



THE EPISCOPAL DIOCESE OF VIRGINIA

Journal of
The 227th Annual Convention

including
Proceedings of the November 12-13, 2021 meeting

of the 227th Annual Convention

Parochial Statistics

Annual Reports

Audits

The Constitution and Canons of the Diocese of Virginia

Plus an addendum for the Special Convention to Elect the
14th Bishop Diocesan

FOR JESUS. FOR THIS TIME. FOR ALL TIME.





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Bishop Diocesan

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The 228th Annual Convention of the Episcopal Diocese of Virginia will be held on November 17-19, 2022, at the Crystal Gateway Marriott Hotel, 1700 S. Eads Street, Arlington, VA 22202.

Diocesan Officers

As of the 227th Annual Convention.

The Bishop Suffragan and Ecclesiastical Authority

The Rt. Rev. Susan E. Goff

The Assistant 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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Members of the
227th Annual Convention

Canonically Resident Clergy

*Indicates attended 227th Annual Convention

The Rev. Jonathan V. Adams	Trinity, Upperville
The Rev. Dr. Christopher M. (Chris) Agnew*	St. James, Montross, & 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. Anthony F. (Tony) Andres	Retired
The Rev. Paul John Andersen	Retired
The Rev. Pati Mary Andrews	Retired
The Rev. Cate Anthony*	St. Stephen's, Richmond
The Rev. Collins Asonye*	Meade Memorial, Alexandria
The Rev. Deacon Logan Augustine*	Westminster Canterbury, Richmond
The Rev. Nina Bacas*	Grace, Alexandria
The Rev. Heather K. Baggett	Non-Parochial
The Very Rev. Bertram Cass (Cass) Bailey*	Trinity, Charlottesville
The Rev. Canon S. Abbott Bailey*	Diocese of Virginia, Richmond
The Rev. John Baker	Retired
The Rev. Rhonda W. Baker	Retired
The Rev. Robert (Rob) Banse*	Cunningham Chapel Parish, Christ Church, Millwood
The Rev. Dr. Richard (Rich) Bardusch Jr.	Non-Parochial
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	Non-Parochial
The Rev. Dr. Rosemary Beales*	St. Aidan's, 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 Belanger*	St. Margaret's, Woodbridge
The Rev. Jo J. Belser*	Church of the Resurrection, Alexandria
The Rev. Denise Bennett	Non-Parochial
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.	Retired
The Rev. Amanda Bourne*	Non-Parochial
The Rev. Mary W. Brake	Retired
The Rev. Michael Brenneis	Non-Parochial
The Rev. Areeta Bridgemohan*	St. George's, Fredericksburg
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. W. Hill Brown III	Retired
The Rev. Mary Kay (Mary Kay) Brown*	St. David's, Ashburn
The Rev. Jonathan R. Bryan*	Retired
The Rev. Katherine S. (Kate) Bryant*	Leeds, Markham

Members of the 227th Annual Convention

The Rev. Pierre-Henry Paul Buisson*	Emmanuel, Delaplane
The Rev. William H. (Bill) Burk*	Church of the Creator, Mechanicsville
The Rev. Deacon Steven Busch*	St. John's, Centreville
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 San Jose & La Iglesia de Cristo Rey, 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	Non-Parochial
The Rev. Sean Cavanaugh	St. Stephen's & St. Agnes School, Alexandria
The Rev. Kathleen D. (Kate) Chipps	Retired
The Rev. Sang Seok (Athanasius) Choi*	Holy Cross Korean, Falls Church
The Rev. Dr. Young Kwon Choi*	St. Francis Korean, McLean
The Rev. James H. (Jim) Cirillo	Retired
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*	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. S. Rainey Gamble Dankel*	St. Paul's, Richmond
The Rev. Alice D. Davis	Retired
The Very Rev. Judith (Judy) Davis*	Emmanuel, Brook Hill, Richmond
The Rev. Susan W. (Kipper) Degavre	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. Katherine G. Dougherty*	All Souls', Mechanicsville
The Rev. Matthew Dumont-Machowski*	The Falls Church, Falls Church
The Rev. Emily H. Dunevant*	Grace, Goochland
The Rev. Andrew (Andy) Dunks	Retired
The Rev. G. Edward (Ed) Dunlap	Retired
The Very Rev. Dr. Charles T. (Charlie) Dupree*	St. Paul's, Richmond
The Rev. Lindon J. Eaves	Retired
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	Our Saviour, Charlottesville
The Rev. Claire Elser	Non-Parochial

Members of the 227th Annual Convention

The Rev. Gail Epes	Retired
The Rev. Rachel Bauer Eskite	Non-Parochial
The Rev. Deacon Courtenay Evans*	Buck Mountain, Earlysville
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, Emmanuel & St. John's, 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. William G. (Bill) Frank	Retired
The Rev. Elizabeth (Beth) Magill Franklin*	St. Michael's, Arlington
The Rev. Peter Fraser-Morris*	St. Luke's, Simeon
The Rev. Dr. Robert D. (Bob) Friend	St. James's, Richmond
The Rev. Lee Gandiya*	St. Paul's, Owens, King George
The Rev. Deacon Christine J. Garcia*	Christ Ascension, Richmond
The Rev. Elizabeth Bonforte Gardner*	St. Mark's, Alexandria
The Very Rev. 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	Retired
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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*	Calvary, Front Royal
The Rt. Rev. Susan E. Goff*	Diocese of Virginia, Richmond
The Rev. Neal Goldsborough*	Retired
The Rev. Dr. Mario S. Gonzalez Del Solar	Retired
The Rev. Rodney E. (Rod) Gordon*	St. Peter's, Oak Grove, Colonial Beach
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. Kathy R. Guin	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	Non-Parochial
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. Heewoo Daniel Han	Retired
The Rev. Dr. Valentine Seung-gyu Han	Retired
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The Rev. Rachel Harber*	Non-Parochial
The Rev. Crystal Hardin*	St. George's, Arlington
The Rev. Torrence M. Harman*	St. John's, Warsaw & North Farnham Parish, Farnham

Members of the 227th Annual Convention

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The Rev. Christopher Thomas (Tom) Hayes III	Retired
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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. Hergenrather	Retired
The Rev. Robert G. (Bob) Hetherington*	Retired
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The Rev. John Edwin Hogg*	Non-Parochial
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The Rev. Martha J. Horne	Retired
The Rev. John D. Hortum	Retired
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The Rt. Rev. Shannon S. Johnston	Retired
The Rt. Rev. David Colin Jones	Retired
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The Rev. Gary D. Jones	Retired
The Rev. Herbert H. Jones*	St. Thomas', Richmond
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The Rev. Celal Kamran*	Pohick, Lorton
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The Rev. Howard A. La Rue	Retired
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The Rev. Anne L. Manson	Retired
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The Rev. McAlister (Mac) Marshall	Retired
The Rev. Ann F. Martens	Retired
The Rev. Jeanie Martinez-Jantz*	Non-Parochial
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The Rt. Rev. F. Clayton (Clay) Matthews	Retired
The Rev. Joan Mattia	Retired

Members of the 227th Annual Convention

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
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The Rev. Charles C. (Chuck) McCoart*	Emmanuel, Alexandria
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The Rev. Janet S. McDonald	Non-Parochial
The Rev. Stephen Y. McGehee*	Retired
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. Jeremy Means-Koss	Non-Parochial
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The Rev. Claudia W. Merritt*	St. Stephen's, Richmond
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The Rev. Edward O. (Ed) Miller Jr.	Retired
The Rev. John Edward Miller	Retired
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The Rev. W. Terry Miller	Non-Parochial
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
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The Rev. Charles F. (Chuck) Mullaly Jr.	Retired
The Rev. Dr. Diane G. Murphy	Retired
The Rev. Dr. Jo-Ann Murphy	Retired
The Rev. Deacon Linda E. Murphy	Non-Parochial
The Rev. Kathleen (Kathy) Murray*	Beckford Parish, Emmanuel, Woodstock, & St. Andrew's, Mount Jackson
The Rev. Penny A. Nash*	All Saints, Richmond
The Rev. Duane Nettles*	Grace & Holy Trinity, Richmond
The Rev. Robyn Neville-Reeder	Non-Parochial
The Rev. Deborah Newcomb	Retired
The Rev. J. David Niemeyer*	Retired

Members of the 227th Annual Convention

The Rev. Marlee R. Norton	Non-Parochial
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The Rev. John Ohmer	Non-Parochial
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The Rev. Roberto Orihuela*	La Iglesia de Santa Maria, Falls Church
The Rev. Deacon Stephen (Steve) Pace*	Our Saviour, Montpelier
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The Rev. William L. (Will) Packard*	St. Andrews, Burke
The Rev. Sara Palmer*	St. Mary's, Arlington
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. P. Parnell	St. Stephen's, Heathsville
The Rev. Scott D. Parnell*	Ware, Gloucester
The Rev. Joan L. (Joani) Peacock	Emmanuel, Alexandria
The Rev. Margaret E. Peel-Shakespeare	Non-Parochial
The Rev. William P. (Will) Peyton*	St. Paul's Memorial, Charlottesville
The Rev. Dr. Craig A. (Craig) Phillips	Retired
The Rev. Robert S. (Bob) Phipps Jr.	Retired
The Rev. William (Bill) Pickering	Retired
The Rev. Johanna (Joie) Baker Pierce*	St. Mary's, Fleeton, Reedville
The Rev. Jane D. Piver*	Buck Mountain, Earlysville
The Rev. David H. Poist	Retired
The Rev. Margaret C. Pollock	Retired
The Rev. Carl Praktish	Retired
The Rev. Grace A. Pratt	St. Stephen's & St. Agnes School, Alexandria
The Rev. Sarah Kye Price*	St. Mark's, Richmond
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The Rev. Randall L. Prior	Retired
The Rev. Judith H. Proctor	Retired
The Rev. Cherian P. Pulimootil	Retired
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*	St. Clement, Alexandria
The Rev. Elizabeth Rees	St. Stephen's & St. Agnes School, Alexandria
The Rev. Alwin (Al) Reiners Jr.	Retired
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The Rev. Kimberly A. (Kim) Reinholz*	Grace & Holy Trinity, Richmond
The Rev. John F. Rice Jr.*	Retired
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The Rev. Rachel Amelia Rickenbaker*	Non-Parochial
The Rev. Dr. Anne G. Ritchie	Good Shepherd, Burke
The Rev. Dr. William Bradley (Bill) Roberts	Retired
The Rev. Santiago Rodriguez	Non-Parochial
The Rev. Dr. Lynn Petri Ronaldi*	Pohick, Lorton
The Rev. Sean K. Rousseau*	St. Paul's, Haymarket
The Rev. Emily E. Rowell Brown*	St. Anne's, Scottsville

Members of the 227th Annual Convention

The Rev. Dr. Stephen Paul (Paul) Rowles	Retired
The Rev. Bradford (Brad) Rundlett	Retired
The Rev. Deborah W. (Debbie) Rutter*	Good Shepherd, Bluemont
The Rev. William (Bill) Sachs*	St. Stephen's, Culpeper
The Rev. W. Burley (Burl) Salmon*	The Falls Church, Falls Church
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*	St. Andrew's, Burke
The Rev. Stephen (Steve) Schlossberg*	St. Matthew's, Richmond
The Rev. Jeffrey H. (Jeff) Seiler	Retired
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The Rev. Jeffrey S. (Jeff) Shankles*	St. Alban's, Annandale
The Rev. John Thomas Sheehan	Retired
The Rev. John Bolin Shellito*	St. Barnabas', Annandale
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The Rev. Stephen G. Shepherd*	St. Dunstan's, McLean
The Rev. Samuel (Sam) Sheridan	Immanuel-On-The-Hill, Alexandria
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The Rev. Thomas W. (Tom) Simmons IV*	St. Peter's, Purcellville
The Rev. Kira Skala	Emmanuel, Delaplane
The Rev. David Hayes Smith	Retired
The Rev. Shirley E. Smith Graham*	Christ Church, Glen Allen
The Rev. Dr. Hilary B. Smith*	Holy Comforter, Richmond
The Rev. John M. Smith	Retired
The Rev. G. Miles Smith*	Grace, Cismont, Keswick
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 (Will) Stanley	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*	Our Saviour, Charlottesville
The Rev. Jon Strand*	Holy Comforter, Vienna
The Rev. Gabor (Gabe) Strasser	Retired
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*	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. Michael Sweeney	St. Christopher's School, Richmond
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

Members of the 227th Annual Convention

The Rev. John A. Thomas	Retired
The Rev. John T. (J.T.) Thomas*	Emmanuel, Greenwood
The Rev. Deacon Kathryn Thomas*	Piedmont/Bromfield Parish, Madison, and Grace, Stanardsville
The Rev. Marilu J. Thomas*	Christ Church, Charlottesville
The Rev. Carla E. Thompson	Non-Parochial
The Rev. Jacqueline C. (Jackie) Thomson	Holy Comforter, Vienna
The Rev. Canon Mary B. Thorpe*	Epiphany, Oak Hill, Herndon
The 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*	Grace, Alexandria
The Rev. Linnea S. Turner	Grace, The Plains
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. Joshua (Josh) Walters*	St. John's, McLean
The Rev. Frederick S. (Fred) Wandall	Retired
The Rev. Oran E. Warder*	St. Paul's, Alexandria
The Rev. Philene Ware-Dunn*	Non-Parochial
The Rev. Dr. Heather Warren*	St. Paul's Memorial, Charlottesville
The Rev. David F. Wayland	Retired
The Rev. John Weatherly*	Retired
The Rev. Joseph T. (Joe) Webb III	Retired
The Rev. Pamela (Pam) Webb	Retired
The Very Rev. Cornelia (Corry) Weierbach*	Church Of The Spirit, Alexandria
The Rev. Joie Clee Weiher	Non-Parochial
The Rev. Eleanor Lee Smith Wellford*	St. Mary's, Goochland
The Rev. William S. (Bill) Wells Jr.*	St. Philip's, Richmond
The Rev. Anne West*	Grace, Stanardsville, and Piedmont, Madison
The Rev. Hillary T. West	Retired
The Rev. Elisa D. Wheeler	Retired
The Rev. Dr. Dorothy A. White*	St. Peter's, 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. Thomas, Richmond
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 Minor*	St. John's, Richmond
The Rev. Deacon Dan Wilmoth*	Goodwin House, Alexandria

Members of the 227th Annual Convention

The Rev. Ronald S. (Ron) Winchell	Retired
The Rev. Dr. Marian K. Windel*	Retired
The Rev. Mary Margaret (Mary Margaret) Winn*	St. Matthew's, Sterling
The Rev. Anne Lane (Anne Lane) Witt	St. John's, Richmond
The Rev. Hunter H. Wood	Retired
The Rev. Sarah Anne Wood*	Non-Parochial
The Rev. Stuart C. Wood*	Christ Church Parish, Christchurch, Saluda
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 227th Annual Convention. People that attended as both a church delegate and lay member *ex officio* only have one vote.

