory that we had not experienced before with our Convention last year and having a Special Convention this year. We will have another Convention this year, our regularly scheduled Convention, the 227th

Convention of the Diocese of Virginia, which will take place in November. We pray and we are planning for that to take place in person at the Marriott in Crystal City. We hope that pandemic will allow that to be. It will be so good to be in person.

The Budget Committee starts immediately, maybe not today, but Monday morning on work – In fact, they have already begun developing the budget for 2022, building on so much of what we have learned this year. The work that we do will continue. We gather together again in November and offer thanks. I offer my thanks to all of you, to all who were part of supporting us, the work of all of us today. So many people behind the scenes and in front of the scenes. I thank all of you.

A summary of decisions made by this Convention will be developed by our communications team and will be sent to you very shortly. Are there any announcements from Ted, from Mark? A moment while I consult with the Parliamentarian.

I received a request from one person for a point of personal privilege. Would you chat individually to J.P. Causey to let him know what that is so that we can make that determination? As Mark Eastham the Secretary of the Diocese has posted in chat, Annual Convention will take place November 11-13. As we said, we are going ahead with our planning for that to be in person at the Marriott in Crystal City on those dates. We have learned a lot about how to do this virtually if we have to do it again, but I'm sure hoping we get to be in person. Again, I thank you all. I have heard this request for a point of personal privilege and however, we will move to adjourning our meeting at this point with a blessing.

Be of good courage, never be afraid because God who created you is always with you and loves you fiercely. The blessing of God almighty Father, Son, and Holy Spirit, be with you and remain with you this day and forever more. Amen.

This Special Convention of the Diocese of Virginia is adjourned. We will meet again in November. Thank you all.

Budget Resolutions of Special Convention

Budget Resolutions as Submitted and as Adopted

BR-1 Reallocate Cost-of-Living Adjustments to Post-COVID Ministry

BR-1 as submitted.

Resolved, that the Diocese remove from its budget, for all employees, expenses for the following: all cost-of-living allowances (\$9,056.00) and reallocate these funds to expenses for the following: Line 53 - Post-COVID Ministry. This reallocation will provide assistance to congregations of the Diocese that have been seriously affected by the pandemic and are struggling to maintain employment of their staff. This reallocation is not retroactive but takes effect in May 2021 for the remainder of the year.

SUBMITTED BY: The Rev. Sean Rousseau, St. Paul's, Haymarket.

Rationale: For 2021, St. Paul's, Haymarket, purposefully decided to forego all employee increases in compensation, to include salary and/or pay increases, cost of living allowances and bonuses. This decision was made in solidarity with, and recognition of, our church members who have struggled during the pandemic to maintain their employment, who have been furloughed or who have lost their employment altogether. This has led to hardship for them and their families with both short-term and long-term effects.

We can act with vision, setting an example, and do so with sensitivity and understanding toward those who have borne significant loss during this unprecedented time. This compensation adjustment is a sacrifice, and it is meaningful through its practical expression of compassion.

BR-2

BR-2 as submitted.

As the economy in Virginia continues to improve, I would like to make a motion to amend the budget proposed by the Executive Board (or amend a proposed amendment if one is on the floor) to increase Anticipated Pledge Income (line 1) by \$125,000, increase Grants for Campus Ministry (line 19) by \$20,000, increase Direct Support of Congregations Staff Cost (line 51) by \$95,000, and increase Post COVID Ministry (line 53) by \$10,000.

I thank the staff, Budget Committee and Executive Board for their hard work on the revised proposed budget and will speak to this proposed amendment when recognized.

SUBMITTED BY: Harry Dickinson, Trinity, Fredericksburg, President, Fredericksburg Region.

BR-3 Restore Full-Funding to Episcopal College Ministries (Line 19)

BR-3 as submitted and adopted.

Whereas, the Diocese of Virginia has upheld the priority and vital importance of Collegiate Ministries over many years; and

Whereas, the Diocese is also fully committed to the full inclusion of LGBTQ+ persons and recognizing that essential ministry to LGBTQ+ persons is accomplished through College Ministries; and

Whereas, ministry with and to young adults is essential to the health, vitality and growth of the Episcopal Church in the twenty-first century; and

Whereas, we the people of the church have pledged at their baptisms that, by our prayers and witness, we will help every Child of God grow into the full stature of Christ, including doing everything we can to financially support ministries integral to that promise; and

Whereas, now more than ever, our young adults are observing adult Christians and leaders around them and seeking to find us living in the integrity of our faith, including sacrificial giving to the mission of the Church.

Let it be resolved, that the Draft Budget of the Diocese of Virginia for 2021 be amended to restore an additional \$20,000 to Episcopal College Ministries (Line 19):

The monies to restore this funding shall come from:

Line 17 – Committee on Aging: \$11,305

Rationale: No other demographic or constituent group relies on the Diocese to fund a gathering at Shrine Mont; and this ministry is not and has not been a stated or urgent priority in the Diocese while College Ministries is both.

Line 33 – Stewardship of Creation: \$8,695

Rationale: The funding allocated to Stewardship of Creation is to “allow a vision...to develop at the local and diocesan levels.” The urgency to fully fund College Ministries is immediate and known and fulfills a long-standing stated priority of the Diocese. This proposal reduces the monies to Stewardship of Creation.

SUBMITTED BY: The Rev. Valerie Hayes, Calvary, Front Royal; the Rev. Deacon Shea Godwin, Calvary, Front Royal; Jean Mary Taylor, Calvary, Front Royal; the Very Rev. Matt Rhodes, Cunningham Chapel Parish, Millwood; the Very Rev. Cathy Tibbets, Christ Church, Luray; the Rev. Justin McIntosh, St. Paul’s, Ivy; the Rev. Neal Goldsborough, Retired; the Rev. David P. Casey, OP, University of Mary Washington & Germanna Community College, Fredericksburg; the Rev. Cayce Ramey, All Saints’ Sharon Chapel, Alexandria; the Rev. Dr. Dorothy White, St. Peter’s, Richmond; the Rev. Kimberly Reinholz, Grace and Holy Trinity, Richmond; the Rev. Colleen Schiefelbein, St. Andrew’s, Burke.

BR-4

BR-4 as submitted.

Having raised the subjects of creating “a budget that meets the demands of love as justice” and of allocating from our assets for the “foundational undoing of white supremacy in our structures and theology,” at the Budget Open Hearing on April 17, 2021, and pursuant to the Rules of Order for Special Convention 5.B.3 (adopted earlier this morning)

We the undersigned members of Convention offer the following amendment.

Amendment:

Allocate \$1,000,000 from our investment assets to the INCOME category and add a new line item under “Ministries of Human Dignity & Justice” entitled “Reparations & Undoing White Supremacy” in the sum of \$1,000,000.

These funds are to be used for the purpose of BEGINNING the work of reparations and for undoing white supremacy in our Diocese.