<i>Church</i>	<i>Name</i>	<i>Status</i>
Abingdon, Gloucester	Keith Webb*	Delegate
	Linda Tjossem	Alternate
All Saints, Richmond	Mark Wilcox*	Delegate
	Ken Lucas*	Delegate
	Betsy Cocknel	Alternate
All Saints Sharon Chapel, Alexandria	Davette Himes*	Delegate
	James Taylor	Alternate
All Souls, Mechanicsville	Tracy Vail-Rhodes*	Delegate
Aquia, Stafford	William Hoffman*	Delegate
	Sarah Kirby*	Delegate
	Michael Golasz*	Delegate
	Christopher Arey	Alternate
Buck Mountain, Earlysville	Patricia Knowlton*	Delegate
	Guy Lushin	Alternate
Calvary, Front Royal	Jean Mary Taylor*	Delegate
Calvary, Hanover	Marvin Tillman*	Delegate
	Teresa Tillman	Alternate
Christ Ascension, Richmond	Donna Crossman	Delegate
	Eve Davis*	Alternate
Christ Church, Alexandria	John Wilmer, III*	Delegate
	Russ Randle*	Delegate
	Cindi Bartol*	Delegate
	Lisa Tenore*	Delegate
	Jessica Hughes*	Delegate
	Anthony Hoefler*	Delegate
	Sandra Thomson	Alternate
	Anna McClure	Alternate
Christ Church, Brandy Station	Sharon Church*	Delegate
Christ Church, Charlottesville	Keven Lindeman*	Delegate
	Michael Smith	Alternate
Christ Church, Glen Allen	Kay Holmes*	Delegate
	Tom Tyler*	Delegate
	Kathy Duckworth*	Delegate
	Laura Lafayette	Delegate
Christ Church, Gordonsville	Lorraine Pollard*	Delegate
Christ Church, Luray	Roberta Arcand*	Delegate
	Jeanne Cave	Alternate
Christ Church, Saluda	Lydia Dudley	Delegate
	Jeanette Adkins*	Alternate
Christ Church, Spotsylvania	Ralph Clark*	Delegate
	Donna Hockaday	Alternate
Christ Church, Winchester	Harold White*	Delegate
	Larry Pettinger*	Delegate
Christ Church, Lucketts, Leesburg	David Butler*	Delegate
	Christopher Anderson	Alternate
Christ Church/		

Members of the 227th Annual Convention

Cunningham Chapel Parish, Millwood	Macon Uskurait*	Delegate
	Jeffrey Harris	Alternate
Church of Our Redeemer, Aldie	Steve Cochran	Delegate
	Susan Hollinger*	Alternate
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
	Monica Rusk	Alternate
Church of the Creator, Mechanicsville	Lenore Barron*	Delegate
	Eric Knopf	Alternate
Church of the Epiphany, Richmond	W. Gray Corbett	Delegate
	Kathy Jimerson*	Alternate
Church of the Good Shepherd, Bluemont	Judy Hall*	Delegate
	Richard Purnell	Alternate
Church of the Good Shepherd, Burke	Charlotte Vincent*	Delegate
	Claire Palmer*	Delegate
Church of the Holy Comforter, Richmond	E. Terry Long*	Delegate
	Lias Lettau	Alternate
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
	Barbara Heyl	Alternate
Church of the Holy Cross, Dunn Loring	Adam Kline*	Delegate
	Kate Hayes	Alternate
Church of the Incarnation, Mineral	Susan Turney*	Delegate
	Bonnie Campbell	Alternate
Church of the Messiah, Fredericksburg	Barry Potter*	Delegate
Church of the Resurrection, Alexandria	Elizabeth Faga*	Delegate
	Cynthia Bulliard-Perez	Alternate
Church of the Spirit, Alexandria	Rishabh Bajekal*	Delegate
	Anthony Knight	Alternate
Cople Parish, Hague	Treadwell Davison*	Delegate
	Deborah Stafford	Alternate
Emmanuel, Alexandria	Elizabeth Frank*	Delegate
Emmanuel, Delaplane	J. Lee Johnson	Delegate
	Ross Armstrong	Alternate
Emmanuel, Greenwood	Mary Elizabeth Via*	Delegate
	Anne Dagner	Alternate
Emmanuel, Harrisonburg	David Penrod*	Delegate
	Joe Paxton	Alternate
Emmanuel, King George	John Meyers	Delegate
Emmanuel, Middleburg	Mary Holder*	Delegate
	Robert Pettit	Alternate
Emmanuel, Rapidan	Lura Wharton*	Delegate
Emmanuel, Woodstock	Jonathan Nateghi-Asli*	Delegate

Members of the 227th Annual Convention

Emmanuel, Brook Hill, Richmond	Susan Northrop*	Delegate
	Susan Utley Loan	Alternate
Church of the Epiphany, Herndon	Wilbert Forbes*	Delegate
	Don Brill	Alternate
The Falls Church, Falls Church	Amanda Dupree	Delegate
	Paul Rosbolt*	Alternate
Farnham Church, Farnham	Ed Marks*	Delegate
	Becky Marks	Alternate
The Fork Church, Doswell	Paul Newell*	Delegate
	Sidney Skjei	Alternate
Good Shepherd-of-the-Hills, Boonesville	No certificates of election received.	
Grace & Holy Trinity, Richmond	Shelli Lord-Pawson*	Delegate
	Frederick Sollog, III	Alternate
Grace Church, Alexandria	Mike Jones*	Delegate
	June Huber*	Delegate
Grace Church, Berryville	Carolyn Gordon*	Delegate
	I. Terrence Preston	Alternate
Grace Church, Breomo Bluff	No certificates of election received.	
Grace Church, Casanova	T. Bryan Jacobs, Sr.*	Delegate
Grace Church, Goochland	No certificates of election received.	
Grace Church, Kilmarnock	Deborah Lockhart*	Delegate
	Anne Warner	Alternate
Grace Church, Stanardsville	Ann Mingledorff*	Delegate
	Linda Robbins	Alternate
Grace Church, The Plains	Hope Laingen*	Delegate
Grace Church, Cismont, Keswick	William Adams*	Delegate
Grace Memorial, Port Republic	No certificates of election received.	
Holy Cross Korean, Falls Church	John Kwon*	Delegate
	Cecelia Moon	Alternate
Immanuel, King & Queen Court House	No certificates of election received.	
Immanuel Church-on-the-Hill, Alexandria	Keith June*	Delegate
	Matthew Haskins*	Delegate
	Mark Fearer*	Delegate
Immanuel, Old Church, Mechanicsville	Mary Elmore*	Delegate
	Alexander Wilson	Alternate
Kingston Parish, Mathews	Lisa McCann*	Delegate
La Iglesia de Cristo Rey, Arlington	Norka Antelo*	Delegate
	Valeria Antelo	Alternate
La Iglesia de San Jose, Arlington	Sonia Sevilla*	Delegate
	Virgilio Alvarez	Alternate
La Iglesia de San Marcos, Alexandria	No certificates of election received.	
La Iglesia de Santa Maria, Falls Church	Soledad Arnez	Delegate
	Roberto Gonzales*	Alternate
Leeds, Markham	Ursula Baxley*	Delegate
	Pernille Brandt	Alternate
Little Fork, Rixeyville	Gaylene Laimbeer*	Delegate
	Karen McCauley	Alternate
McIlhany Parish, Charlottesville	Cathy Boyd	Delegate
	Cynn timer Davis	Alternate
Meade Memorial, Alexandria	Thomas Jones*	Delegate

Members of the 227th Annual Convention

	Nelson Greene, Jr.	Alternate
Meade Memorial, White Post	No certificates of election received.	
Olivet, Alexandria	Jefferson Underwood*	Delegate
Piedmont/Bromfield Parish, Madison	Karen Czar*	Delegate
	Susan Good	Alternate
Pohick, Lorton	Donald Brownlee*	Delegate
	Glenn Larkin*	Delegate
	Beth Altman	Alternate
St. Aidan's, Alexandria	Edward Boling	Delegate
	Carol Horn	Alternate
St. Alban's, Annandale	Pam Matthes*	Delegate
	Nick Huskins	Delegate
	Donna Archer*	Alternate
St. Andrew's, Arlington	Ana White*	Delegate
	Tom Cassidy	Alternate
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	Sara Eskridge*	Delegate
	Jack McHale	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	Cecelia McGurk*	Delegate
	Kimberly Schmidt	Alternate
St. Asaph's, Bowling Green	Sherry Gravatt*	Delegate
	William Gravatt	Alternate
St. Barnabas, Annandale	Katherine Westerlund*	Delegate
	Elizabeth Harper	Alternate
St. Bartholomew's, Richmond	Jill Wood*	Delegate
	Ruth Jones	Alternate
St. Christopher's, Springfield	Jennifer Guernsey*	Delegate
	Meridith Perry*	Delegate
	Janet Quinn	Alternate
St. David's, Ashburn	Darren Prosper	Delegate
	H.L. Vogl*	Delegate
	Tanya Kerr*	Alternate
St. David's, Aylett	No certificates of election received.	
St. Dunston's, McLean	Elizabeth Lee*	Delegate
	David Lindsay	Alternate
St. Francis, Great Falls	Charles 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
	Cynthia Jones	Alternate
St. George's, Arlington	Donald George*	Delegate

Members of the 227th Annual Convention

	Eliza Lowe*	Delegate
	Michael Woods	Alternate
	Anne Norloff	Alternate
St. George's, Fredericksburg	Craig Raines*	Delegate
	Beth Klein*	Delegate
	Casey Hu*	Delegate
	Jessica Atkinson	Alternate
	David Davies	Alternate
	Laura Loch	Alternate
St. George's, Stanley	No certificates of election received.	
St. James', Leesburg	Dorothy Brannock*	Delegate
	George Garlick*	Delegate
St. James, Louisa	Anna Lou Flynn*	Delegate
	Linda Harvey	Alternate
St. James', Montross	Bonnie Chandler*	Delegate
	Aggie Toone	Alternate
St. James', Warrenton	George Burgwyn*	Delegate
St. James the Less, Ashland	Ian Sutton*	Delegate
	Kendra Shifflett	Alternate
St. James', Mount Vernon, Alexandria	Diana Courtney	Delegate
	Mary Bramley*	Alternate
St. James's, Richmond	Thomas Baker*	Delegate
	W. Grey Ligon*	Delegate
	Laura McCoy*	Delegate
	F. Wilson Trice	Delegate
	Erin Jewett	Delegate
	W. Scott Hurt*	Delegate
	Willson Craigie	Alternate
	Michael Whitlow*	Alternate
	Trey Sibley	Alternate
	Michael Smith*	Alternate
St. John's, Arlington	Cassandra Winger*	Delegate
	Debbie Carter	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	Nancy Roan Grapes*	Delegate
	James Lynch III	Alternate
St. John's, McLean	James Howell*	Delegate
	Margaret Keller*	Delegate
	Kevin Swanson*	Delegate
	Margaret Vanderhye	Alternate
St. John's, Richmond	Paul Broughton*	Delegate
St. John's, Tappahannock	Susan Fogg	Delegate
	Cyanne Yates	Alternate
St. John's, Warsaw	Mark Jenkins*	Delegate
St. John's, West Point	Frank Herrin	Delegate
	Martha Edwards*	Alternate
St. John the Baptist, Ivy, Charlottesville	No certificates of election received.	
St. Luke's, Remington	No certificates of election received.	

Members of the 227th Annual Convention

St. Luke's, Simeon, Charlottesville	Pat Perce*	Delegate
	Lou Lamb	Alternate
St. Luke's, Alexandria	Robert Lamb*	Delegate
St. Margaret's, Woodbridge	George Grover*	Delegate
	Winnie Gilmore	Alternate
St. Mark's, Alexandria	Stephen Mitchell*	Delegate
	James Bailes	Alternate
St. Mark's, Richmond	Ryn Kennedy*	Delegate
	Margaret Jones	Alternate
St. Martin's, Richmond	David Mix*	Delegate
St. Mary's, Arlington	Mike Gilliland*	Delegate
	John Keith*	Delegate
	Kate Muth *	Delegate
	Dennis Carter-Chand*	Delegate
	Rebecca Wueste*	Delegate
St. Mary's, Berryville	Edwina Mason*	Delegate
	Maurita Powell	Alternate
St. Mary's, Colonial Beach	Elizabeth Peed*	Delegate
St. Mary's, Goochland	Charmaine Trice*	Delegate
	Wayne Dementi*	Delegate
	Katherine Williams*	Delegate
St. Mary's, Fleeton, Reedville	Valli Minter*	Delegate
St. Mary's, Whitechapel, Lancaster	Jane Fortin*	Delegate
	Connie Horne	Alternate
St. Matthew's, Richmond	No certificates of election received.	
St. Matthew's, Sterling	Fred Brittain	Delegate
	Neil McPhie*	Delegate
	Zena Horaibi*	Delegate
	Tom Leary*	Alternate
	Barbara Thomas	Alternate
	Candice Timmons	Alternate
St. Michael's, Arlington	Terry Katon*	Delegate
St. Patrick's, Falls Church	Victoria Kennedy*	Delegate
	Joe Hiller	Alternate
St. Paul's, Alexandria	Karen Grane*	Delegate
	Larry Campbell*	Delegate
	Robert Long*	Delegate
	Robert Steventon*	Delegate
	Heidi Schneble	Delegate
	Andrew Blair	Alternate
	Cathy Sachs	Alternate
	Carole Cloyd	Alternate
	Dale Cloyd	Alternate
	James Norman	Alternate
St. Paul's, Hanover	T. Scott Harris*	Delegate
	Andrea Kent	Alternate
St. Paul's, Haymarket	David Carson*	Delegate
	Kelly Carson	Alternate
St. Paul's, Ivy	Mary Collier*	Delegate
	William Baer*	Delegate
St. Paul's, Miller's Tavern	Lucy Baker*	Delegate

Members of the 227th Annual Convention

St. Paul's, Richmond	Tom Howard	Alternate
	Sheena MacKenzie	Delegate
	Christopher West	Alternate
St. Paul's Memorial, Charlottesville	Steve Bevis	Delegate
	William Taylor*	Delegate
	Lara Hall*	Alternate
St. Paul's on-the-Hill, Winchester	Roger Inger*	Delegate
	W. Robert Lovan	Alternate
St. Paul's, Bailey's Crossroads	David Wright	Delegate
St. Paul's, Ingham, Shenandoah	No certificates of election received.	
St. Paul's, Nomini Grove, Warsaw	Maria Clark*	Delegate
	Linda Hutt	Alternate
St. Paul's, King George	Laurence Thayer*	Delegate
	Barbara Ritter	Alternate
St. Peter's, Arlington	Kathleen O'Neill*	Delegate
	Jack Schick*	Delegate
	Ed Wilson*	Delegate
	Susan Bentley	Alternate
St. Peter's, New Kent	R. Allan Fabritz*	Delegate
St. Peter's, Port Royal	Carolyn Davies*	Delegate
	Helmut Linne von Berg	Alternate
St. Peter's, Richmond	Ronald Carey*	Delegate
St. Peter's, Purcellville	Jeremiah Lorrig*	Delegate
	Beth Gibson	Alternate
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	Moses Golatt*	Delegate
	Ernestine Armstrong	Alternate
St. Stephen's, Catlett	Leslie Cox*	Delegate
	Ted Anders	Alternate
St. Stephen's, Culpeper	Marty Moon*	Delegate
	Elizabeth O'Reilly	Alternate
St. Stephen's, Heathsville	Mary Palmer Legare*	Delegate
	John Hodges	Alternate
St. Stephen's, Richmond	Auguste Bannard*	Delegate
	Allison Koschak*	Delegate
	Michael Koschak*	Delegate
	Clarice Dibble	Delegate
	Robert Dibble	Delegate
	Richard Hamrick	Delegate
	N. Pendleton Rogers*	Delegate
	Craig Merritt*	Delegate
	Blair Nelsen*	Delegate
St. Stephen & the Good Shepherd, Elkton	Marcia Bailey*	Delegate
St. Thomas, McLean	Stephen Wickman*	Delegate
St. Thomas', Orange	Barry Barr	Delegate
	Graham Barton*	Alternate
St. Thomas', Richmond	Carey Grey*	Delegate

Members of the 227th Annual Convention

St. Timothy's, Herndon	Roger Bowers	Alternate
	Sandra Wright*	Delegate
	Elizabeth Bosworth	Delegate
	Thomas Bosworth	Alternate
Trinity, Arlington	Joy Warburton*	Delegate
Trinity, Charlottesville	Stephanie Commander*	Delegate
	Amy Griffith	Alternate
Trinity, Fredericksburg	Rosemary Arneson	Delegate
	Virgil Folden III*	Alternate
Trinity, Lancaster	Frances Callaghan*	Delegate
	Christine Cammarata	Alternate
Trinity, Manassas	John McCracken*	Delegate
	Jeffrey Schneider*	Delegate
	Rachel Strohman	Alternate
Trinity, Upperville	Rebecca Hoecker	Delegate
Trinity, Washington	Carolyn Emerick*	Delegate
	Cady Soukup	Alternate
Varina, Henrico	William Brooks*	Delegate
Vauter's, Champlain	No certificates of election received.	
Ware, Gloucester	Virginia Roane*	Delegate
	Meredith Roane	Alternate
Westover Church, Charles City	Albert Copland*	Delegate
Wicomico Parish Church, Wicomoco Church	Brian Manetz	Delegate
	Jim Penney	Alternate

Lay Members *Ex Officio*

*Indicates attended 227th Annual Convention. People that attended as both a church delegate and lay member *ex officio* only have one vote.

<i>Position</i>	<i>Name</i>	<i>Church</i>
Chancellor	J.P. Causey*	St. John's, West Point
Collegiate Delegate	Rebecca Shannon*	James Madison University, Delegate
	Sophie Gibson*	University of Virginia, Delegate
	Julia Burke	University of Virginia, Alternate
	Gabriel Arrington	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
	George Omohundro*	St. Luke's, Alexandria
	Sandy Kirkpatrick *	St. Stephen's, Heathsville
	Barbara McMurry*	Grace, Keswick
	Ken Royston*	Christ Church, Glen Allen
	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
	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	Larry Clark*	St. Philip's, Richmond
Culpeper Region	Cady Soukup*	Trinity, Washington
Fredericksburg Region	Harry Dickinson*	Trinity, Fredericksburg
North Fairfax Region	Kevin Swanson	St. John's, McLean
North Richmond Region	George Spagna*	St. James the Less, Ashland
North Shenandoah Region	Nadine Pluchinsky*	Grace, Berryville
Northern Neck Region	Linda Hutt*	St. Paul's, Nomini Grove
Northern Piedmont Region	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
Youth Delegate		
	Colleen McGuire*	North Fairfax Region, Delegate
	Summer Garcia*	Northern Piedmont Region, Delegate
	Caroline Richard*	Potomac Region, Delegate
	Lynn Ashmore*	So. Shenandoah Region, Delegate
	Robert Larson-Ensinger*	South Fairfax Region, Delegate
	Nicole Davis*	Upper Tidewater Region, Delegate

Committees of Convention

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 Constitution & Canons

Mr. J. P. Causey, Jr., St. John's, West Point, Chair
Mr. Tom Baker, St. James's, Richmond
The Rev. Carey Connors, St. Christopher's, Springfield
The Rev. Charles Cowherd, Good Shepherd, Burke
Ms. Elizabeth Faga, Church of the Resurrection, Alexandria
The Rev. Kim Glenn, Grace, Kilmarnock
Mr. Robert Larson-Ensinger, Youth Delegate, South Fairfax Region
Mr. W. Grey Ligon, St. James's, Richmond

Committee on Credentials

Ms. Terry Long, Holy Comforter, Richmond, Chair
Mr. Bruce LeLacheur, President, Northern Piedmont Region
The Rev. Chuck McCoart, Emmanuel, Alexandria

Committee on Related Organizations

The Rev. Kathleen Murray, Beckford Parish, Mt. Jackson & Woodstock, Chair
Mr. Ryn Kennedy, St. Mark's, Richmond
The Rev. Bambi Willis, Trinity, Fredericksburg

Committee on Resolutions

Ms. Alda White, Trinity, Fredericksburg, Chair
Dr. Ron Carey, St. Peter's, Richmond
The Rev. Marlene Forrest, St. Philip's, Richmond
Ms. June Huber, Grace, Alexandria
The Rev. Will Packard, St. Andrew's, Burke
Mr. David Penrod, Emmanuel, Harrisonburg
Mr. Jack Schick, St. Peter's, Arlington
Mr. George Spagna, Regional President, North Richmond Region

Committee on the Journal

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

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 12/31/2021

<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
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
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
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
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
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

Clergy of the Diocese in Order of Reception

Matthews, F. Clayton	1/1/80	East Carolina
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
Morrow, 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
Schadt, Stuart E.	2/1/90	Texas
Morales, Roberto	2/25/91	New York
Maypole, Sara J. Chandler	12/1/91	Connecticut
Eaves, Susan N.	12/12/91	Ordained
Alley, Charles D.	1/21/92	Alabama

Clergy of the Diocese in Order of Reception

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
Kempsey, 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
Cobb Anderson, Vienna	1/26/98	Washington
Caldwell, George M.	6/13/98	Ordained
Simmons, IV, Thomas W.	6/13/98	Ordained
Birnbaum, Rachelle E.	6/15/98	Arkansas
Murphy, Jo-Ann	1/26/99	Newark
Keill, David	6/14/99	New Jersey

Clergy of the Diocese in Order of Reception

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
Hawkins, Linda	6/23/01	Ordained
Fichter, Jr., Richard E.	6/23/01	Ordained
Skala, Kira	6/23/01	Ordained
Sheehan, John	6/23/01	Ordained
Piver, Jane	8/23/01	East Carolina
Lockey, Laura	9/11/01	Mississippi
Binder, Donald	10/1/01	Dallas
Baker, Rhonda W.	10/1/01	Chicago
Dickson, Patricia	11/17/01	Ordained
Merola, C. Robert	1/1/02	Central Florida
Andres, Anthony	1/1/02	Indiana
Gray, Michael	1/7/02	Southeast Florida
Inscoe, 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
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

Clergy of the Diocese in Order of Reception

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
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
Han, Heewoo Daniel	6/16/07	Ordained
Holland, C. Lynn	6/16/07	Ordained
Marques, Barbara B.	6/16/07	Ordained
Norton, Marlee	6/16/07	Ordained
Rees, Elizabeth	6/16/07	Ordained
Banse, Robert L.	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
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

Clergy of the Diocese in Order of Reception

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	Hawai'i
Smith, David	7/6/10	Southern Virginia
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
Dunks, Andrew	7/31/12	Southwestern Virginia
Velez-Rivera, Daniel	11/2/12	Massachusetts
Silcox, James H. Jr.	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

Clergy of the Diocese in Order of Reception

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, Rosemari G.	9/25/13	Washington
McKinney, Catherine R.	11/4/13	Southern Virginia
Smith, G. Miles	11/25/13	Western North Carolina
Hayes, Valerie J.	11/25/13	Southern Virginia
Wigner, J. Douglas	11/27/13	Southwestern Virginia
Feather, Mark R.	1/23/14	Kentucky
Alexander, Jr., J. Randolph	1/23/14	New York
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
Pratt, Grace King	6/6/15	Ordained
Miller, Christopher	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
Roberts, William	11/21/15	Ordained
Dunevant, Emily	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
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
Hughes, James Anthony	12/10/17	Received, Roman Catholic Church
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

Clergy of the Diocese in Order of Reception

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
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
Hunt, Karla Westfall	9/29/18	Ordained
Ferguson, Katherine V.	9/29/18	Ordained
Baggett, Heather Kathleen	10/23/18	North Dakota
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. Pardon	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
Koeliker, Karulyln	3/18/19	Georgia
Knowles, Melody D.	3/18/19	Chicago
Williams-Duncan, Stacy	6/25/19	Washington

Clergy of the Diocese in Order of Reception

Thomas, John Taliaferro	7/29/19	Georgia
Walters, Joshua David	8/29/19	Rochester
Viggiano, Alyse Elizabeth	8/29/19	Pittsburgh
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
Travis, Veronika Edna	1/15/20	Vermont
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
Ware-Dunn, Philene	6/16/20	Ordained
Means-Koss, Jeremy	6/16/20	Ordained
Baker, Johanna	8/31/20	Arizona
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
Nettles, Duane Joseph	1/1/21	Louisiana
Dankel, Susan Rainey	1/19/21	Massachusetts
McKenna, Cynthia	2/10/21	West Texas
Stanley, William S.	2/26/21	Los Angeles
Kamran, Celal	3/1/21	Ordained
Sweeney, Michael	3/1/21	Ordained
Fraser-Morris, Peter	3/4/21	Ordained
Rodriguez, Santiago	3/6/21	Ordained
Busch, Steve	4/19/21	Ordained
Godwin, Shea	4/19/21	Ordained
Moncure, Peg	4/19/21	Ordained
Evans, Courtenay	4/20/21	Ordained
Hartman, Salli	4/20/21	Ordained
Justice, Brian	4/21/21	Ordained
Pace, Steve	4/21/21	Ordained
Bridgemohan, Aareeta	5/3/21	Michigan
Buisson, Pierre-Henry	6/9/21	Arizona
Salmon, W. Burley	7/1/21	Atlanta

Clergy of the Diocese in Order of Reception

Bailey, Stephanie Abbott	7/12/21	California
Anthony, Catherine	9/27/21	Chicago
Gordon, Rodney E.	9/27/21	Southern Virginia
Winn, Mary Margaret	9/29/21	West Tennessee
Palmer, Sarah E.	10/4/21	Southern Ohio
Boylan, Jr., Russell Brooks	12/1/21	Western Louisiana

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

As of 12/31/2021

<i>Priest</i>	<i>Date of Transfer</i>	<i>Transferred to</i>
Walker, Seldon	1/8/21	Southern Virginia
Lenow, Joseph E.	1/27/21	Maryland
Holloway, Megan L.	1/27/21	Los Angeles
Melton, Brent A.	3/26/21	North Carolina
Rhodes, Matthew	7/30/21	Southwestern Virginia
Roberson, Jason	9/7/21	Southwest Florida

Clergy who have died

As of 12/31/2021

Walsh, Ruth D.	1/21/21
Weiler, William L.	2/23/21
Myers, William F.	3/1/21
Dols, Jr., William L.	3/24/21
Smith, John M.	4/4/21
Haycock, Randall H.	6/9/21
Hinson, Michael B.	11/14/21
Okrasinski, Ronald S.	12/21/21

Clergy who have been removed

As of 12/31/2021

None

Necrology

MRS. MARY VIRGINIA RITCHIE DAVIS

December 30, 1929 – December 9, 2021

Mrs. Mary Virginia Ritchie Davis, widow of the Rev. Gordon Bell Davis, passed away in Richmond, Virginia, on December 9, 2021.

Mary Virginia Ritchie was born December 30, 1929, in Washington, DC, to Captain (later Rear Admiral) and Mrs. James Stuart McLaren Ritchie, Royal Navy, while he was Naval Attaché at the British Embassy. After education at University of Geneva, Switzerland, and University of Perugia, Italy, she utilized her fluency in French, German and Italian in a career in the travel industry.

On February 16, 1963, she married the Rev. Gordon Bell Davis, Rector of Grace Church, Yorktown, Virginia, Diocese of Southern Virginia, in the Bethlehem Chapel, Cathedral of St. Peter and St. Paul, Washington, DC. Mr. and Mrs. Davis moved to the Diocese of Virginia, when he accepted a call in 1965 as an associate to All Saints Church, Richmond. In 1971, they relocated to Gordonsville, when her husband was called to the rectorship of Christ Church, Gordonsville. After Mr. Davis's 1989 retirement, the Davises spent many years in Norfolk, Virginia, but settled finally in Richmond, where Mrs. Davis tutored elementary school children and served as a volunteer at St. Stephen's Church.

Mrs. Davis was survived by her children Isabella Worrell and Nicholas Davis, four grandchildren and one great-grandson. Mr. Davis predeceased her February 20, 2020.

A celebration of the life of Mary Virginia Ritchie Davis was held at St. Stephen's Church, Richmond, Virginia, on December 22, 2021 at 11 a.m.



THE REV. WILLIAM LUDWIG DOLS, JR.

April 17, 1933 – March 24, 2021

The Rev. William Ludwig Dols, Jr., canonically resident priest of the Diocese of Virginia, passed away at Goodwin House, Alexandria, on March 24, 2021.

Born in Baltimore, Maryland, the son of William Ludwig and Isobel Louise Walter Cols Dols, he graduated from St. Paul's School for Boys, Baltimore in 1951, received a BA from Washington and Lee University in 1955, and earned his MDiv from Virginia Theological Seminary in 1958. He was ordained to the diaconate on June 17, 1958, by the Rt. Rev. Harry Lee Doll, Bishop Suffragan of the Diocese of Maryland, and to the priesthood on January 1, 1959, by the Rt. Rev. Noble C. Powell, Bishop of the Diocese of Maryland.

Mr. Dols commenced his parish ministry as Curate of St. Thomas, Owings Mills, Maryland, 1958-1960. In 1961 he accepted his first call to the Diocese of Virginia as Priest-in-Charge of St. John's, Arlington, ministering until 1965. During that time, he also worked with the diocesan Department of Christian Education's programs for adults. After serving as Rector of St. James Parish, Wilmington, North Carolina, he returned to the Diocese of Virginia as Rector of Immanuel Church-on-the-Hill, Alexandria, 1972-1983. Additional diocesan work included the Constitution and Canons Committee, 1973-1974; Dean, Region IV, Alexandria, 1975; and the Board of Examining Chaplains, 1974-1979. He also served as a senior trainer for the Middle Atlantic Training Committee, earned a Therapy Specialist certificate at the Pastoral Counseling Center, Washington, DC, and was a Fellow of the College of Preachers, Washington National Cathedral.

In 1985, Mr. Dols moved to Berkley, California, to earn a Ph.D. in 1988 in psychology and biblical studies at the Graduate Theological Union and University of California. During those years, he was active in the Guild for Psychological Studies in San Francisco, where he was a senior seminar leader, and at Four Springs Seminars. He also became Executive Director of The Educational Center in St. Louis until 1995, when he moved to Charlotte, NC, to become Minister of Adult Education at the Myers Park Baptist Church until his retirement in 2001.

Mr. Dols was survived by Shirley Mae Spoerry Dols, his beloved wife of 63 years, their daughters Katherine Ann Dols and Jennifer Leigh Huffman, two grandsons, and his brother, the Rev. Timothy Dols, a retired priest canonically resident in the Diocese of Virginia living in North Carolina.

A service of Thanksgiving for his life was held September 24, 2021, at the Goodwin House auditorium. A portion of his ashes were interred at St. Thomas, Owings Mills, Maryland, and in the future the remainder of his ashes are planned to be interred at Immanuel Church-on-the-Hill, Alexandria.



MRS. ALICE SYLVIA ABERNATHY GREEN

February 20, 1932 – March 22, 2021

Mrs. Alice Sylvia “Dibbie” Abernathy Green, widow of the Rev. James McIver Green, died peacefully at her home at Westminster Retirement Community, Lake Ridge, Virginia, on March 22, 2021.

Alice Sylvia Abernathy was born February 20, 1932, at Mt. Holly, North Carolina, the daughter of Samuel Wilson and Dulcie Echols Patterson Abernathy. She graduated from Mt. Holly, High School, Holly Springs, North Carolina, in 1950, and attended Flora Macdonald College, Red Springs, North Carolina, for three years. She married James McIver Green, July 25, 1953, at the First Presbyterian Church, Mt. Holly, North Carolina. For most of the 1950s, the Greens lived in Hutchinson, Kansas, where Mr. Green worked as an agronomist for the Krause Plow Company.