These funds are to be allocated under the direction of and according to the schedule determined by the Minister for Racial Justice in consultation with the Executive Board. A report of the progress toward these goals to be delivered to Annual Convention 2021 by the Minister for Racial Justice.

SUBMITTED BY: THE REV. DEACON SHEA GODWIN, CALVARY, FRONT ROYAL; THE REV. COLLEEN SCHIEFELBEIN, ST. ANDREW’S, BURKE; THE REV. B. CAYCE RAMEY, ALL SAINTS SHARON CHAPEL, ALEXANDRIA, & POTOMAC EPISCOPAL COMMUNITY; THE REV. DAVID P. CASEY, OP, UNIVERSITY OF MARY WASHINGTON & GERMANNA COMMUNITY COLLEGE, FREDERICKSBURG; THE VEN. HOLLY HANBACK, ST. GABRIEL’S/SAN GABRIEL, LEESBURG, ARCHDEACON, COMMITTEE ON THE DIACONATE.

SUPPORTED BY: Ms. Carolyn Lanier, Chair, Ministry on Racial Justice & Healing; Ms. Dorothy P. Davis, St. Mary’s Memorial, Berryville.

Report of Pledges

2021 Reported Parish Pledges as of 03/09/2021

<i>Congregation</i>	<i>Region</i>	<i>2021 Pledge</i>
Abingdon Church, White Marsh	Upper Tidewater	29,205
All Saints, Richmond	West Richmond	30,000
All Saints Sharon Chapel, Alexandria	Potomac	19,236
All Souls, Atlee	North Richmond	3,500
Aquia, Stafford	Fredericksburg	3,000
Buck Mountain, Earlysville	Charlottesville	11,500
Calvary, Front Royal	Winchester	22,000
Calvary, Hanover	North Richmond	2,000
Christ Ascension, Richmond	Central Richmond	7,000
Christ Church, Alexandria	Alexandria	150,000
Christ Church, Brandy Station	Culpeper	2,500
Christ Church, Charlottesville	Charlottesville	60,000
Christ Church, Gordonsville	Charlottesville	7,000
Christ Church, Lucketts	Northern Piedmont	8,400
Christ Church, Luray	So. Shenandoah Valley	12,085
Christ Church, Richmond	West Richmond	50,000
Christ Church, Saluda	Upper Tidewater	11,500
Christ Church, Spotsylvania	Fredericksburg	6,110
Christ Church, Winchester	Winchester	40,000
Church of the Messiah, Fredericksburg	Fredericksburg	11,350
Church of the Spirit, Alexandria	Potomac	-
Cople Parish, Hague	Northern Neck	14,014
Church of the Creator, Mechanicsville	North Richmond	2,100
Cunningham Chapel Parish, Millwood	Winchester	14,500
Emmanuel, Alexandria	Alexandria	15,462
Emmanuel, Brook Hill, Richmond	North Richmond	16,000
Emmanuel, Delaplane	Northern Piedmont	20,000
Emmanuel, Port Conway	Fredericksburg	-
Emmanuel, Rapidan	Culpeper	6,200
Emmanuel, Greenwood	Charlottesville	28,150
Emmanuel, Harrisonburg	So. Shenandoah Valley	20,000
Emmanuel, Middleburg	Northern Piedmont	13,000
Emmanuel, Woodstock	So. Shenandoah Valley	11,400
Epiphany, Oak Hill	North Fairfax	3,000
Epiphany, Richmond	North Richmond	7,000
Good Shepherd, Bluemont	Winchester	1,670
Good Shepherd, Boonesville	Charlottesville	750
Good Shepherd, Burke	South Fairfax	35,000
Grace & Holy Trinity, Richmond	Central Richmond	72,000
Grace, Alexandria	Alexandria	30,000
Grace, Goochland	West Richmond	-
Grace, Kilmarnock	Northern Neck	42,000
Grace Memorial, Port Republic	So. Shenandoah Valley	-
Grace, Berryville	Winchester	7,500
Grace, Bremono Bluff	Charlottesville	-
Grace, Casanova	Culpeper	4,800
Grace, Keswick	Charlottesville	5,000
Grace, Stanardsville	Charlottesville	7,975
Grace, The Plains	Northern Piedmont	22,200

Special Convention: Report of Pledges

Holy Comforter, Richmond	Central Richmond	23,000
Holy Comforter, Vienna	North Fairfax	100,000
Holy Cross Korean, Fairfax	South Fairfax	2,400
Holy Cross, Batesville	Charlottesville	2,570
Holy Cross, Dunn Loring	North Fairfax	10,500
Immanuel Church, King & Queen Court House	Upper Tidewater	25
Immanuel, Old Church, Mechanicsville	North Richmond	16,475
Immanuel on-the-Hill, Alexandria	Alexandria	70,000
Incarnation, Mineral	Charlottesville	1,200
Kingston Parish, Mathews	Upper Tidewater	20,670
La Iglesia de Cristo Rey, Arlington	Arlington	2,100
La Iglesia de San Jose, Arlington	Arlington	5,000
La Iglesia de San Marcos, Alexandria	Potomac	-
La Iglesia de Santa Maria, Falls Church	South Fairfax	10,792
Leeds Parish, Markham	Northern Piedmont	10,000
Little Fork (St. Mark's Parish), Rixeyville	Culpeper	3,434
McIlhany Parish, Charlottesville	Charlottesville	6,000
Meade Memorial, Alexandria	Alexandria	2,400
Meade Memorial, White Post	Winchester	-
North Farnham Parish, Farnham	Northern Neck	1,250
Olivet, Alexandria	Potomac	12,411
Our Redeemer, Aldie	Leesburg	-
Our Saviour, Charlottesville	Charlottesville	65,101
Our Saviour, Montpelier	North Richmond	5,000
Piedmont Church/Bromfield Parish, Madison	Culpeper	5,000
Pohick, Lorton	Potomac	33,000
Resurrection, Alexandria	Alexandria	15,500
St. Aidan's, Alexandria	Potomac	20,000
St. Alban's, Annandale	South Fairfax	60,000
St. Andrew's, Ada	Northern Piedmont	764
St. Andrew's, Arlington	Arlington	28,000
St. Andrew's, Burke	South Fairfax	50,000
St. Andrew's, Mount Jackson	Harrisonburg	5,820
St. Andrew's, Richmond	Central Richmond	16,800
St. Anne's, Reston	North Fairfax	62,424
St. Anne's, Scottsville	Charlottesville	1,000
St. Asaph's, Bowling Green	Fredericksburg	-
St. Barnabas', Annandale	South Fairfax	45,500
St. Bartholomew's, Richmond	West Richmond	2,770
St. Christopher's, Springfield	South Fairfax	14,250
St. Clement, Alexandria	Alexandria	19,765
St. David's, Ashburn	Northern Piedmont	12,000
St. David's, Aylett	Upper Tidewater	1,500
St. Dunstan's, McLean	North Fairfax	34,000
St. Francis Korean, McLean	North Fairfax	1,000
St. Francis, Goochland	West Richmond	3,900
St. Francis, Great Falls	North Fairfax	36,000
St. Gabriel's/San Gabriel, Leesburg	Northern Piedmont	5,500
St. George's, Arlington	Arlington	72,000
St. George's, Fredericksburg	Fredericksburg	128,500
St. George's, Stanley	So. Shenandoah Valley	-
St. James', Leesburg	Northern Piedmont	40,000

Special Convention: Report of Pledges

St. James', Louisa	Charlottesville	15,000
St. James', Montross	Northern Neck	-
St. James', Mount Vernon	Potomac	500
St. James', Warrenton	Culpeper	50,000
St. James's, Richmond	Central Richmond	166,000
St. James the Less, Ashland	North Richmond	31,000
St. John the Baptist, Ivy	Charlottesville	2,494
St. John's, Arlington	Arlington	3,690
St. John's, Centreville	South Fairfax	10,000
St. John's, Columbia	Charlottesville	1,000
St. John's, King George	Fredericksburg	-
St. John's, McLean	North Fairfax	50,000
St. John's, Richmond	Central Richmond	18,000
St. John's, Tappahannock	Upper Tidewater	2,000
St. John's, Warsaw	Northern Neck	4,000
St. John's, West Point	Upper Tidewater	13,460
St. Luke's, Remington	Culpeper	-
St. Luke's, Simeon	Charlottesville	8,000
St. Luke's, Wellington, Alexandria	Potomac	25,000
St. Margaret's, Woodbridge	Potomac	-
St. Mark's, Alexandria	Potomac	10,000
St. Mark's, Richmond	Central Richmond	21,613
St. Martin's, Richmond	West Richmond	-
St. Mary's, Arlington	Arlington	180,000
St. Mary's, Berryville	Winchester	-
St. Mary's, Colonial Beach	Fredericksburg	5,000
St. Mary's, Fleeton	Northern Neck	2,004
St. Mary's, Goochland	West Richmond	65,000
St. Mary's, Whitechapel, Lively	Northern Neck	19,185
St. Matthew's, Richmond	West Richmond	10,000
St. Matthew's, Sterling	Northern Piedmont	67,000
St. Michael's, Arlington	Arlington	26,110
St. Patrick's, Falls Church	South Fairfax	5,000
St. Paul's on-the-Hill, Winchester	Winchester	2,400
St. Paul's, Alexandria	Alexandria	138,600
St. Paul's, Bailey's Crossroads	South Fairfax	11,000
St. Paul's, Charlottesville	Charlottesville	97,500
St. Paul's, Hanover	North Richmond	10,000
St. Paul's, Haymarket	Northern Piedmont	8,528
St. Paul's, Ingham, Shenandoah	So. Shenandoah Valley	300
St. Paul's, Ivy	Charlottesville	50,000
St. Paul's, Miller's Tavern	Upper Tidewater	10,000
St. Paul's, Nomini Grove	Northern Neck	-
St. Paul's, Owens	Fredericksburg	6,930
St. Paul's, Richmond	Central Richmond	135,000
St. Paul's, West Point	Middle Peninsula	1,000
St. Peter's, Arlington	Arlington	40,000
St. Peter's, New Kent	Upper Tidewater	12,434
St. Peter's, Oak Grove	Northern Neck	6,655
St. Peter's, Port Royal	Fredericksburg	4,800
St. Peter's, Purcellville	Northern Piedmont	4,500
St. Peter's, Richmond	Central Richmond	5,000

Special Convention: Report of Pledges

St. Peter's in the Woods, Fairfax Station	South Fairfax	22,500
St. Philip's, Richmond	Central Richmond	15,000
St. Stephen's & the Good Shepherd, Rocky Bar	So. Shenandoah Valley	-
St. Stephen's, Catlett	Culpeper	-
St. Stephen's, Culpeper	Culpeper	32,194
St. Stephen's, Heathsville	Northern Neck	17,200
St. Stephen's, Richmond	Central Richmond	180,000
St. Thomas, McLean	North Fairfax	37,576
St. Thomas, Orange	Charlottesville	19,409
St. Thomas, Richmond	Central Richmond	21,000
St. Timothy's, Herndon	North Fairfax	2,000
The Falls Church, Falls Church	South Fairfax	48,000
The Fork Church, Doswell	North Richmond	3,750
Cathedral Shrine of the Transfiguration, Orkney Springs	So. Shenandoah Valley	10,000
Trinity, Arlington	Arlington	12,400
Trinity, Charlottesville	Charlottesville	24,000
Trinity, Fredericksburg	Fredericksburg	55,000
Trinity, Lancaster	Northern Neck	8,140
Trinity, Manassas	South Fairfax	20,000
Trinity, Upperville	Northern Piedmont	62,000
Trinity, Washington	Culpeper	-
Varina Church, Varina	Central Richmond	5,300
Vauter's, Loretto	Upper Tidewater	6,000
Ware, Gloucester	Upper Tidewater	16,304
Westover Church, Charles City	Upper Tidewater	14,000
Wicomico Church, Wicomico	Northern Neck	5,000
Total		3,963,903

Budget — Proposed and Adopted

2021 Budget as Proposed

DIOCESE OF VIRGINIA 2021 BUDGET
Draft for 04/17/2021 Open Hearing

Email the Budget Working Group at budget@thediocese.net

Item #	CATEGORY AND PROGRAM	2017 as adopted by Annual Council	2018 as adopted by Annual Convention	2019 as adopted by Annual Convention	2020 as adopted by Annual Convention	2021 Draft Budget to Nov. Convention	2021 March Executive Board Adjustments	2021 04/17 Open Hearing Adjustments	2021 Budget Resolution to 04/24 Convention
INCOME									
1	ANTICIPATED PLEDGE INCOME	4,301,500	4,240,000	4,170,000	4,250,000	3,601,880	362,023		3,963,903
2	RENTS & EXTERNAL TRUSTS	230,000	180,000	180,000	274,000	264,000	-		264,000
3	VIRGINIA EPISCOPALIAN SUPPORT	50,000	50,000	32,000	15,000	-	-		-
4	HEALTH INSURANCE ADMIN REIMBURSEMENT	90,000	90,000	103,000	105,000	108,120	-		108,120
5	RESTRICTED INCOME - Released from Restrictions	450,000	450,000	450,000	524,639	531,100	-		531,100
6 TOTAL INCOME		5,121,500	5,010,000	4,935,000	5,168,639	4,505,100	362,023		4,867,123
EXPENSES									
Church Citizenship									
7	Support of Our Greater Church Community	703,722	626,665	632,242	666,656	601,865	20,000		601,865
8	General Convention Representation - Reserve	20,000	20,000	20,000	20,000	20,000	20,000		20,000
9	Province III - Representation & Support	9,025	9,025	9,025	14,752	14,045	7,000		14,045
10	Virginia Council of Churches (VCC)	7,000	7,000	7,000	7,000	7,000	7,000		7,000
11	Virginia Interfaith Center for Public Policy (VICPP)	5,000	5,000	5,000	5,000	5,000			5,000
12	Committee on Ecumenical & Interfaith Issues	7,220	7,380	9,700	8,820	4,000			4,000
13	Total - Church Citizenship	751,967	675,070	682,967	722,228	651,911	-		651,911
14	Percent of Total Budget	15%	13%	14%	14%	14%			13%
Evangelism and Christian Formation									
15	Formation Staff Cost	206,800	206,800	168,161	217,490	186,740			186,740
16	Formation Staff Travel	7,500	7,500	7,500	7,500	3,750			3,750
17	Aging, Committee on	13,300	13,300	13,300	13,300	11,305			11,305
18	Grants for Evangelism Work in the Diocese	-	-	-	-	-	25,000		25,000
19	Grants for Episcopal College Ministries	192,712	210,102	239,600	288,360	228,000	22,000		250,000
20	Committee on Parish Youth Ministries	21,500	21,500	600	21,500	18,250			18,250
21	Ministries in Higher Education, Committee on	600	600	600	600	500			500
22	Shrine Mont Camp Program Support	122,500	122,500	122,500	122,500	119,500	1,000		119,500
23	Ministry Development	7,000	7,000	7,000	7,000	5,000			6,000
24	Fee for Education for Ministry Program	2,500	2,500	2,500	2,500	2,750			2,750
25	Total - Evangelism and Christian Formation	574,412	591,802	582,661	680,750	575,795	48,000		623,795
26	Percent of Total Budget	11%	12%	12%	13%	13%			13%