Her husband responded to a call to the ordained ministry and the Greens moved to Alexandria, Virginia, in 1960 when he entered Virginia Theological Seminary. After his graduation in 1963, all of Mr. Green’s ministry was located in Alexandria, Virginia, first as an assistant at Immanuel Church-in-the-Hill, 1963-1965, then as the first Vicar, later Rector, of Church of the Resurrection, 1965-1993. Mr. Green passed away in 2001, and in 2010, Mrs. Green moved to the Westminster Retirement Community at Lake Ridge.

Mrs. Green is survived by her three children, Elizabeth Earle Green, Thomas McIver Green, and Nancy Green Jackson, and three grandchildren. Due to the COVID-19 Pandemic gathering concerns and restrictions, the celebration of her life was deferred until May 14, 2022. Her Memorial Service was held at Church of the Resurrection, Alexandria, followed by the interment of her ashes in its Memorial Garden.



THE REV. RANDALL HILTON HAYCOCK

February 4, 1953 – June 9, 2021

The Rev. Randall Hilton Haycock, canonically resident priest of the Diocese of Virginia, died June 9, 2021.

Born in Chicago, Illinois, the son of George Amos and Ann Marie Ondesko Haycock, he received a BA from Northeastern Illinois University in 1979 and an MDiv from Nashotah House in 1982. Mr. Haycock was ordained to the diaconate June 19, 1982, by the Rt. Rev. Quintin E. Primo, Jr., Bishop Suffragan of the Diocese of Chicago, and to the priesthood December 18, 1982, by the Rt. Rev. James W. Montgomery, Bishop of the Diocese of Chicago.

Before his call to the Diocese of Virginia, Mr. Haycock ministered as Curate, Church of the Holy Comforter, Kenilworth, Illinois, 1982-1986; Rector, Church of the Redeemer, Elgin, Illinois, 1986-2000; Interim, All Saints, Western Springs, Illinois, 2000-2002; Holy Trinity, Belvidere, Illinois, 2002-2007; and Assistant, Ascension and St. Agnes, Washington, DC, 2008-2012. Concurrently he ministered as a U.S. Army Reserve Chaplain, 1991-2011, with service including Chaplain for Mobilization, Ft. McCoy, Wisconsin, 2003-2007; Warrior Transition Bridge Chaplain, Walter Reed Army Medical Center, Washington, DC, 2008-2009; and Chaplain Clinician, Walter Reed Intensive Care and Psychiatric Units 2009-2011. While at Walter Reed he developed a monthly “Pilgrimage of Remembrance and Healing” to the Washington National Cathedral for wounded soldiers who had lost colleagues in battle.

After his 2011 retirement from the U.S. Army Reserve Chaplains, Mr. Haycock accepted a series of calls to and within the Diocese of Virginia. He ministered as Interim Rector of Grace, Keswick, 2012-2013, and Priest-in Charge of St. Anne’s Parish, Scottsville, 2013-2018. In 2019 he accepted the call to the rectorship of St. Luke’s, Simeon, Charlottesville, where he served until the time of his death.

Mr. Haycock’s life and ministry were celebrated at Grace Church, Keswick, July 16, 2021, at 2 p.m.



THE REV. MICHAEL BRUCE HINSON

June 12, 1963 – November 13, 2021

The Rev. Michael Bruce Hinson, a canonically resident priest of the Diocese of Virginia passed from this life November 13, 2021, in Springfield, Virginia.

Born in Albany, Georgia, the son of William Bruce and Nancy Annette Gibbs Hinson, he received a BBA from the University of Georgia in 1987, and a MA in Christian Education from the Presbyterian School of Christian Education, Union Theological Seminary, Richmond, Virginia, in 1990. That fall he commenced his career as a teacher and chaplain, at St. Stephen's and St. Agnes School, Alexandria, teaching middle school religion classes and planning weekly chapel services. In addition, from 1994-1999 he served as the part-time Director of Christian Education at Bethesda Presbyterian Church, Bethesda, Maryland.

Receiving a call to the ordained ministry in the Episcopal Church, Mr. Hinson was sponsored by St. Christopher's, Springfield, and entered Virginia Theological Seminary. He earned a Diploma in Anglican Studies in 2005, with field work at St. Timothy's, Herndon. The Rt. Rev. Peter James Lee ordained him to the diaconate June 24, 2006, and to the priesthood February 3, 2007. While teaching and chaplaincy duties at St. Stephen's and St. Agnes School remained Mr. Hinson's central ministry, he also embarked upon part-time parish duties. He served as an assistant at St. Christopher's, Springfield, 2008-2010, Priest Associate at the Falls Church, Falls Church, 2012 – early 2021 and Priest Associate at St. Christopher's, Springfield, early 2021 until his death.

Mr. Hinson is survived by Jane Steiner Hinson, his beloved wife of twenty years, and their two children Lauren and Sam. The service of celebration of his life took place at St. Christopher's, Springfield, December 11, 2021, at 3:00 p.m., with committal in St. Christopher's Memorial Garden immediately following.



THE REV. WILLIAM PEGRAM JOHNSON, III

July 5, 1939 – November 25, 2021

On Thanksgiving Day, November 25, 2021, the Rev. William Pegram Johnson, III, passed away in Richmond, Virginia.

Born in Petersburg, Virginia, the son of William Pegram Jr. and Nolie Saunders Webb Johnson, he graduated with a BA from the College of William and Mary in 1960. After two years of teaching as an Overseas Teaching Master at St. Mark's School and St. Stephen's Boys' College, Hong Kong, he entered Virginia Theological Seminary, receiving his MDiv in 1965. He also received an STM from the School of Theology, University of the South, Sewanee, in 1970 and a PhD from Emory University in 1978.

Mr. Johnson was ordained to the diaconate September 19, 1965, by the Rt. Rev. David S. Rose, Bishop Coadjutor, Diocese of Southern Virginia, and to the priesthood June 10, 1966, by the Rt. Rev. George P. Gunn, Bishop of the Diocese of Southern Virginia. He ministered as the Chaplain of Christopher Newport College (now University) and Curate, St. Stephen's, Newport News, Virginia, 1965-1967, then as Assistant, St. James Parish, Wilmington, North Carolina, 1967-1969. In 1970, Mr. Johnson accepted his first call to Virginia as Chaplain, St. Margaret's School, Tappahannock, followed by service as an instructor of Language and Literature in Virginia State Prisons, 1972-1974. From 1978-1985, he was the headmaster of Canterbury School, the alternative school of Christ Church, Accokeek, Maryland, then ministered as that church's Rector, 1985-1998.

After his 1998 retirement, Mr. Johnson returned to Richmond, Virginia, serving as Priest-in-Charge of St. Asaph's, Bowling Green, and tutoring in reading in inner city Richmond elementary schools. He also led numerous successful efforts to have historic markers erected at important Virginia African American history sites, including Bishop Payne Divinity School, Petersburg, the segregated Episcopal seminary for African Americans 1878-1949.

Mr. Johnson was survived by his son, Matthew Ransom Johnson, and two granddaughters. His memorial eucharist was held at St. Paul's, Richmond, on January 2, 2022, at 2 p.m.



THE REV. JOHN FLETCHER LOWE, JR.

March 11, 1932 – August 25, 2021

The Rev. John Fletcher Lowe, Jr., died peacefully in his sleep at his Richmond, Virginia, home August 25, 2021.

Born in Greenville, South Carolina, the son of John Fletcher and Mary Olivia Conyers Lowe, he received a BA from Washington and Lee University in 1954, where he was a lacrosse All American. After receiving a MDiv from General Theological Seminary, New York, in 1959, he was ordained a deacon June 20, 1959, and a priest July 16, 1960, by the Rt. Rev. Clarence A. Cole, Bishop of the Diocese of Upper South Carolina.

After ministering in congregations in the Dioceses of Upper South Carolina and Southwestern Virginia, and serving as Chairman of the Department of Christian Social Relations, Diocese of Southwestern Virginia, Mr. Lowe was called to the Diocese of Virginia to chair its Department of Christian Social Relations, 1967-1970. From 1970-1985, he ministered as Rector, Holy Comforter, Richmond. His ministry in both the Department of Christian Social Relations and his congregation focused issues of social justice and care of the hungry and incarcerated, working with diocesan committees on Offender Aid and Restoration, Alternatives to Incarceration of Children (ACT), and Human Needs. From 1974-1982, he served on the National Hunger Committee of the Executive Council of the Episcopal Church. He also embraced traditional diocesan leadership roles including the Bishop's Liturgical Commission, Roslyn Advisory Committee, Executive Board, Alternate Clerical Deputy to General Convention, and President of the Standing Committee, 1984-1985.

Mr. Lowe accepted a call to the rectorship of Immanuel Church, Highlands, Wilmington, Delaware, in 1985, but returned to minister in Virginia in 1994. During the second Virginia period, he was instrumental in founding the Virginia Interfaith Center for Public Policy (VICPP), the largest statewide advocacy voice for the faith community in Virginia, focusing on issues of economic, racial and social justice. From 1997-2004 he led its advocacy work as its Executive Director. In these later years he also served in interim positions in churches in Germany, Italy, Switzerland, and France. When in Richmond, however, he continued ministering as a visiting chaplain in state prisons and remained active in prison ministry until the time of his death.

Mr. Lowe is survived by Mary Frances Adamson Lowe, his beloved wife of sixty-one years, their three children John, Elizabeth, and Suzanne, four grandchildren, and two step-grandchildren. His funeral service was held September 8, 2021, at St. Paul's, Richmond, with a private interment at Holy Comforter, Richmond, on September 9, 2021.



THE REV. WILLIAM FRANCIS MYERS

July 12, 1933 – March 1, 2021

The Rev. William Francis Myers, retired canonically resident priest of the Diocese of Virginia, died peacefully at his Reston home on March 1, 2021.

Born in Washington, DC, the son of Raymond Cassius and Matilda Martin Parkins Myers, he grew up in Hyattsville, Maryland, and received his BA from the University of Maryland, College Park, in 1955. He also earned a MDiv from Virginia Theological Seminary, 1960, a MA from Colgate University, 1970, and a DMin from Wesley Theological Seminary, Washington, DC, 1979.

The Rt. Rev. Angus Dunn, Bishop of Washington, ordained Mr. Myers to the diaconate June 18, 1960, and to the priesthood December 1, 1960. His early ministries included Vicar, St. George's, Glenn Dale, and St. James, Bowie, Maryland, 1960-1963; Rector, Trinity Church in St. Charles, Missouri, 1963-1967; Faculty, Eden Theological Seminary, Webster Groves, Missouri, 1966-1967; Rector, St. Thomas, Hamilton, New York, and Chaplain, Colgate University, 1967-1970.

In 1971, Mr. Myers accepted a call to the Diocese of Virginia, to serve as Assistant, St. John's, McLean. In 1978, the Rt. Rev. Robert B. Hall, Bishop of Virginia, granted the vestry of St. John's, McLean, special permission to call him as their next Rector, where he continued to minister until his 1993 retirement. In addition, he performed a variety of diocesan leadership roles including Dean, Region V, North Fairfax, 1978-1982, 1986-1989; Chaplain of the Diocesan Council, 1983; Standing Committee, 1985-1988; Committee on Race Relations, 1985-1991; Chair, Committee on Family Life, Human Sexuality, and Abortion, 1989-1993; Trustee, Goodwin House, Inc., 1989-1993. Upon his 1993 retirement, he relocated to Reston, Virginia, and became a faithful communicant of St. Francis in-the-Fields, Great Falls, a long-time mission church of St. John's, McLean, which became an independent congregation during his tenure at St. John's.

Mr. Myers was survived by his children, Marilyn and James, and two grandchildren. Due to COVID-19 Pandemic gathering concerns and restrictions, his memorial service was postponed until his 89th birthday, July 12, 2022, at St. John's, McLean.



THE REV. RONALD STANLEY OKRASINSKI

July 12, 1941 – December 22, 2021

The Rev. Ronald Stanley Okrasinski, a retired priest canonically resident in the Diocese of Virginia, passed away peacefully on the morning of December 22, 2021.

Born in Irvington, New Jersey, the son of A. Stanley and Helen C. Gorney Okrasinski, he received a BA from Seton Hall University in 1963, a MDiv from Immaculate Conception Seminary in 1968, and a DMin from the University of Notre Dame in 1986. He was ordained a Roman Catholic deacon in 1966 and a priest in 1968, and ministered in the Roman Catholic Church until 1977.

Mr. Okrasinski's Episcopal Church ministry commenced with earning a Diploma in Anglican Studies from Virginia Theological Seminary in 1979. The Rt. Rev. Samuel B. Chilton, Bishop Suffragan of Virginia, received him as an Episcopal Deacon in February 1980 and the Rt. Rev. Robert Bruce Hall, Bishop of Virginia received him as an Episcopal Priest June 1, 1980 at St. George's, Fredericksburg, where he had been serving as an assistant.

From 1980 to his retirement from full-time parish ministry in 2013, Mr. Okrasinski ministered in the Diocese of Virginia as Rector of St. Mary's, Colonial Beach. During that lengthy tenure, he developed a unique beachfront ministry for teens, initiated and completed major improvements to all parish buildings, revitalized a total education program, and established an on-going visitation program. In addition, he provided diocesan leadership with service on the Committee on Communications, 1983-1986; Committee on Race Relations, 1989-1993; and as Dean of Region I, 1984-1987, 2002-2005.

After his 2013 retirement, Mr. Okrasinski served as Interim Rector at St. Mary's, Whitechapel, and Trinity, Lancaster; Interim Rector at Trinity, Fredericksburg; and continued volunteering as a chaplain at Washington National Cathedral, a ministry he had commenced in 1996. At the time of his death, he was a Priest in Residence at Hanover-with-Brunswick Parish in King George.

Mr. Okrasinski's funeral mass was celebrated by the Rt. Rev. Shannon S. Johnson, at St. Mary's Church, Colonial Beach, December 20, 2021, at 2 p.m. He is survived by Claudette J. LeMay Okrasinski, his beloved wife of 49 years, their children Jeremy T. and Martha A., and two grandchildren.



MRS. HELEN ANGELL BRADNER REID

December 11, 1928 – February 12, 2021

Mrs. Helen Angell Bradner Reid, widow of the Rev. Richard Reid, passed away February 12, 2021, after a short illness.

Helen Angell Bradner was born December 11, 1928, in Providence, Rhode Island, the daughter of William Murray and Louise Davis Reynolds Bradner. She graduated from Classical High School, Providence, Rhode Island, in 1946, and received a BA from Wellesley College in 1950 where she majored in classics, rowed crew, and played the carillon.

On August 12, 1950, she married Richard Reid, a recent graduate of Harvard University, at St. Paul's Church, Wickford, Rhode Island. In the early years of their marriage, Helen Reid taught elementary and middle school while her husband earned his MDiv at Episcopal Divinity School, Cambridge, Massachusetts. After his ordination to the priesthood in 1955, they relocated to New York, New York, where he ministered as an assistant at the Cathedral of St. John the Divine.

In 1958, Mr. Reid was appointed Assistant Professor of New Testament at Virginia Theological Seminary (VTS), Alexandria, which became their home for the next four decades. While her husband advanced to Associate Professor; Professor; Associate Dean of Academic Affairs; and Dean and President of VTS, Mrs. Reid devoted her time to her family, serving her church and community, and supporting her husband's increasingly demanding roles. She was instrumental in the growth of the Alexandria Symphony, serving as board president and helping to establish the Symphony Orchestra League of Alexandria (SOLA). She served on the vestry of Immanuel Church-on-the-Hill and volunteered for multiple charitable organizations. At VTS she occasionally filled in teaching Greek classes, served as the seminary's unofficial hostess, and wrote *Search for the Invisible: The Houses at Virginia Seminary and the Families who Lived in Them* (1994, rev. 2002), a social history of the seminary's houses and their occupants. The Reids retired to Saunterstown, Rhode Island, in 1994.