DIOCESE OF VIRGINIA 2021 BUDGET
Draft for 04/17/2021 Open Hearing

Item #	CATEGORY AND PROGRAM	as adopted by				2021 Draft Budget to Nov. Convention	2021 March Executive Board Adjustments	2021 04/17 Open Hearing Adjustments	2021 Budget Resolution to 04/24 Convention
		2017 Annual Council	2018 Annual Convention	2019 Annual Convention	2020 Annual Convention				
Email the Budget Working Group at budget@thediocese.net									
Ministries of Human Dignity & Justice									
27	Mission & Outreach Staff Costs	118,300	118,300	118,300	-	53,630	35,000	88,630	
28	Bishop's Minority Scholarship	2,400	2,400	2,400	2,400	2,500	-	2,500	
29	Mission & Outreach Travel	7,500	7,500	7,500	7,500	3,750	-	3,750	
30	Committee on Mission & Outreach	20,500	20,500	20,500	20,000	20,000	-	20,000	
31	Gracelande	40,500	40,500	40,500	40,500	40,500	-	40,500	
32	Support - Office of Mission & Outreach	10,000	10,000	11,000	10,000	5,500	-	5,500	
33	Stewardship of Creation, Committee on the	1,000	1,000	2,250	4,250	1,350	25,000	28,950	
34	0311 San Jose, Arlington	66,000	67,000	68,500	70,000	62,500	-	62,500	
35	0313 Cristo Rey, Arlington	60,000	61,000	62,500	64,000	56,500	-	56,500	
36	0217 St. Paul's West Point & Grace, Millers Tavern	18,000	18,000	18,000	18,000	9,000	-	9,000	
37	0510 St. Francis Korean, McLean	38,000	35,000	35,000	35,000	25,000	-	25,000	
38	0610 San Marcos, Alexandria	40,000	40,000	40,000	30,000	30,000	-	30,000	
39	1323 St. Gabriel's, Leesburg	75,000	75,000	80,000	75,000	65,000	-	65,000	
40	0806 Holy Cross Korean, Fairfax	42,000	42,000	42,000	40,000	35,000	-	35,000	
41	0807 Santa Maria, Falls Church	35,000	30,000	30,000	20,600	35,000	-	35,000	
42	Interest on Santa Maria Property Loan	22,000	22,000	22,000	22,000	22,000	-	22,000	
43	Mission for Racial Justice & Healing	9,080	12,236	9,225	21,250	17,500	-	17,500	
44	Triangle of Hope	-	-	-	-	22,750	-	22,750	
45	Lafino Task Force	-	1,000	1,000	1,000	500	-	500	
46	Mental Health, Committee on	4,170	4,170	4,170	4,170	-	-	-	
47	Prevention of Sexual Misconduct, Committee on	2,620	2,620	2,620	2,620	-	-	-	
48	Women in Mission & Ministry	600	600	600	600	-	-	-	
49	Total - Human Dignity & Justice	612,570	610,826	618,065	498,890	510,580	60,000	570,580	
50	Percent of Total Budget	12%	12%	13%	10%	11%	17%	12%	
Direct Support of Congregations in the Diocese									
51	SOC Staff Cost	235,600	235,600	261,665	412,803	318,990	53,223	372,213	
52	SOC Staff Travel	7,500	7,500	7,500	7,500	3,750	-	3,750	
53	Post-COVID Ministry	-	-	-	-	-	60,000	60,000	
54	CCM Allocation for Mission Support	-	-	-	-	-	140,000	140,000	
55	0106 Incarnation, Mineral	7,000	-	-	-	-	-	-	
56	0207 Immanuel, King & Queen Courthouse	1,500	1,500	1,500	1,500	1,500	-	1,500	
57	0905 St. Peter's, Richmond	22,000	21,000	21,000	-	-	-	-	
58	0909 Varha, Richmond	28,000	26,000	24,000	24,000	20,000	-	20,000	
59	1107 Our Saviour, Montpelier	30,000	20,000	10,000	5,000	-	-	-	