Mr. Reid predeceased Mrs. Reid in 2014, but she is survived by their three children, Richard Murray Reid, Elizabeth Bardner Kryder-Reid, and Helen Reid Jordan, and seven grandchildren.

Her funeral service was held in the VTS Memorial Chapel Garden, April 17, 2021, with interment afterwards beside her husband in the VTS cemetery. An additional memorial service was held at St. Paul's, Church, Wickford, Rhode Island, July 24, 2021.



THE REV. JOHN MOFFETT SMITH

April 30, 1936 – April 4, 2021

The Rev. John Moffett Smith, a retired priest of the Diocese of Virginia, died Easter Sunday, April 4, 2021, at Goodwin House in Alexandria.

Born in Bluefield, West Virginia, the son of Clyde Bryan and Margaret McCue Smith, he graduated from Phillips Exeter Academy, New Hampshire, 1955, received a BA in Psychology from Duke University in 1959, and a MDiv from Virginia Theological Seminary in 1962. The Rt. Rev. Wilburn C. Campbell, Bishop of West Virginia, ordained him a deacon on June 13, 1962, and ordained him a priest December 19, 1962.

Mr. Smith first ministered as an Assistant at Trinity, Morgantown, West Virginia, 1962-1964, and as an Associate at Christ Church, Exeter, New Hampshire, 1964-1968. In 1968 he accepted a call to be Chaplain and Chair of the Theology Department of Episcopal High School, posts he held through 1974. During that time, he also served as the 1970 Director of St. George's Camp, Shrine Mont, and a member of the diocesan Board of Christian Education, 1971-1972. Mr. Smith left Virginia 1974-1975 to minister as Associate at Christ Church, Charlotte, North Carolina. The following year, however, he received a call to return to Virginia as the Rector of St. James', Leesburg, a cure he held until his retirement in 1998. Diocesan service during this rectorate included the Bishop's Liturgical Committee, 1976-1980; Board of Trustees, Church Schools in the Diocese of Virginia, 1976-1979; Standing Committee, 1978-1981; and the Nominating Committee for a New Suffragan Bishop in 1979.

Upon retirement, Mr. Smith and his wife Eleanor Harrison Boothe Smith, whom he had married in 1962, moved to Pittsboro, North Carolina, but returned to northern Virginia in 2017. After Mrs. Smith's death on September 8, 2017, Mr. Smith relocated to Goodwin House, Alexandria, his home at the time of his passing. He is survived by their children, John Douglas Smith, Katherine Smith, and Sarah Elizabeth Smith, and six grandchildren

A Liturgy of Thanksgiving for the Life of the Rev. John Moffett Smith was held October 2, 2021, at Immanuel Chapel, Virginia Theological Seminary. Afterwards, his ashes, were interred with those of his wife in the Virginia Theological Seminary Memorial Chapel Garden.



THE REV. RUTH DIMOCK WALSH

May 23, 1941 – January 21, 2021

The Rev. Ruth Dimock Walsh passed away at Virginia Hospital Center, Arlington, Virginia, on January 21, 2021, due to complications from COVID-19.

Born in Greenwich, Connecticut, the daughter of Thomas James Boniface and Mabel Ruth Coates Walsh, she enlisted as a private in the U. S. Marine Corps in 1960. During her twenty-five-year Marine Corp service, she earned her BA in Psychology from American University, Washington, DC, 1980, and received numerous military awards including National Defense Service Medal, Navy Commendation Medal with a Gold Star, Presidential Service Badge, and the Legion of Merit Award. She retired from the U.S. Marine Corps as a Lieutenant in 1985.

Responding to a call to ordained Episcopal ministry, she entered Virginia Theological Seminary, Alexandria, and received her MDiv in 1991. She was ordained to the diaconate by the Rt. Rev. Peter J. Lee, Bishop of Virginia, on December 10, 1991, and to the priesthood by the Rt. Rev. Robert P. Atkinson, Assistant Bishop of Virginia on June 1, 1992. After ministering as Associate Rector at St. Mark's, Alexandria, 1991-1992, Ms. Walsh entered the Clinical Pastoral Education (CPE) program of Ashbury Methodist Home, Gaithersburg, Maryland, 1992-1996. Her subsequent ministry focused on interim rectorships: St. James', Mount Vernon, Alexandria, 1994-1996, 2006-2007, 2010-2011, and All Saints Sharon Chapel, Alexandria, 1996-1998; and Clinical Pastoral Education and Supervision: Goodwin House, Alexandria, 1998-2006, and Washington Hospital Center, Washington, DC, 2006-2009. After formal retirement in 2009, she continued to teach Clinical Pastoral Education and earned her PhD in Psychology in 2016 from the Graduate Theological Foundation.

Ms. Walsh is survived by her daughter Julia Ruth Vaughn and two grandchildren. Due to COVID-19 Pandemic gathering concerns and restrictions, the celebration of the Rev. Ruth Walsh's life was limited to a small family service at St. James', Mount Vernon, May 12, 2021, followed by interment that afternoon at Arlington National Cemetery.



THE REV. WILLIAM LEON WEILER

May 1, 1936 – February 23, 2021

The Rev. William Leon Weiler, canonically resident retired priest of the Diocese of Virginia died in Springfield, Virginia, on February 23, 2021.

Born in Philadelphia, Pennsylvania, the son of Harry and Bertha Florence Reiss Weiler, he graduated with a BA from University of Pennsylvania in 1961. Additional education included a 1961 BD from the Reformed Episcopal Seminary, a 1962 Certificate from the Philadelphia Divinity School, and a 1971 PhD in Rabbinic Literature and Bible from Hebrew Union College, Cincinnati. He was ordained to the diaconate on June 9, 1962, by the Rt. Rev. Oliver J. Hart, Bishop of Pennsylvania, and to the priesthood on December 1, 1962, by the Rt. Rev. Joseph G. Armstrong, Bishop Coadjutor, Diocese of Pennsylvania.

After initial parish cures in Pennsylvania, Mr. Weiler embarked upon ministry focused primarily on Christian-Jewish relationship and the Hebrew language. He served as Executive Director of the Office of Christian-Jewish Relations for the National Council of Churches in New York from 1974-1979, building a communication network and developing a program for the 30 member-churches of the National Council and eight national Jewish bodies. From 1979-89, he was Director of the Office of Government Relations for the Episcopal Church Center in Washington, DC, advising the Presiding Bishop and other members of the Church Center staff in the development and administration of the Episcopal Church's relations to the national government in Washington, DC, and serving as personal deputy of the Presiding Bishop for ecumenical and governmental affairs in Washington and elsewhere. During his tenure with the Office of Government Relations, Mr. Weiler was canonically resident in the Diocese of Virginia, ministering as assisting clergy at St. George's, Arlington. During the next decades, he served as a Director of Development at Nashota House, Nashota, Wisconsin, 1989-1992; Lindsay College, Columbia, Kentucky, 1992-1994; and Lutheran Theological Seminary, Columbia, SC 1994-1997. Returning to canonical residency in the Diocese of Virginia, he ministered as Associate Rector at St. Michael's, Arlington, 1998-2000, and Adjunct Instructor of Hebrew at Virginia Theological Seminary, Alexandria, and John Leland Center for Theological Studies, Arlington, until the early 2000s.

Mr. Weiler's funeral service and interment of his ashes took place in the Memorial Chapel Garden, Virginia Theological Seminary, on Sunday, June 13, 2021, at 2 p.m. He is survived by his wife of 62 years, Carole Ruth Arnold Weiler, and their two sons, William and Paul. He was predeceased in by their daughter Elizabeth in 2005.



Alphabetical Listing of Churches and Missions

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

List current as of the 227th 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	Arlington	Arlington
St. Andrew's Church	Burke	South Fairfax
St. Andrew's Church	Marshall	Northern Piedmont
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, Mount 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/San Gabriel	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	Beaverdam	North Richmond
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 227th Annual Convention of the Episcopal Diocese of Virginia (2021)

Updated for Virtual Convention October 5, 2021

1. There shall be appropriate worship services at each regular meeting of the Convention. Each delegate registered and attending 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.
2. On the first day of Convention legislation the Presiding Officer, having taken the Chair, shall declare a quorum present, if such be the case, or the Presiding Officer may direct that the roll of the members of the clerical and lay order be called to determine a quorum.
3. On the first day of Convention legislation, a Program of Convention shall be adopted.
4. On the first day of Convention legislation, 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 and the Rules of Order shall be referred. Proposed amendments may be submitted only by a Member of Convention or a Constitutional or Canonical body.

The Committee on Constitution and Canons shall conduct a hearing at or not more than fifteen (15) days prior to the Convention and thereafter make a report to Convention.

Notice of the open hearing shall be announced at least thirty (30) days prior to the Convention.

All proposed amendments to the Constitution and Canons and Rules of Order shall be introduced in writing in such electronic or written editable format as specified by the Diocesan Office no later than noon on the third day before the open hearing of the Constitution and Canons Committee. If no such hearing occurs before the opening of Convention, all proposed amendments to the Constitution and Canons and Rules of Order shall be submitted no later than ten (10) calendar days before the opening day of Convention. Proposed amendments shall identify the proposers of the amendment and provide contact information for at least one proposer to whom questions or comments about the amendment may be addressed

No additional amendments to the Constitution and Canons or Rules of Order shall be received and acted upon at the Convention without a two-thirds vote of the Convention, unless they shall be reported by a legislative Committee of Convention, the Standing Committee or the Executive Board. All such additional proposed amendments must be submitted in 600 copies ready for distribution

- C. The Committee on Resolutions, to which may be referred all written resolutions, except those referred to the Committee on Budget or the Committee on Constitution and Canons. Proposed resolutions may be submitted only by a Member of Convention or a Constitutional or Canonical body.

The Committee on Resolutions shall conduct a hearing at or not more than fifteen (15) days prior to the Convention and thereafter make a report to Convention. Notice of the open hearing shall be announced at least thirty (30) days prior to the Convention.

All resolutions shall be introduced in writing in such electronic or written editable format as specified by the Diocesan Office. Resolutions shall be introduced no later than noon on the third day before the open hearing of the Resolutions Committee. If no such hearing occurs before the opening of Convention, all resolutions shall be submitted no later than ten (10) calendar days before the opening day of Convention. 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.

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 they be reported by a legislative Committee of Convention, the Standing Committee or the Executive Board. All such additional resolutions must be submitted in 600 copies ready for distribution.

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 first day of Convention without bringing 600 copies of the resolution and without the need for a two-thirds vote. A Courtesy Resolution thanking or commending service at Convention may be introduced at any time.

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

- 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 a hearing at or not more than fifteen (15) days prior to the Convention. Notice of the open hearing shall be announced at least thirty (30) days prior to the Convention.

Proposed amendments to the budget or resolutions related to the budget shall be introduced in writing in such electronic or written editable format as specified by the Diocesan Office. Proposed amendments to the budget or resolutions related to the budget shall be introduced no later than noon on the third day before the open hearing of the Budget Committee. No additional amendments to the budget or resolutions related to the budget shall be received and acted upon at the Convention without a two-thirds vote of the Convention, unless they be reported by a legislative Committee of Convention, the Standing Committee or the Executive Board. All such additional amendments or resolutions related to the budget must be submitted in 600 copies ready for distribution.

If no such hearing occurs before the opening of Convention, all proposed amendments to the budget or resolutions related to the budget shall be submitted no later than ten (10)

calendar days before the opening day of Convention. Proposed amendments to the budget or resolutions related to the budget shall identify the proposers of the amendment and provide contact information for at least one proposer to whom questions or comments about the amendment may be addressed. 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.

The Committee shall report to Convention by presenting:

1. The Executive Board's budget, including such changes in the Executive Board's budget as the Committee shall recommend, said changes to be presented in the form of a resolution or resolutions.
2. The Committee's recommendation on all resolutions to Convention on or related to the budget.

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. The Secretary and the Committee on Related Organizations may set appropriate deadlines, forms and procedures for nominations to the governing bodies of Related Organizations. The Secretary, in his sole discretion, may waive compliance with the deadline for submitting nominations. 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 President may appoint a parliamentarian for any meeting of Convention.

9. Elections: Balloting may be conducted using a virtual or remote voting system approved by the Secretary of the Convention. With the approval of the Chief Judge of Elections, or his designee(s), appropriate provisions shall be made for assistance to delegates who do not have access to the voting system or require technical assistance in voting. Ballots cast using a virtual or remote 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 Elections 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 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.

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. 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, budget resolutions, 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 (3) 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 that legislative committee, (c) the proposer(s) of the action, or (d) any three delegates.

16. A motion to adjourn, or lay on the table, shall always be in order and shall be decided without debate.

17. When two or more members of Convention rise at once, the Presiding Officer shall decide who is entitled to the floor.

18. 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.

19. The vote on all questions shall be taken by orders whenever as many as five members request it.
20. 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.
21. No member shall absent himself from the meetings of the Convention without leave, unless the member be sick or unable to attend.
22. 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.
23. 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.
24. 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.
25. 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.

Special Order for Debate on Resolutions and Amendments

RESOLVED, that there be a Special Order for Debate on resolutions and amendments to the Constitution and Canons, excluding those on the Consent Agenda, as follows

1. The Committee Chair shall present the Committee's recommendations and an explanation thereof;
2. The entire debate after the Committee Chair's presentation shall be limited to sixteen (16) minutes for each resolution or amendment;
3. Each speaker shall be limited to two (2) minutes and no speaker shall speak more than once on the same question;
4. The Chair shall recognize, to the extent practicable, speakers of opposite views in alternate succession;
5. Debate may be terminated prior to the expiration of the sixteen (16) minute period, or any extension thereof, or extended only by two-thirds vote of the Convention.

Program of the 227th Annual Convention

227th Annual Convention of the Diocese of Virginia Program

Friday, November 12

- 7:00 p.m. Welcome
- 7:10 p.m. Annual Convention Worship Service
Homilist: The Rt. Rev. Jennifer Brooke-Davidson
- 7:40 p.m. Reports, Stories of the Diocese and Meet Me in Galilee Award
- 8:20 p.m. Closing words and reminders about tomorrow
- 8:30 p.m. Worship concludes

Saturday, November 13

- 9:00 a.m. Call to Order
General Business Session Ballot #1 – Standing Committee
- 9:30 a.m. The Pastoral Address – The Rt. Rev. Susan E. Goff, Bishop Suffragan and
Ecclesiastical Authority
- 10:00 a.m. Remarks by the Missioner for Racial Justice and Healing – The Rev. Dr. J. Lee Hill, Jr.
Ballot #2 – Standing Committee, if necessary
- 10:15 a.m. Break
- 10:25 a.m. Report of the Treasurer – Mr. Ted Smith Report of the Committee on Budget
- 11:45 a.m. Break
- 11:55 a.m. Report from the Bishop Diocesan Search Committee
Report of the Assistant Bishop – The Rt. Rev. Jennifer Brooke-Davidson
- 12:15 p.m. Introduction of those to be ordained in the coming year Worship
- 12:30 p.m. Offline Break for Lunch (Please use the same Zoom invitation to sign back on for the
afternoon session.)
- 1:20 p.m. General Business Session continues with Worship
- 1:30 p.m. Report of the Committee on Resolutions
- 4:30 p.m. Break
- 4:40 p.m. Report of the Committee on Constitution and Canons
- 5:30 p.m. Worship
Closing Remarks
- 6:00 p.m. ADJOURNMENT

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 appointments
 - Report of the Related Organizations Committee
 - CR-1 David Charlton
 - R-2 Best Virtual Practices for Executive Board, Standing Committee and Regional Councils
 - R-3 Best Congregational Virtual Practices
 - R-5 Preparation for Special Needs Participation in Proceedings
 - R-8 Deacons Compensation
 - R-11 Creation of an Additional Assistant Bishop
 - R-12 Expanded Daily Readings
 - C-1 Amend Article I of the Constitution
 - C-2 Amend Canon 13, Section 2
 - C-3s Resolution to Open Meetings
 - C-6a Resolution to Amend Rules of Convention (Effective January 1, 2022)
-

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, 2024. The Standing Committee nominates:

- The Rev. Herbert Jones, St. Thomas, Richmond
- The Rev. Dina Widlake, St. John's, McLean
- Mr. David Meeker, Abingdon, White Marsh
- Ms. Marleen McCabe, Pohick, Lorton

to serve on the Disciplinary Board for a three-year term ending at the 230th Annual Convention in 2024.