DIOCESE OF VIRGINIA 2021 BUDGET
Draft for 04/17/2021 Open Hearing

Email the Budget Working Group at budget@thediocese.net		2017		2018		2019		2020		2021	2021	2021	2021	2021
Item #	CATEGORY AND PROGRAM	as adopted by Annual Council	as adopted by Annual Convention	as adopted by Annual Convention	as adopted by Annual Convention	as adopted by Annual Convention	as adopted by Annual Convention	as adopted by Annual Convention	Draft Budget to Nov. Convention	March Executive Board Adjustments	04/17 Open Hearing Adjustments	04/24 Convention	Budget Resolution to 04/24 Convention	
60	1108 St. David's, Aylett	10,000	10,000	10,000	10,000	10,000	10,000	10,000	9,000				9,000	
61	1115 All Souls, Alee	41,800	41,800	41,800	41,500	41,500	41,500	41,500	39,000				39,000	
62	1211 St. Francis, Manakin Sabot	45,000	45,000	45,000	41,000	40,000	40,000	40,000	35,000				35,000	
63	1317 Christ Church, Lucketts	15,000	14,400	14,400	14,400	15,000	15,000	15,000	13,500				13,500	
64	1407 Good Shepherd, Bluemont	8,900	8,900	8,900	8,900	14,900	14,900	14,900	13,900				13,900	
65	1412 St. George's, Pine Grove	10,500	11,500	11,500	11,500	8,500	8,500	8,500	5,000				5,000	
66	1414 St. Paul's, Ingham	8,800	8,800	8,800	5,000	5,000	5,000	5,000	3,000				3,000	
67	1501 Buck Mountain, Earlysville	25,500	22,000	22,000	20,000	15,000	15,000	15,000	-				-	
68	1506 Good Shepherd, Boonesville	13,000	14,500	14,500	5,000	5,500	5,500	5,500	3,000				3,000	
69	1508 Grace Church, Stanardsville	5,500	10,000	10,000	14,000	11,000	11,000	11,000	9,900				9,900	
70	1511 McIlhenny Parish, Albemarle	28,815	31,352	31,352	31,352	30,500	30,500	30,500	28,300				28,300	
71	1514 St. John the Baptist, Ivy	8,846	7,950	7,950	15,000	9,800	9,800	9,800	9,800				9,800	
72	Reserve for maintenance projects	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000				10,000	
73	Reserve for special needs	10,000	10,000	10,000	10,000	20,000	20,000	20,000	19,000				19,000	
74	Reserve for Transitions	35,000	20,000	20,000	10,000	15,000	15,000	15,000	15,000				15,000	
75	Small Church Conference/Continuing Ed/Committee expenses	1,100	1,150	1,150	8,150	10,150	10,150	10,150	550				550	
76	Committee on Stewardship	6,000	6,000	6,000	6,000	6,000	6,000	6,000	5,100				5,100	
77	Committee on Liturgy & Church Music	2,500	2,500	2,500	2,500	2,500	2,500	2,500	-				-	
78	Transition Ministry Expenses	2,000	2,000	2,000	2,000	2,000	2,000	2,000	1,800				1,800	
79	Congregational Development Expenses	6,500	6,500	6,500	6,500	6,500	6,500	6,500	5,525				5,525	
80	Insurance for vacant churches	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000				5,000	
81	Real Estate Tax (Underdeveloped Land)	41,000	41,000	41,000	41,000	41,000	41,000	41,000	31,000				31,000	
82	Total - Strengthening Our Churches	672,161	641,952	644,467	775,653	775,653	775,653	775,653	606,615		253,223		859,838	
83	Percent of Total Budget	13%	13%	13%	15%	15%	15%	15%	13%				18%	

DIOCESE OF VIRGINIA 2021 BUDGET
Draft for 04/17/2021 Open Hearing

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Item #	CATEGORY AND PROGRAM	as adopted by Annual Council	as adopted by Annual Convention	as adopted by Annual Convention	as adopted by Annual Convention	Draft Budget to Nov. Convention	March Executive Board Adjustments	04/17 Open Hearing Adjustments	Budget Resolution to 04/24 Convention
Support and Development of the Ministry									
84	Ministry Staff Costs	348,800	348,800	175,161	320,257	347,240	-	-	347,240
85	Ministry Staff Travel	15,400	15,400	15,400	15,400	7,700	7,700	7,700	7,700
86	Commission on Ministry - General Expenses	3,000	3,000	3,000	3,000	2,000	2,000	2,000	2,000
87	Committee on Discernment	5,100	5,100	5,100	5,100	3,000	3,000	3,000	3,000
88	Clergy & Diocesan Conferences	13,500	13,500	13,500	13,500	10,850	10,850	10,850	10,850
89	Committee on Leadership Formation	1,600	1,600	-	-	-	-	-	-
90	Committee on the Diaconate	14,600	14,600	14,600	14,600	9,000	9,000	9,000	9,000
91	Committee on the Priesthood	60,000	60,000	60,000	60,000	20,000	20,000	20,000	20,000
92	Committee on the Young Priests Initiative	20,300	20,300	20,300	20,300	4,000	4,000	4,000	4,000
93	Diocesan Board of Examining Chaplains	3,300	3,300	3,300	3,300	6,000	6,000	6,000	6,000
94	Committee on Continuing Clergy Formation	18,700	18,700	18,700	18,700	15,000	-	-	15,000
95	Total for Ministry Areas	504,300	504,300	329,061	483,157	424,790	-	-	424,790
96	Percent of Total Budget	10%	10%	7%	9%	9%			9%
Governance, Communications & Finance									
97	Governance Staff Costs	184,400	184,400	191,835	241,049	244,825	-	-	244,825
98	Governance Travel	5,700	5,700	5,700	5,700	2,850	2,850	2,850	2,850
99	Standing Committee	3,000	3,000	3,000	10,000	6,520	6,520	6,520	6,520
100	Finance Staff	283,100	283,100	395,859	324,716	330,640	-	-	330,640
101	Finance Travel	9,582	9,582	9,454	9,582	4,240	4,240	4,240	4,240
102	Executive Board, Deans & Presidents	3,700	3,700	3,700	3,700	3,000	3,000	3,000	3,000
103	Program Development	-	-	-	-	-	-	-	-
104	Communications Staff Costs	124,600	124,600	137,891	185,016	188,890	-	-	188,890
105	Communications Travel	5,550	5,550	5,550	5,550	2,775	2,775	2,775	2,775
106	Virginia Episcopalian & e-Communique	64,000	64,000	64,000	64,000	1,500	1,500	1,500	1,500
107	Web Presence	5,000	5,000	5,000	5,000	7,500	7,500	7,500	7,500
108	Other Communications Expenses	23,500	23,500	23,500	23,500	23,500	-	-	23,500
109	Total Governance, Communication & Finance	712,112	712,112	845,489	877,793	816,240	-	-	816,240
110	Percent of Total Budget	14%	14%	17%	17%	18%			17%

DIOCESE OF VIRGINIA 2021 BUDGET
Draft for 04/17/2021 Open Hearing

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The Episcopate									
111	Bishops	502,700	502,700	522,695	420,640	426,325			426,325
112	Episcopal Office Staff	184,900	184,900	111,918	118,255	82,570			82,570
113	Other expenses of the Bishops Office	5,500	5,500	3,000	3,000	3,000			3,000
114	Bishops' Travel	61,850	61,850	61,850	61,850	30,925			30,925
115	Bishops' Office Travel	3,500	3,500	3,500	3,500	1,749			1,749
116	Reserve - Lambeth	2,000	2,000	2,000	2,000	2,000			2,000
117	Episcopal Transition Expense & Reserve	4,000	4,000	4,000	4,000	4,000			4,000
118	Total Episcopate	764,450	764,450	708,962	613,245	550,569			550,569
119	Percent of Total Budget	15%	15%	14%	12%	72%			11%
Administration & Operations									
120	Mayo House Staff	188,400	188,400	215,553	227,541	143,270			143,270
121	Mayo House Staff Travel	-	-	-	-	-		800	800
122	Temporary Assistance	1,450	1,450	-	-	7,500			7,500
123	Other Staff Expenses	21,500	15,000	15,000	15,000	21,230			21,230
124	Auto Expense & Reserve	48,000	40,000	40,000	40,000	21,600			21,600
125	Telephone & Cell Phone Expense	27,000	27,000	27,000	27,000	50,000			50,000
126	Office Supplies, Equipment & Services	85,000	80,638	78,000	70,382	80,000			80,000
127	Building Related Expenses & Reserve	100,178	100,000	90,775	100,000	40,000			40,000
128	Audit, Legal & Professional fees	50,000	50,000	50,000	50,000	5,000			5,000
129	Other Operating Expenses	7,900	7,000	7,000	7,000				
130	Total for Administration & Operations	529,428	509,488	523,328	535,923	368,600		800	369,400
131	Percent of Total Budget	10%	10%	11%	10%	8%			8%
132	TOTAL EXPENSES	5,121,500	5,010,000	4,935,000	5,168,639	4,505,100	362,023		4,867,123
133	NET SURPLUS (DEFICIT)	-	-	-	-	-	-	-	-

2021 Budget as Adopted

DIOCESE OF VIRGINIA 2021 BUDGET
As Approved by Convention April 24, 2021

Email the Budget Working Group at budget@thediocese.net

Item #	CATEGORY AND PROGRAM	2017 as adopted by Annual Council	2018 as adopted by Annual Convention	2019 as adopted by Annual Convention	2020 as adopted by Annual Convention	2021 Debt Budget to Nov. Convention	2021 March Executive Board Adjustments	2021 04/24 Convention Adjustments	2021 Approved by 04/24 Convention Note
INCOME									
1	ANTICIPATED PLEDGE INCOME	4,301,500	4,240,000	4,170,000	4,250,000	3,601,880	362,023		3,963,903
2	RENTS & EXTERNAL TRUSTS	230,000	180,000	180,000	274,000	264,000	-		264,000
3	VIRGINIA EPISCOPALIAN SUPPORT	50,000	50,000	32,000	15,000	-	-		-
4	HEALTH INSURANCE ADMIN REMBURSEMENT	90,000	90,000	103,000	105,000	108,120	-		108,120
5	RESTRICTED INCOME - Released from Restrictions	450,000	450,000	450,000	524,639	531,100	-		531,100
6	TOTAL INCOME	5,121,500	5,070,000	4,935,000	5,168,639	4,505,100	362,023		4,867,123
EXPENSES									
Church Citizenship									
7	Support of Our Greater Church Community	703,722	626,665	632,242	666,666	601,665			601,665
8	General Convention Representation - Reserve	20,000	20,000	20,000	20,000	20,000			20,000
9	Province III - Representation & Support	9,025	9,025	9,025	14,752	14,045			14,045
10	Virginia Council of Churches (VCC)	7,000	7,000	7,000	7,000	7,000			7,000
11	Virginia Interfaith Center for Public Policy (VICPP)	5,000	5,000	5,000	5,000	5,000			5,000
12	Committee on Ecumenical & Interfaith Issues	7,220	7,380	9,700	8,820	4,000			4,000
13	Total - Church Citizenship	751,967	675,070	682,967	722,228	651,911	-		651,911
14	Percent of Total Budget	15%	13%	14%	14%	14%			13%
Evangelism and Christian Formation									
15	Formation Staff Cost	206,800	206,800	168,161	217,490	186,740			186,740
16	Formation Staff Travel	7,500	7,500	7,500	7,500	3,750			3,750
17	Aging, Committee on	13,300	13,300	13,300	13,300	11,305			-
18	Grants for Evangelism Work in the Diocese	-	-	-	-	-	25,000	(11,305)	-
19	Grants for Episcopal College Ministries	192,712	210,102	239,600	268,360	228,000	22,000	20,000	270,000
20	Committee on Parish Youth Ministries	21,500	21,500	21,500	21,500	18,250			18,250
21	Ministries in Higher Education, Committee on	600	600	600	600	500			500
22	Shrine Mount Camp Program Support	122,500	122,500	122,500	122,500	119,500	1,000		119,500
23	Ministry Development	7,000	7,000	7,000	7,000	5,000			6,000
24	Fee for Education for Ministry Program	2,500	2,500	2,500	2,500	2,750			2,750
25	Total - Evangelism and Christian Formation	574,412	591,802	682,661	660,750	575,735	48,000		623,735
26	Percent of Total Budget	11%	12%	12%	13%	13%			13%

DIOCESE OF VIRGINIA 2021 BUDGET
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Ministries of Human Dignity & Justice									
27	Mission & Outreach Staff Costs	118,300	118,300	118,300	-	53,630	35,000		88,630
28	Bishops' Ministry Scholarship	2,400	2,400	2,400	2,400	2,500			2,500
29	Mission & Outreach Travel	7,500	7,500	7,500	7,500	3,750			3,750
30	Committee on Mission & Outreach	20,500	20,500	20,500	20,000	20,000			20,000
31	Gracielinda	40,500	40,500	40,500	40,500	40,500			40,500
32	Support - Office of Mission & Outreach	10,000	10,000	11,000	10,000	5,500			5,500
33	Stewardship of Creation, Committee on the	1,000	1,000	2,250	4,250	3,950		(8,695)	20,256
43	Mission for Racial Justice & Healing	9,080	12,236	9,225	21,250	17,500			17,500
44	Triangle of Hope	-	-	-	-	22,750			22,750
45	Latho Task Force	-	1,000	1,000	1,000	500			500
46	Mental Health, Committee on	4,170	4,170	4,170	4,170	-			-
47	Prevention of Sexual Misconduct, Committee on	2,820	2,820	2,630	2,820	-			-
48	Women in Mission & Ministry	600	600	600	600	-			-
49	Total - Human Dignity & Justice	216,670	220,926	220,065	114,290	170,980	60,000		230,580
50	Percent of Total Budget	4%	4%	4%	2%	4%			5%
Direct Support of Congregations in the Diocese									
51	DSC Staff Cost	235,600	235,600	261,665	412,803	318,990	53,223		372,213
52	DSC Staff Travel	7,500	7,500	7,500	7,500	3,750			3,750
53	Post-COVID Ministry	-	-	-	-	-	60,000		60,000
54	CCM Allocation for Mission Support	683,961	662,702	650,152	599,800	508,900	140,000		648,900
	All Souls, Ailee	41,800	41,800	41,500	41,500	39,000			39,000
	Buck Mountain, Emrys/vile	25,500	22,000	20,000	15,000	-			-
	Christ Church, Lucketts	15,000	14,400	14,400	15,000	13,500			13,500
	Chato Ray, Arlington	60,000	61,000	62,300	64,000	56,500			56,500
	Good Shepherd, Blount	8,900	8,900	8,900	14,900	13,900			13,900
	Good Shepherd, Boonesville	13,000	14,500	5,000	5,500	3,000			3,000
	Grace Church, Sandersville	5,500	10,000	14,000	11,000	9,900			9,900
	Holy Cross Korean, Fairfax	42,000	42,000	42,000	40,000	35,000			35,000
	Immanuel, King & Queen	1,500	1,500	1,500	1,500	1,500			1,500
	Incarnation, Mineral	7,000	-	-	-	-			-
	McLainy Parish, Albemarle	28,615	31,352	31,352	30,500	28,300			28,300
	Our Saviour, Montpelier	30,000	20,000	10,000	5,000	-			-
	San Jose, Arlington	66,000	67,000	68,500	70,000	62,500			62,500
	San Marcos, Alexandria	40,000	40,000	40,000	40,000	30,000			30,000
	Santa Maria, Falls Church	33,000	30,000	30,000	20,600	33,000			33,000
	St Francis Korean, McLean	38,000	35,000	35,000	35,000	25,000			25,000
	St Francis, Manakin Shot	45,000	45,000	41,000	40,000	35,000			35,000
	St Peter's, Richmond	22,000	21,000	21,000	-	-			-
	St David's, Aylett	10,000	10,000	10,000	10,000	9,000			9,000
	St Gabriel's, Leesburg	75,000	75,000	80,000	75,000	65,000			65,000