In addition, the Rev. Daniel Johnston is nominated to serve on the Disciplinary Board for a two-year term ending at the 229th Annual Convention in 2023, serving the remaining years of the unexpired term of the Rev. Elizabeth Gardner.

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 228th Annual Convention in 2022.

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 Rev. Megan Limburg; Trinity, Lancaster & St. Mary's, Whitechapel
- The Rev. Dr. Craig Phillips; St. Peter's, Arlington
- Ms. Elizabeth Ward; Christ Church, Alexandria

In addition, the following are nominated to serve three-year terms ending at the 230th (2024)

Annual Convention:

- The Rev. Deacon Theresa Lewallen, St. Alban's, Annandale
 - Mr. Tom Hahn, Christ Church, Alexandria
 - The Rev. Bambi Willis; Trinity Church, Fredericksburg
-

Report of the Committee on Related Organizations

Related Organizations are those whose charters or statements of purpose have been reviewed and approved by the Executive Board and whose status as a Related Organization has been approved by the Convention of the Diocese.

Each Related Organization elects its own board and officers, but the Committee on Related Organizations reviews the nominations and then presents them to the Annual Convention for its concurrence.

The Committee on Related Organizations met and reviewed the nominations submitted to the 227th Annual Convention. The Committee believes that the nominees possess the necessary skills and background to serve on the respective boards and formally places them before the Convention for later consideration and election by those boards.

Faithfully submitted,
The Committee on Related Organizations

The Rev. Kathleen Murray, Chair
Mr. Ryn Kennedy
The Rev. Bambi Willis

Diocesan Missionary Society

For the Diocesan Missionary Society, one nomination has been presented to the Committee for review, the Rev. B. Cass Bailey. The Rev. Bailey is experienced as a Rector, Dean of the Charlottesville Region, and has other not-for-profit experience and brings a background and passion for stewardship.

Trustees of the Funds

Six people have expressed an interest in serving on the TOTF Board. They are Bob Cady from Christ Church, Alexandria; Keith Callahan from Church of the Holy Cross, Dunn Loring; Alan Jackson Foster, Sr. from St. Philip's, Richmond; James R. Harding from Wicomico Parish Church, Wicomico Church; William Randolph Taylor from St. Paul's Memorial Church, Charlottesville, at the University of Virginia; and Carter "Kerry" Kelly Wade from Immanuel Church-on-the-Hill, Alexandria.

Mr. Cady has studied strategic decision-making and risk management through his association with Stanford University. Mr. Callahan has a background in a parish investment committee and has worked to establish various gift, credit card, expense reimbursement, and investment policies. Mr. Foster has a strong accounting, financial, and managerial background and is a retired Vice President and Manager at Sun Trust Bank. Mr. Harding has prior experience as a member of the Trustees of the Fund and experience as a trustee of a large pension fund and medical benefits fund. Mr. Taylor manages endowments as a financial advisor and has experience as a church treasurer. Mr. Wade has professional experience in regulatory management that requires reading and understanding complex legal statutes and regulations.

Virginia Diocesan Homes

The Committee received five nominations. J.P. Causey, Jr. is a member of St. John's, West Point; Janet S. Hansen is from St. Michael's, Arlington; Laura Dillard Lafayette of Christ Church, Glen Allen; Katherine G. Panfil, Saint George's, Arlington; and Kathleen S. Turner, Church of the Resurrection, Alexandria.

Mr. Causey has been involved with Virginia Diocesan Homes since its inception and believes in the need for this critical ministry to thrive and grow. Ms. Hansen believes that appropriate housing, health care, and social services for seniors are becoming increasingly urgent needs as the population ages. Ms. Lafayette knows both the private housing market and the work required to produce affordable housing units. Ms. Panfil seeks to address the need for affordable senior housing and is a board member of the Arlington Partnership for Affordable Housing. Ms. Turner has experience leading discernment processes and is experienced as a liaison to construction companies for office buildings and affordable housing.

Courtesy Resolutions

One Courtesy Resolution was submitted this year. The courtesy resolution is listed below.

CR-1: Courtesy Resolution for David Holland Charlton

Whereas, Dr. David Holland Charlton has served as President of Church Schools in the Diocese of Virginia from 1988-1998 and again since 2000; and

Whereas, Dr. Charlton plans to retire as President during 2022 before the next Annual Convention of the Diocese of Virginia; and

Whereas, Dr. Charlton previously served as Headmaster of Christchurch School from 1995-2000; and

Whereas, Dr. Charlton previously served as Vice-President of Finance and Administration at Virginia Theological Seminary from 1984-1988; and

Whereas, Dr. Charlton has served in numerous staff and volunteer positions in the Diocese of Virginia including Treasurer, Secretary of the Diocese, the Shrine Mont Corporation Board of Directors, Roslyn Managers Corporation, Memorial Trustees of the Virginia Diocesan Center/Roslyn Memorial Trustees, and Trustees of the Funds, and

Whereas, Dr. Charlton has served as Board President of the National Association of Episcopal Schools and is currently Chair of the Board of Virginia Theological Seminary; and

Whereas, Dr. Charlton holds a Bachelor of Arts, a Master of Education, and a Doctor of Education from the College of William & Mary; and

Whereas, Dr. Charlton has been honored in recent years for his long and distinguished career in education with the degree Doctor of Humane Letters from the University of the South in 2013 and with the John Verdery Award by the National Association of Episcopal Schools in 2016; and

Whereas, Dr. Charlton has lived into his baptismal covenant both within and beyond the Episcopal Church, and

Whereas, Dr. Charlton has demonstrated remarkable gifts of insight into effective responses to challenges and crises, dedication in recruiting and supporting committed volunteer leaders, forbearance in guiding the leaders of each of the Church Schools, wisdom in understanding the needs of students and educators, and foresight in assuring the long-term vitality of institutions; and

Whereas, all associated with Church Schools in the Diocese of Virginia will miss his wise counsel while remaining grateful for his irreplaceable impact on the well-being of individuals and schools, now, therefore, be it

Resolved, that the 227th Annual Convention of the Diocese of Virginia honors and thanks Dr. David Holland Charlton for his long, varied, and distinguished career and ministry in the Diocese of Virginia, in education, and as President of Church Schools in the Diocese of Virginia as he prepares to retire; and

Be it further resolved, that additional gratitude be conveyed to his spouse, Wendy, and their family for their support of Dr. Charlton's vocation; and

Be it further resolved, that a copy of this resolution be provided to Dr. Charlton and that it be recorded in the minutes of the 227th Annual Convention.

SUBMITTED BY: THE REV. EDWARD O. MILLER, JR., CHAIR OF THE TRUSTEES OF CHURCH SCHOOLS IN THE DIOCESE OF VIRGINIA ON BEHALF OF THE OFFICERS AND TRUSTEES OF CHURCH SCHOOLS WHICH INCLUDES CHRISTCHURCH SCHOOL, ST. CATHERINE'S SCHOOL, ST. CHRISTOPHER'S SCHOOL, ST. MARGARET'S SCHOOL, ST. STEPHEN'S & ST. AGNES SCHOOL, AND STUART HALL SCHOOL.

Resolutions

R-2: Best Practices for Virtual and Hybrid Proceedings by Regional Councils, Executive Board, and the Standing Committee

Whereas, Resolution R-1 of the 226th Annual Convention established the Virtual Governance Task Force to address virtual governance and related issues of accountability, transparency, diversity and inclusion in the midst of the Covid-19 pandemic and the challenges such proceedings posed for our collective governance; and

Whereas, the Virtual Governance Task Force consulted widely about best practices for the fair, successful, and transparent conduct of virtual proceedings, consultations including interviews with current and former members of Executive Board, the Standing Committee, and Regional Councils, the Ecclesiastical Authority, key Diocesan staff, the Chancellor, as well as the conduct of surveys and interviews of lay and clergy leaders in this Diocese,

Now, therefore, be it

Resolved, by the 227th Annual Convention of the Diocese of Virginia, that:

1. We gratefully acknowledge and celebrate the hard work, resourcefulness, ingenuity, and resilience of diocesan staff, our Bishops, and members of the Standing Committee, Executive Board, and Regional Councils since February 2020 in successfully conducting virtual meetings of the Standing Committee, Executive Board, and Regional Councils, during a deadly pandemic, while observing appropriate safety measures; and
2. We adopt the attached best practice recommendations of the Virtual Governance Task Force to guide future virtual, hybrid, and in-person Standing Committee, Executive Board, and Regional Council proceedings while reliably assuring accountability and transparency in these future proceedings, promoting wider inclusion and greater diversity in these future proceedings, and taking steps to improve participation in future Diocesan Conventions.

SUBMITTED BY: MR. RUSSELL V. RANDLE, CHRIST CHURCH, ALEXANDRIA, CHAIR, VIRTUAL GOVERNANCE TASK FORCE ON BEHALF OF THE VIRTUAL GOVERNANCE TASK FORCE.

Best Practice Recommendations for Regional Councils, the Executive Board, and the Standing Committee

I. Regional Council and Executive Board Recommendations.

Regional Councils and the Executive Board meetings are to be open to members of congregations in the Diocese. To encourage transparency, accountability, and to improve understanding of their decisions across this Diocese, we recommend that

- Executive Board and Regional Council meeting dates, times, and physical and/or virtual meeting locations be posted on the Diocesan website at least two weeks before such meetings;
- Where feasible, these meetings be live-streamed by appropriate means (e.g. Facebook) readily available to people in the Diocese, with appropriate links posted
- Summaries of the decisions made at these meetings be posted on the Diocesan website within two days of the meeting, with minutes posted after their approval
- Where meetings have to be closed to discuss legal matters, personnel matters, or commercial negotiations, that these matters be conducted at the end of the meeting, with the livestream turned off, with an explanation posted that the discussion is closed for one of those reasons.
- Budget discussions are NOT to be closed.

II. Standing Committee Recommendations

Because of the nature of Standing Committee deliberations – interviews of candidates for ordination, Council of Advice for the Bishop, disciplinary matters, approval of indebtedness by congregations – its meetings are limited to those invited to attend. To further transparency and accountability, we recommend that the Standing Committee promptly post the results of final decisions that will become publicly known such as:

- Actions to consent to elections of Bishops and other canonical matters that are public under the Constitution and Canons of The Episcopal Church
- Actions under Canons 14 and 15 of the Diocese to authorize congregations to encumber or sell real property

III. Recommendations for Virtual Proceedings.

Noting that these practices are already widely followed, we recommend that the Standing Committee, the Executive Board, and Regional Councils adopt the following best practices for their virtual or hybrid (part in-person) meetings:

- Each person's camera is on,
- Each person is muted unless speaking
- Each person informs the group when a member is leaving (e.g. via chat box) or is unable to attend
- Each voting member can be seen and heard clearly if some are present in person and some are attending by virtual means

IV. Recommendations to Improve Participation at Diocesan Convention

We note that some smaller congregations are encountering difficulties in sending representatives to Diocesan Convention, and noting further that many delegates receive little encouragement and support and find the Convention proceedings to be a mystery. In order to improve participation and compliance with canonical requirements, we recommend that:

1. Regional deans and councils contact clergy and lay delegates at least four weeks before Convention in order to
 - Encourage them to attend Diocesan Convention, explaining the canonical requirement for such attendance unless excused by the Ecclesiastical Authority
 - Find mentors for newer delegates who can help guide them at Convention and explain proceedings as they unfold
 - Help find virtual resources, transportation and accommodations where delegates face challenges in attending for such reasons

2. The Office of the Bishop, in advance of Diocesan Convention hearings, and again in the week before Convention, take steps to provide several virtual training sessions for lay and clergy delegates to Diocesan Convention. We recommend that these training sessions occur on weekends or in the evening. We recommend that these address:
- Logistics of attendance (whether virtual or in person)
 - Overview of the hearings and how to participate
 - Where to find (virtually) the most up-to-date text of the budget, canonical amendments, and resolutions
 - Where to find the list of nominees for election to Diocesan offices (e.g. Standing Committee, General Convention Deputy)
 - Overview of topics for decision
 - How to participate in debate at Convention
 - Voting procedures for elections
 - Voting on contested issues of budget, canonical amendments and resolutions.

RESPECTFULLY SUBMITTED,
VIRTUAL GOVERNANCE TASK FORCE – SEPTEMBER 2021

R-3: Best Practices for Virtual and Hybrid Proceedings by Vestries and Congregations

Whereas, Resolution R-1 of the 226th Annual Convention established the Virtual Governance Task Force to address virtual governance and related issues of accountability, transparency, diversity and inclusion in the midst of the Covid-19 pandemic and the challenges such proceedings posed for our collective governance; and

Whereas, the Virtual Governance Task Force consulted widely about best practices for the fair, successful, and transparent conduct of virtual proceedings, consultations including interviews with the Ecclesiastical Authority, key Diocesan staff, the Chancellor, the Office of the General Convention of The Episcopal Church, and the conduct of surveys and interviews of lay and clergy leaders in this Diocese,

Now, therefore, be it

Resolved, by the 227th Annual Convention of the Diocese of Virginia, that:

1. We gratefully acknowledge and celebrate the hard work, resourcefulness, ingenuity, and resilience of our clergy and lay leaders since February 2020 in successfully conducting virtual vestry meetings, vestry elections, congregational meetings, and in some cases, congregational votes on property matters, in the context of a deadly pandemic, while observing appropriate safety measures; and
2. We adopt the attached best practice recommendations of the Virtual Governance Task Force to guide future virtual, hybrid, and in-person congregational and vestry proceedings while reliably assuring accountability and transparency in these future proceedings and promoting wider inclusion and greater diversity in these future proceedings.

SUBMITTED BY: MR. RUSSELL V. RANDLE, CHRIST CHURCH, ALEXANDRIA, CHAIR, VIRTUAL GOVERNANCE TASK FORCE ON BEHALF OF THE VIRTUAL GOVERNANCE TASK FORCE.

Best Practices for Digital and Hybrid Vestry and Congregational Meetings Recommended by Virtual Governance Task Force for Virginia Episcopal Congregations September 2021

The R-1 Task Force recommends that the practices below guide congregations and vestries in arranging, publicizing, conducting and reporting the results of their meetings. These are guidelines;

they must not be interpreted to override any contrary requirements that are found in the Constitution and Canons of The Episcopal Church, the Constitution and Canons of the Diocese of Virginia or any written congregational by-law. (In general, for historic legal reasons, congregations in Virginia are unincorporated associations. They may adopt by-laws, but are not obliged to do so.)

I. Prior to Meetings

A. NOTICE

Prior advance notice of the meeting is required under the Canons, preferably several weeks. For special meetings, at least three days advance notice is required of the time, place, and object of the meeting. Canon 11, Section 13.

For congregational meetings, best practice is to give advance notice to all members, which may be by e-mail and orally, as well as in regular congregational publications.

The congregation should also be informed in advance of both regular and special vestry meetings, including virtual and hybrid meetings, with provision made for the members to be able to watch or listen to the proceedings. The presumption is that vestry meetings are open for members of the congregation to attend.

B. TECHNOLOGY

Choose a technology that allows people to attend electronically, for example Zoom, Skype, or a conference call system.

Transmit an electronic link to join the meeting one week prior to meeting by e-mail or other social media platform, with due regard to security against outside disruption. Include information on how the participants can access the meeting electronically and provide a contact for troubleshooting technical difficulties.

Share notice of the meetings on social media platforms of choice (web site, parish calendar, Facebook, email, text message). Appropriate security steps should be taken to prevent outside parties from interfering or disrupting proceedings (e.g. ZOOM bombing).

Send out electronic/US-Mail/e-mail copy of all documents required for the meeting at least one week prior to regularly scheduled meetings.

Send out any changes or additional information at least three days prior to the meeting.

Request recipients to sign in fifteen minutes prior to meeting to ensure connectivity.

C. REHEARSE.

Best practice is to conduct a dry run in advance of the meeting to assure that the technology works, that people can be heard, documents shared, and votes can be taken by whatever means has been chosen in advance.

D. CAPTIONING AND INTERPRETATION.

At least ten days before the meeting, survey the attendees to assess those who are differently abled or for whom English is not the dominant language. Include questions to ascertain whether individuals with impairments have their own technology, i.e., text to speech, speech to text and other accommodation software. We note that ZOOM does have a captioning feature for these who are hard of hearing and that it can accommodate interpretation into different languages.

II. Quorum

All Vestry meetings, whether in person, hybrid, or virtual, require a quorum comprised a majority of the vestry. Canon 11, Section 10. A pending canonical change will clarify that virtual attendance is to be counted in establishing a quorum, provide the virtual participant can hear and be heard, and can see the text of any resolutions or other written action being debated or to be voted upon.

All congregational meetings, whether in person, hybrid, or virtual, require a quorum comprised of at least ten percent of the confirmed adult communicants. Canon 11, Sections 5, 13.

III. Start of Meeting

Assign an experienced administrator(s) to monitor chat/participation features. This person should not be the minute taker.

Assign a well-qualified person to take the minutes of the meeting and arrange for the distribution and posting of the minutes after the meeting, subject to the rules for approving such minutes.

If possible, mute participants, or ask them to mute their microphones unless invited to speak. To take questions, make sure the chat feature is enabled.

Advise participants that meeting is being recorded (if applicable). If the meeting is recorded, determine in advance whether and how the recording is to be retained as part of congregational records.

Confirm that members can hear each other and any exterior participants

Have participants post their names if participating virtually

Encourage virtual participants to keep their cameras on so people can see each other

Note where materials for meeting are available to ensure participants have access. Provide hard copies of materials for those attending in person.

Where members of the congregation are in attendance, introduce vestry members, staff members, and members of the congregation who may be making presentations.

State that meeting will be conducted in accordance with Robert's Rules of Order and canonical requirements.

Cover "ground rules" for participation, such as:

- Speakers must state their name before each presentation, comment, or question.

- Time limits for statements (if applicable)

- All participants must be recognized by the Chair before speaking.

- Start with a prayer

IV. Technical Difficulties

If serious technical difficulties arise, such that it would be unfair to debate or vote upon measures, the meeting should be temporarily suspended (i.e. recess) until issues are resolved.

If technical difficulties cannot be speedily resolved so that the meeting cannot be held in compliance with Rules of Order and Canonical requirements, postpone meeting to a date, time, and place when technical issues are resolved.

Keep accurate minutes noting any disconnections and reconnections of members.

V. Conclusion and After the Meeting

Close in prayer

End hybrid or virtual meeting when the public body formally adjourns.

Post the minutes.

R-5: Best Practices Preparation for Persons with Special Needs to Participate in Virtual and Hybrid Governance Meetings

Whereas, Resolution R-1 of the 226th Annual Convention established the Virtual Governance Task Force to address virtual governance and related issues of accountability, transparency, diversity, and inclusion in the midst of the Covid-19 pandemic and the challenges such proceedings posed for our collective governance; and

Whereas, the Virtual Governance Task Force consulted widely about best practices for the fair, successful, and transparent conduct of virtual proceedings, consultations including interviews with the Ecclesiastical Authority, key Diocesan staff, the Chancellor, the Office of the General Convention of The Episcopal Church, and the conduct of surveys and interviews of lay and clergy leaders in this Diocese,

Now, therefore, be it

Resolved, by the 227th Annual Convention of the Diocese of Virginia, that:

1. We gratefully acknowledge and celebrate the hard work, resourcefulness, ingenuity, and resilience of our clergy and lay leaders since February 2020 in successfully conducting virtual Diocesan Convention, Executive Board, vestry meetings, vestry elections, congregational meetings, and in some cases, congregational votes on property matters, in the context of a deadly pandemic, while observing appropriate safety measures; and
2. We adopt the attached best practice recommendations for Meeting Preparation to Include People with Special Needs to help guide future virtual, hybrid, and in-person meetings of Diocesan Convention, Executive Board, Regional Council, congregational, and vestry proceedings while reliably promoting wider inclusion and greater diversity in these future proceedings.

SUBMITTED BY: MR. RUSSELL V. RANDLE, CHRIST CHURCH, ALEXANDRIA, CHAIR, VIRTUAL GOVERNANCE TASK FORCE ON BEHALF OF THE VIRTUAL GOVERNANCE TASK FORCE.

Meeting Preparation to Include People with Special Needs

I. Prior to Meeting

Survey the attendees to assess those who are differently abled or for whom English is not the dominant language. Include questions to ascertain whether individuals with impairments have their own technology, i.e., text to speech, speech to text and other accommodation software.

II. Hearing Impaired

- In the meeting invitation, inform the attendees the steps being taken for accessibility provisions and provide an email address they can use to request additional accommodations.
- Assign an “accessibility advocate”, if required, before the meeting to make provisions, inform participants of the protocols and details, monitor live transcriptions, captioning, or other services.

Capitalize on Captions if you plan on showing videos during the meeting, make sure the videos are captioned.

- Ensure that these accommodations fulfill the needs of the participants to provide equal access. In addition to captioning, accommodations that can be provided include an in-person American Sign Language (ASL) interpreter, remote ASL interpreter, remote speech-to-text services, large print materials, and presentation slides as handouts with presenter notes.
- If you are using remote interpreters or service providers in a virtual meeting, book them with sufficient time to ensure availability. Provide them with access to your conferencing platform and test prior to the event. Provide interpreters meeting handouts and/or presentations in advance.

III. Visually Impaired

Issue all invitations, documents, etc. in large, non-serif fonts, 16 point is recommended for ADA compliance, use bold or semi-bold not light fonts. Avoid blocks of capital letters, underlined, italicized text. Check the platform you intend to use for accommodation features.

IV. Bilingual Members

If you are using remote interpreters or service providers in a virtual meeting, book them with sufficient time to ensure availability. Provide them with access to your conferencing platform and test prior to the event. Provide interpreters meeting handouts and/or presentations in advance.

- Capitalize on Captions if you plan on showing videos during the meeting. If Vestry members are not proficient English-speakers, make the necessary provisions for language Captions if needed.

R-8: Deacon Compensation

Resolved, by the 227th Annual Convention of the Diocese of Virginia, that beginning January 1, 2022, parishes with deacons assigned to said parishes shall pay deacons at the rate of \$25 a month and pay the applicable assessment to Church Pension Group (CPG) and

Be it further resolved, that deacons may decline the monthly compensation.

SUBMITTED BY: THE VEN. DAVID CURTIS.

ENDORSED BY: THE REV. DEACON BARBARA AMBROSE, THE REV. DEACON LOGAN AUGUSTINE, THE REV. DEACON EMMETRI BEANE, THE REV. STEVE BUSCH, THE REV. DEACON FRANK CASTELLON, THE REV. DEACON CHRISTINE GARCIA, THE REV. DEACON KARLA WESTFALL HUNT, THE REV. DEACON KARULYNN KOELIKER, THE REV. DEACON JOSEPH KLENZMANN, THE REV. DEACON THERESA LEWALLEN, AND THE REV. DEACON KATHRYN THOMAS.

Background:

Those called to the diaconate serve in congregations without compensation. Typically, deacons contribute time and talent of about 10-12 hours a week in ministry, in worship, and other activities. It is intended that deacons will serve without compensation from parishes.

However, the lack of compensation prevents deacons from access to benefits through the Church Pension Group (CPG), benefits such as Credo conferences that address spiritual, physical, and financial well-being, life insurance, and resettlement compensation.

The total amount paid per month per deacon per parish will be approximately \$30 a month, or \$360 a year (compensation plus pension amount).

The Dioceses of Vermont, New York, and Connecticut passed similar resolutions in 2019, 2020, and 2021 respectively. Similar resolutions will be debated at 2021 Annual Conventions in the Dioceses of

Long Island, Rhode Island, and Western Massachusetts. Additionally, the Association for Episcopal Deacons and the Church Pension Group have worked together to make enrollment into CPG possible.

Compensation will be provided to any deacon serving, unless declined by the deacon. Deacons may decline the compensation for a variety of reasons (e.g. a theological understanding that deacons serve without compensation or possible impact on other retirement benefits being received). However, per CPG rules, retirement contributions cannot be made for any clergy age 72 or older.

An example from CPG:

Outlined below are some of the benefits provided to eligible Active and Retired clergy. The example shown is based on a cleric having Total Assessable Compensation (TAC) of \$300 per year, or \$25 per month, with 10 years of earned Credited Service (CS) at the time of retirement.

The assumed Highest Average Compensation (HAC) is \$300. Total assessments paid over the cleric's career is \$540.

- While Active, life insurance benefit (6 x TAC): \$1,800
- When Retired, life insurance benefit (6 x HAC): \$1,800
- Annual pension benefit (2.75% x HAC x CS): \$82.50
- Annual Christmas benefit (\$25 x CS): \$250
- Resettlement benefit (one-time payment at the time of retirement equal to 12 times the monthly retirement benefit with a minimum of \$2,000): \$2,000
- Invitation to CREDO and Planning for Wellness Conferences

R-11: Approval of Creation of Additional Assistant Bishop

Resolved, that the 227th Annual Convention of the Diocese of Virginia, receiving the opinion of its Bishop that additional episcopal services are required for The Diocese, with the consent of the Standing Committee, approve the creation of the position of an additional Assistant Bishop, and authorize the Bishop, with the consent of the Standing Committee, to appoint a bishop for the position under such conditions as the Bishop may determine.

SUBMITTED BY: THE STANDING COMMITTEE

Background

Under the authority of General Convention Canon III.12.5, the Standing Committee of the Diocese recommends approval of Resolution R-11, which provides authorization to the Bishop and Ecclesiastical Authority, with the consent of the Standing Committee, to appoint an additional Assistant Bishop for a short-term period.

Bishop Porter Taylor will end his service with the Diocese in June 2022, and his departure will necessarily leave a leadership and resource gap. Passing this Resolution would provide the Bishop with the needed flexibility to bring on an additional full-time person, whose tenure would end effective with the consecration of the new Bishop Diocesan in December 2022.

R-12: Trial use of the “Expanded Revised Common Lectionary Daily Readings”

Resolved, by the 227th Annual Convention of the Diocese of Virginia, that the following resolution be presented to the 80th General Convention:

Resolved, the House of _____ concurring, That the 80th General Convention direct the Standing Commission on Liturgy and Music to study the “Expanded Revised Common Lectionary Daily Readings,” which has been prepared by the Consultation on Common Texts (CCT), and to make recommendations to the 81st General Convention about trial use.

SUBMITTED BY: THE REV. DR. ROBERT W. PRICHARD, CHRIST CHURCH, SALUDA AND SECRETARY OF THE CONSULTATION ON COMMON TEXTS; MS. CYNTHIA BARTOL, CHRIST CHURCH, ALEXANDRIA; THE REV. SHEARON WILLIAMS, ST. GEORGE’S, ARLINGTON; AND THE REV. STUART WOOD, CHRIST CHURCH, SALUDA.

Background

This resolution asks General Convention to instruct the Standing Commission on Liturgy and Music to consider trial use of the “Expanded Revised Common Lectionary Daily Readings.” Trial use is a first step that may or may not lead to later adoption for permanent use.

The Consultation on Common Texts (CCT) is an ecumenical body in which the Episcopal Church participates. It prepared the Revised Common Lectionary for Sundays and Holy Days (1992), which the General Convention approved for trial use (1994-2006) and for inclusion in the Book of Common Prayer (2006). In 2005 the CCT also approved the Revised Common Lectionary Daily Readings and commended it for trial use. The Evangelical Lutheran Church’s Evangelical Lutheran Worship (2006) and the Presbyterian Church (U.S.A.)’s Book of Common Worship (2018) include that daily lectionary, and the Anglican Church of Canada is now considering possible adoption. The 2018 General Convention asked the Standing Commission on Liturgy and Music (SCLM) to consider trial use for the Episcopal Church, but it declined to recommend it to the 2022 convention, out of a concern that it might distract the convention from its report on the revision of the calendar for lesser feasts and fasts. This resolution would send an expanded version of the daily readings back to the SCLM for consideration after the 2022 General Convention acts on the revision of the saints’ calendar.

The expanded version of Revised Common Lectionary Daily Readings, which the CCT adopted for trial use in 2021, differs from the 2005 edition in that it includes four daily lessons (OT, Psalm, New Testament, and Gospel), making possible use for a daily Eucharist. It follows the earlier 2005 version in that it: (a) relates weekday and Saturday lessons to the Revised Common Lectionary’s Sunday and major holy day lessons, (b) follows the three-year cycle of the Revised Common Lectionary, and (c) includes a broader representation of Biblical women than that in Weekday Eucharistic Propers (adopted in seasonal portions by General Conventions from 1973 to 1997).

Augsburg Fortress Press is working on a print version. In the meantime, a listing of lessons can be found at <https://vts.edu/faculty-research-project-expanded-revised-common-lectionary-daily-readings/>.

Constitutional Amendments

C-1

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 second reading at Convention.

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.

C-2

C-2 is a canonical amendment to Canon 13 Section 2. It updates the reference to sections of the Code of Virginia as to the investment of funds.

C-2: Amend Section 2 of Canon 13 as follows:

CANON 13. Business Methods in Church Affairs.

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 64.2, Subtitle III, Chapter 3 7, (Sections 26-45.3 64.2-780 through 26-45.14 64.2-791) 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

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

Rationale: This amendment updates the reference to sections of the Code of Virginia as to the investment of funds. Although the canon provides that the Code section applies “as it may be amended from time to time,” the Code was amended by rescinding the Title 26 sections and adopting the Uniform Prudent Investor Act, with the new relevant provisions moved to a different title and sections of the Code.

C-3

C-3 is a proposed new Canon to address open meetings.

The Committee proposes a substitute resolution in place of the proposed Canonical amendment, as follows:

C-3s

RESOLVED by the 227th Annual Convention of The Diocese of Virginia that:

1. The Convention endorses the presumption that meetings of vestries, vestry committees, congregations, regional councils, the Executive Board and the Convention should be accessible for their respective constituencies to observe, but not participate in without the consent of the body, their meetings, and, further resolved that
 2. The meetings of Diocesan Convention shall be observable by the public and the press either in person at the Convention venue or by livestream, or both. The methods and details of such access are in at the discretion of the presiding officer, and further resolved that
 3. Each of such bodies shall undertake to conduct its meetings in ways which minimize closed, or executive, sessions when their non-member constituencies are excluded from observing the meeting.
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C-6

C-6 is a resolution to amend the Rules of Order of Conventions (effective January 1, 2022).