DIOCESE OF VIRGINIA 2021 BUDGET
As Approved by Convention April 24, 2021

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	<i>St. George's Pine Grove</i>	10,500	11,500	11,500	8,500	5,000			5,000
	<i>St. John the Baptist, Ivy</i>	8,348	7,950	13,000	9,800	9,800			9,800
	<i>St. Paul's West Point & Grace, Millers Tavern</i>	18,000	18,000	18,000	18,000	9,000			9,000
	<i>St. Paul's, Ingham</i>	8,600	8,600	5,000	5,000	3,000			3,000
	<i>Varina, Richmond</i>	28,000	28,000	24,000	24,000	20,000			20,000
42	Interest on Santa Maria Property Loan	22,000	22,000	22,000	22,000	22,000			22,000
72	Reserve for maintenance projects	10,000	10,000	10,000	10,000	10,000			10,000
73	Reserve for special needs	10,000	10,000	10,000	10,000	19,000			19,000
74	Reserve for Transitions	35,000	20,000	10,000	15,000	15,000			15,000
75	Small Church Conference/Continuing Ed/Crme expenses	1,100	1,150	8,150	10,150	550			550
76	Committee on Stewardship	6,000	6,000	6,000	6,000	5,100			5,100
77	Committee on Liturgy & Church Music	2,500	2,500	2,500	2,500	-			-
78	Transition Ministry Expenses	2,000	2,000	2,000	2,000	1,800			1,800
79	Congregational Development Expenses	6,500	6,500	6,500	6,500	5,525			5,525
80	Insurance for vacant churches	5,000	5,000	5,000	5,000	5,000			5,000
81	Real Estate Tax (Undeveloped Land)	41,000	41,000	41,000	41,000	31,000			31,000
82	Total - Strppanning Our Churches	1,088,161	1,031,952	1,042,467	1,160,253	946,615		253,223	1,199,336
83	Percent of Total Budget	27%	27%	27%	22%	27%			29%
Support and Development of the Ministry									
84	Ministry Staff Costs	348,800	348,800	175,161	329,257	347,240			347,240
85	Ministry Staff Travel	15,400	15,400	15,400	15,400	7,700			7,700
86	Commission on Ministry - General Expenses	3,000	3,000	3,000	3,000	2,000			2,000
87	Committee on Discernment	5,100	5,100	5,100	5,100	3,000			3,000
88	Clergy & Diocesan Conferences	13,500	13,500	13,500	13,500	10,850			10,850
89	Committee on Leadership Formation	1,600	1,600	-	-	-			-
90	Committee on the Diaconate	14,600	14,600	14,600	14,600	9,000			9,000
91	Committee on the Priesthood	60,000	60,000	60,000	60,000	20,000			20,000
92	Committee on the Young Priests Initiative	20,300	20,300	20,300	20,300	4,000			4,000
93	Diocesan Board of Examining Chaplains	3,300	3,300	3,300	3,300	6,000			6,000
94	Committee on Continuing Clergy Formation	18,700	18,700	18,700	18,700	15,000			15,000
95	Total for Ministry Areas	504,300	504,300	323,061	483,157	424,790			424,790
96	Percent of Total Budget	10%	10%	7%	9%	9%			9%

DIOCESE OF VIRGINIA 2021 BUDGET
As Approved by Convention April 24, 2021

Email the Budget Working Group at budget@thediocese.net

Item #	CATEGORY AND PROGRAM	2017 as adopted by Annual Council	2018 as adopted by Annual Convention	2019 as adopted by Annual Convention	2020 as adopted by Annual Convention	2021 Draft Budget to Not Convention	2021 March Executive Board Adjustments	2021 04/24 Convention Adjustments	2021 Approved by 04/24 Convention Note
Governance, Communications & Finance									
97	Governance Staff Costs	184,400	184,400	191,835	241,049	244,825	2350		244,825
98	Governance Travel	5,700	5,700	5,700	5,700	2,850			2,850
99	Standing Committee	3,000	3,000	3,000	10,000	6,520			6,520
100	Finance Staff	293,100	283,100	385,859	324,716	330,640			330,640
101	Finance Travel	9,562	9,562	9,454	9,562	4,240			4,240
102	Executive Board, Deans & Presidents	3,700	3,700	3,700	3,700	3,000			3,000
103	Program Development	-	-	-	-	-			-
104	Communications Staff Costs	124,600	124,600	137,891	165,016	168,990			168,990
105	Communications Travel	5,550	5,550	5,550	5,550	2,775			2,775
106	Virginia Episcopalian & e-Communique	64,000	64,000	64,000	64,000	1,500			1,500
107	Web Presence	5,000	5,000	5,000	5,000	7,500			7,500
108	Other Communications Expenses	23,500	23,500	23,500	23,500	23,500			23,500
109	Total Governance, Communication & Finance	712,112	712,112	846,489	877,793	816,240			816,240
110	Percent of Total Budget	14%	14%	17%	17%	16%			17%
The Episcopate									
111	Bishops	502,700	502,700	522,695	420,640	426,325			426,325
112	Episcopal Office Staff	184,900	184,900	111,918	118,255	82,570			82,570
113	Other Expenses of the Bishops Office	5,500	5,500	3,000	3,000	3,000			3,000
114	Bishops Travel	61,850	61,850	61,850	61,850	30,925			30,925
115	Bishops Office Travel	3,500	3,500	3,500	3,500	1,749			1,749
116	Reserve - Lambeth	2,000	2,000	2,000	2,000	2,000			2,000
117	Episcopal Transition Expense & Reserve	4,000	4,000	4,000	4,000	4,000			4,000
118	Total Episcopate	764,450	764,450	708,962	613,245	550,569			550,569
119	Percent of Total Budget	15%	15%	14%	12%	12%			11%
Administration & Operations									
120	Mayo House Staff	188,400	188,400	215,553	227,541	143,270			143,270
121	Mayo House Staff Travel	-	-	-	-	-			800
122	Temporary Assistance	1,450	1,450	-	-	-			-
123	Other Staff Expenses	21,500	15,000	15,000	15,000	7,500			7,500
124	Auto Expense & Reserve	48,000	40,000	40,000	40,000	21,230			21,230
125	Telephone & Cell Phone Expense	27,000	27,000	27,000	27,000	21,600			21,600
126	Office Supplies, Equipment & Services	85,000	80,638	78,000	78,000	50,000			50,000
127	Building Related Expenses & Reserve	100,178	100,000	90,775	100,000	80,000			80,000
128	Audit, Legal & Professional fees	50,000	50,000	50,000	50,000	40,000			40,000
129	Other operating expenses	7,900	7,000	7,000	7,000	5,000			5,000
130	Total for Administration & Operations	529,428	509,488	523,328	536,923	368,600			369,400
131	Percent of Total Budget	10%	10%	11%	12%	9%			9%
132	TOTAL EXPENSES	5,121,500	5,010,000	4,935,000	5,168,639	4,505,100	362,023	-	4,867,123
433	NET SURPLUS (DEFICIT)								

Narrative Budget for Special Convention

Narrative Budget for the Diocese of Virginia Budget Year 2021 As Proposed

Contact the Budget Working Group with questions or comments at budget@thediocese.net

A word about the new format of the full budget:

Following the November Convention, Bishop Goff requested feedback about the budget from Convention participants. Many shared that they had difficulty determining the purpose of particular line items given their location in the document, as well as identifying which areas of the budget were being discussed. As of this Convention, the budget appears in a new format designed to clarify its presentation and facilitate ease of use, with two material changes. First, the tiered indexing has been eliminated in favor of each item having its own individual number. Second, the entire budget is now organized in eight groups according to their role in our life together. These groups are:

- Church Citizenship
- Evangelism & Christian Formation
- Ministries of Human Dignity & Justice
- Direct Support of Congregations in the Diocese
- Support & Development of the Ministry
- Governance, Communications & Finance
- The Episcopate
- Administration & Operations

As an example, the items found under Church Citizenship represent activities and contributions that are part of our life and work as part of The Episcopal Church and with our neighbor denominations in Virginia. These six items had been scattered across four different sections of the budget; here, they are grouped together.

Line items discussed in each group below are followed by the corresponding line number in **bold text**. Changes and additions from the budget have references in underlined text.

Income

As of March 11, 159 parishes had returned a pledge for 2021, resulting in parish pledge income of \$3,963,903 (**1**). The full listing of pledges accompanies this packet. All other income items remain the same from November.

Church Citizenship

The largest item in this section is our pledge in support of The Episcopal Church (**7**). Derived from the prior year's financial results, it is the first expense item to be set and resides at the top of the budget as a marker of our commitment to proportional giving. Likewise, there is a much smaller assessment to Province III of the Episcopal Church (**9**) which funds, among other things, the work of a group making a response to the opioid epidemic. Each year we set aside one-third of the cost of sending our deputation to the triennial General Convention of the Episcopal Church (**8**), and we make commitments to organizations in Virginia which advance ecumenical and interfaith issues.

Evangelism & Christian Formation

Here is where we support Christian Formation for Episcopalians of all ages. Camps, college ministries, and adult formation are supported through these budget lines. New to this proposed budget is \$25,000 in funding for evangelism (18), one of our main mission priorities. These funds will provide both shared programming and direct grants which will serve as seed money for projects at the local level, helping to spark creativity and innovation.

There is an additional \$22,000 for Campus Ministries (19) over the designation in November budget. Rather than simply restoring the funds exactly as invested in the 2020 budget, this increase is intended to advance the stated goal of bringing more balance and parity to our investment in the various campus ministries and campus ministry models. Further \$1,000 is added to the Ministry Development line (23) specifically to support the study of our various campus ministry models and how we might strengthen these vital ministries.

Ministries of Human Dignity & Justice

Our work in this area takes many forms, including support of non-white congregations, several programs of racial justice work and creation care. The November budget included an allocation for filling the newly created position of Minister for Racial Justice and Healing (27). This proposed budget increases that amount by \$35,000 to \$88,630. This increase includes higher anticipated compensation and the cost of an executive recruiter to aid in securing the best possible and most experienced candidate for this important work.

As with Evangelism, there is an allocation of \$25,000 to the Stewardship of Creation line (33) that is intended to allow a vision for this priority to develop at the local and diocesan levels.

Direct Support of Congregations in the Diocese

The Diocese supports congregations directly through direct financial contributions, congregational development programs and transition ministry. In recognition of the financial need in our mission congregations, there is a proposed additional allocation of \$140,000 for their support (54). This amount is placed in the Direct Support of Congregations area of the budget; however, these funds are to be allocated by CCM, who are well placed to see and understand the particular needs of the mission congregations.

The allocation of \$60,000 for Post-COVID Ministry (53) is intended to allow the Diocese to address emerging needs as we begin to move out of the pandemic. The needs in this area will shift and emerge rapidly over the coming months. Several possible places for investment include support for clergy care in smaller parishes, means for parishes to update technology, resources to better equip collaboration and creativity, and many more. The \$53,223 in SOC Staff Cost (51) allows the Bishop flexibility in staffing and compensation decisions, including filling needed positions to support the programs and ministries currently being developed.

Support & Development of the Ministry

In this area, the Diocese supports those called to ordained ministry, from discernment through continuing formation. Included in these lines are funding for discernment retreats, the Young Priest Initiative (92), the St. Phoebe School for Deacons (90), Mid-Atlantic seminarian internships (91), support for those sitting the General Ordination Exams (93), and Fresh Start (94).

Governance, Communications & Finance

The lion's share of expenses in this section is the compensation for the staff carrying out these duties. It also contains funding for expenses associated with Executive Board and Standing Committee meetings (99, 102) as well as graphic design for diocesan communications and hosting for web pages of diocesan working groups (108, 107). Of note this year is the reduction in expense commensurate with cessation of the print publication of the *Virginia Episcopalian* magazine (106).

The Episcopate

In addition to compensation and travel expense for the bishops and support staff, we make reserves each year against future bishop searches and travel to the Lambeth conference. This year (113) Other Expenses of the Bishops Office will support bishops' visitations once they resume.

Administration & Operations

The small addition to Mayo House Staff Travel (121) represents the costs of those staff attending the 2021 diocesan Convention. The costs associated with operating the diocesan offices are lower due to significantly reduced use of building and equipment. These costs will likely rebound in 2022.

Narrative Budget for the Diocese of Virginia Budget Year 2021 As Adopted

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*The Special Convention on April 24, 2021 acted via Resolution BR-3 to reduce the Committee on Aging **(17)** by \$11,305. The resolution added \$20,000 to Campus Ministries **(19)**.*

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As with Evangelism, there is an allocation of \$25,000 to the Stewardship of Creation line **(33)** that is intended to allow a vision for this priority to develop at the local and diocesan levels.

Resolution BR-3 reduced Stewardship of Creation **(33)** by \$8,695, completing the offset of \$20,000 added to Campus Ministries **(19)**.

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