The Committee recommends amendments to C-6 as follows:

C-6a

RESOLUTION to Amend Rules of Convention (Effective January 1, 2022)

Resolved by the 227th Annual Convention of the Diocese of Virginia that the Rules of Order for Conventions occurring after January 1, 2022 shall contain the following provisions, to be added at the appropriate places when rules for such conventions are posted:

1. Open Meetings. The meetings of Convention and the hearings by Committees of Convention shall be observable by the public and the press, either in person at the Convention venue or by livestream, at the discretion of the presiding officer. ~~for members of the diocese, for the public, and for the press.~~
2. Committee on Constitution and Canons and ~~Amendments to Constitution and Canons.~~ The Committee on Constitution and Canons shall conduct an open hearing not less than fourteen

Consent Agenda

(14) days before the day votes are scheduled at Convention and shall make its report, including any text amending the Constitution or Canons, not less than seven (7) days before the day votes are scheduled at Convention. Notice of the open hearing shall be announced at least six weeks prior to the scheduled opening day of Convention.

Any delegate proposing a first-degree amendment to the Committee's proposed canonical or constitutional language changes must submit the proposed amendment in writing in a form suitable for electronic posting (as specified by the Secretary of the Diocese) no later than 48 hours before proposed votes on the Committee's recommended canonical or constitutional changes. The Secretary shall promptly post such amendments for downloading and review by delegates. If more than one first-degree amendment is received, the Presiding Officer shall give the earliest submitted amendment priority in the order by which Convention debates such amendments.

No amendment first proposed less than 48 hours before proposed votes shall be in order unless the subject matter of the amendment is germane to a timely filed first-degree amendment.

3. Committee on Resolutions Committee and Amendment to Them. The Committee on Resolutions shall conduct an open hearing at or not less than fourteen (14) days prior to the day votes are scheduled at Convention and shall make its report not less than seven (7) days before the day votes are scheduled at Convention. Notice of the open hearing shall be announced at least six weeks prior to the scheduled opening day of Convention.

Any delegate proposing a first-degree amendment to the Committee's proposed resolution language must submit the proposed amendment in writing in a form suitable for electronic posting (as specified by the Secretary of the Diocese) no later than 48 hours before proposed votes on the Committee's recommended resolution. The Secretary shall promptly post such amendments for downloading and review by delegates. If more than one first-degree amendment is received, the Presiding Officer shall give the earliest submitted amendment priority in the order by which Convention debates such proposed amendments.

No amendment first proposed less than 48 hours before proposed votes shall be in order unless the subject matter of the amendment is germane to a timely filed first-degree amendment to a timely filed resolution.

4. Committee on Budget Committee and Budget Amendments. The Committee on Budget shall conduct a hearing not less than fourteen days prior to the day votes are scheduled at Convention. Notice of the open hearing shall be announced at least six weeks days prior to the Convention. Committee revisions to the proposed budget shall be posted seven days before the day votes are scheduled at Convention.
5. Diocesan Journal Posting Date. The Journal of Convention shall be posted electronically by September 30 in the year following Convention, or 60 days after Diocesan receipt of the audits of Diocesan accounts, whichever date is earlier.
6. Posting of Election Results. When Convention holds a contested election for office, the numerical results of each ballot shall be announced and posted for Convention before voting begins on the next ballot and shall be part of the public record of Convention.

The Committee recommends adoption of C-6a and requests that C-6a be placed on the consent agenda.

Proceedings

Friday, November 12, 2021

Welcome and Land Acknowledgement

The Rt. Rev. Susan E. Goff (Bishop Suffragan and Ecclesiastical Authority): Good evening, and welcome to the opening of this 227th Annual Convention of the Episcopal Diocese of Virginia. Welcome to all delegates and to all who might be watching this livestream.

As we begin our online gathering this evening, I acknowledge that we are 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 Monacan people. We honor these lands, and we give thanks for the people who stewarded them for 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.

We also give thanks to the people of St. Paul's Church here in downtown Richmond, who are hosting us in this season as they celebrate 175 years of faithful ministry and mission in downtown Richmond. Thank you so much.

We turn now to begin our time together – as well we should – in worship. You are no longer strangers and sojourners, but citizens together with the saints and members of the household of God.

Sermon

The Rt. Rev. Jennifer Brooke-Davidson (Assistant Bishop): May the words of my mouth and the meditations of all of our hearts be always acceptable in your sight, O Lord, our strength and our redeemer. Amen.

Good evening. First, let me make one thing clear. I like choirs. My husband Carrick loves to sing in the choir. I also love beautiful old churches. This will be important to remember, as we travel through a parable that is not only true, but that actually happened.

Several years ago, I went to L.A. to see my friend, J.R. Woodward, who had planted a church called Kairos in East Hollywood. Kairos was a cluster of missional communities that met for worship in the remodeled parish hall of Fountain Avenue Church. A ratty dropped ceiling had been removed to reveal a soaring vault; the institutional colors had been repainted with stylish hues, the soft lighting was augmented with candles. That's what it looked like during worship services. But I was there at another time of day, and for another reason. I was there to experience the story of their host, Fountain Avenue Church.

It had been a very long time since movie stars had sat in the pews of this picturesque but faded beauty. The once-posh neighborhood was now full of junkies and dealers, unemployment, poverty and crime. The venerable pittosporum shrubbery around the church building had interior hollows full of empty bottles and sleeping men. The neighborhood locked itself in at night.

The church, built to seat several hundred people, shuffled along with a congregation of 30, carrying crippling debt, unable to pay for maintenance, let alone renovation – or a pastor.

The Rev. Ed Carey was called to Fountain Avenue as an interim to help discern whether they could get on solid financial ground and put effective new leadership in place, or whether it was time to

close. The congregation was old and tired, the building was old and tired, and all the unused rooms had become a liability.

Ed arrived and started getting to know the people. The first Sunday he observed something bizarre. About halfway through the worship service, about 20 of the 30 people in the otherwise passive congregation got up from the pews and left the sanctuary. Several minutes later they came back, in choir robes. They marched into the choir loft and sang for the rest of the service.

After a few weeks of pondering this unusual ritual, Ed came to a conclusion. With no evidence that the congregation could find the energy, the vision, or the money to stay open, there was nothing to lose by being blunt.

The next Sunday when Ed got up to preach, he was, direct. “I have come to understand,” he said, “why Fountain Avenue Church is failing. It’s not the neighborhood. It’s not the money. It’s not the ages of the members. Fountain Avenue is failing because it is idolatrous. This congregation does not worship the crucified and risen Christ. This congregation worships only one thing: the choir.”

He reached under the pulpit and picked up a sledgehammer, and took a swing at the carved oak choir loft. He turned to the congregation. “Anybody who is ready to smash this idol and re-commit to a life of discipleship under the lordship of Jesus Christ is invited up to take a swing. Come on down.” Half the congregation got up – and marched out the door. But a handful came up to take a swing; presumably a handful who were not choir members.

Okay – take a deep breath. Resist the instinct to go into fight, flight or freeze. It’s a shocking story, and a parable that really happened. So stay with me, and see where the story goes.

Remember, I told you I love choirs and old buildings, and I am not accusing anybody of idolatry or advocating that you grab a sledgehammer – because 2020 and 2021 were sledgehammer enough. We don’t need Pastor Ed to bring it home; COVID and our own social, political and economic uproar have done that quite nicely. There are plenty of dings in our choir loft already. The question is: What happens next?

Ed came to church the next Sunday with no idea what to expect. What he found, when the service started, was well over 100 people in the pews. He had gotten the neighborhood’s attention. The next week there were more.

“The kingdom of heaven is like treasure hidden in a field, which someone found and hid; then in his joy he goes and sells all that he has and buys that field.”

Ed looked for treasure hidden in the field. A recovering alcoholic himself, Ed started recovery programs. He fished Lennie out from under the pittosporum, dried him out, and taught him to cook. When I visited, Lennie was the head chef of a feeding ministry that fed 30-40 people, two hot meals, five days a week. The morning I was there we joined homeless neighbors for scrambled eggs and bacon, blueberry muffins with real butter, fresh coffee. Piles of groceries bags went out every week. The church had a free breadbox out front that provided 300 pounds of bread a week; city buses diverted from their routes so folks could pick it up.

Much of the work was overseen by four formerly homeless men, who now resided in a dorm room converted from unused Sunday school rooms. The church converted two more rooms into a free 24-hour gym filled with donated exercise equipment. Four more classrooms were converted into temporary shelter for women and children fleeing domestic abuse. Though there were sometimes still men sheltering in the hollows of the pittosporum shrubbery, the church doors were never locked,

except for the women's rooms. There was never a scrap of trash on the ground on the block around the church; the neighborhood treats it as holy ground.

“Again, the kingdom of heaven is like a merchant in search of fine pearls; on finding one pearl of great value, he went and sold all that he had and bought it.”

Ed looked for the pearls hidden in his struggling congregation. He said, “My people were mostly retired; they had no money, but they had plenty of time. And they're awake early in the morning anyway, so they make the rounds of service doors of Starbucks and grocery stores. We glean almost everything for our feeding ministries.” Word got out in L.A. A Trader Joe's manager called to say they were closing a store the next day and Fountain Avenue could have all the meat it could carry. Ed dashed to Sears and bargained for 5 scratch-and-dent freezers. The guests ate prime rib, tenderloin and lobster for months.

Then there's Santa Shopping collaboration with other nonprofits that provides Christmas at \$100 per kid for 1,000 kids, and it goes on.

When Ed took that swing with a sledgehammer, his intention was not to destroy what was precious; but to name the lesser things that were overshadowing the pearl.

He was clearing away the nostalgia and writing off the sunken costs that were crippling the present and killing the future.

When Ed took a stand for the Gospel, for love of God and neighbor, and for God's dream for the city, the whole neighborhood was galvanized into a force for the work of Christ and the Kingdom.

“Again, the kingdom of heaven is like a net that was thrown into the sea and caught fish of every kind; when it was full, they drew it ashore, sat down, and put the good into baskets but threw out the bad.”

When love of neighbor grew some legs, the nets of Christ began to fill. Worship, including music and singing, revived. Fountain Avenue began holding three or four services a Sunday: a traditional service, a contemporary service, and a service that changed with the varying languages of the neighborhood, plus the Kairos missional communities' candlelight services in the parish hall.

Fountain Avenue Church did not close. Pastor Ed, who expected to stay a year, maybe two, retired in 2019 – after 25 years. The church had paid off all debts. It contributed a minimum of 10% of its income in community offerings. When Ed retired, Fountain Avenue merged with partner church multiplying the ministries of both in the community.

COVID-19, together with all the other traumas of 2020, were the sledgehammer that smashed in some of the corners of our familiar comforts and routines, and that has been as shocking for us as Ed's sledgehammer was to his remnant of a congregation that believed it was just being faithful to its traditions, when it had really developed deadly tunnel vision.

I don't think the Lord visited COVID upon us to get our attention; 750,000 people dead in the U.S. can't be compared to a broken board in the choir stalls. But we have the opportunity of a generation, maybe a millennium, to ask: What's the treasure, the pearl of great price, that we cannot see for the clutter of lesser things? What are we doing by rote that distracts us from our mission; to witness to the saving power of the life, death, resurrection and ascension of Jesus Christ to our city and our country, our neighbors and our enemies, to reconcile all people to God and one another?

We know that the same people aren't all sitting in our naves, and the people who are still sitting there aren't the same as they were. The music is mostly back, but it sounds different. The needs of the

community have become more visible to us; the injustices long endured by the Black community have become more visible to white communicants; we have learned that hunger is a next-door-neighbor crisis. That substance and alcohol recovery is a crying need everywhere. That technology is helpful but human contact is irreplaceable.

The lessons were not always fun, and the challenges are not all yet overcome, and we still battle weariness and fear as we walk in a land where the old maps are useless.

But we even then do not sorrow as those without hope. The God of Abraham and Sarah, Moses and Miriam, Mary and Joseph, walks with us. Or we would not still be walking at all. And because of our faith in this God, and the courage of our congregations to look beyond our immediate fears, we have seen congregations moving into the globally interconnected world of the 21st century with hybrid worship services with participants all over the country and the world; in some cases increasing – even doubling – the number in worship. Adults have participated in adult formation in new ways and greater numbers – traditional Bible studies, anti-racism work and ministries of justice, praying the offices of our Benedictine heritage. Already significant feeding ministries exploded in creativity and in impact.

Our understanding of what evangelism means now has leapt forward, with a recognition that web presence and social media are the new red door in a world starved for love and transcendence. At the same time, many recovered some old-school high-touch pastoral care in the form of phone calls, snail mail, and time-honored ways of connecting as human beings.

We have responded to a smashing sledgehammer with grounded, flexible, responsive ministry – pretty much what Jesus did – and maybe a pruning of some of the programmatic accretions that the participants may have enjoyed (when they weren't complaining about them), but which may have siphoned off precious energy that might have gone into loving God more fiercely and loving our neighbor more recklessly.

“Therefore every scribe who has been trained for the kingdom of heaven is like the master of a household who brings out of his treasure what is new and what is old.”

Our storehouse is full of treasure, and there are undiscovered treasures still in the field and multitudes of fish still to be caught.

Fountain Avenue did not close. With almost nothing that the world counts as resources – no money, youth, or program – but with prophetic boldness and with confidence in the love of Christ and the power of the Holy Spirit, it allowed itself to be reinvented, finding the pearl of great price under a pile of plastic beads.

The Diocese of Virginia is not about to close. We are sifting through old habits and the expectation of former times to find what is good and true and beautiful and transformative, and life giving, in our time.

We're all little shell-shocked, more than a little tired, and yet, we take heart because we are bearers of that treasure we know as God's One Holy Catholic and Apostolic Church, the Bride of Christ. We need not fear any sledgehammer, for we are the people of the community of faith, and we, the church, are the joy of heaven and the hope of the world. The pearl of great price is ours for the finding. So Come, Holy Spirit, fill the hearts of your faithful, and kindle in us the fire of your love. Send forth your spirit and we shall be created, and you shall renew the face of the earth. Amen.

The Rt. Rev. Susan E. Goff: The Lord be with you.

Mr. Garway Bright (Christ Church, Glen Allen, and Executive Board Member): And also with you.

Bishop Goff: Let us pray. God of breaking and mending, we who have been broken open come before you to offer our work of worship, prayer, and hope for our Diocese. Help us bring all that we are and all that we feel to this convention; that just as our Savior's body, broken for us, is mended by your spirit among us, so might our worship and our work be mended, that we might be one body to your praise and glory, together with the Holy Spirit, for all time to come. Amen.

Mr. Bright: Amen.

Report of the Secretary and Chief of Staff

The Rt. Rev. Susan E. Goff: Now we begin a few reports of this Convention. I call upon Mr. Mark Eastham who is the Secretary and Chief of Staff of the Diocese of Virginia.

Mr. Mark Eastham (Secretary and Chief of Staff): Thank you, Bishop Goff. Before I get started, I have one housekeeping note for our delegates. When you get up in the morning, be sure to check your email before you try to sign on for our second day of our Convention. You'll find in there a new zoom link that will be the one that you will use for tomorrow's time together. Again, make sure you check your email before you get started.

Good evening, and again, welcome to the 227th Annual Convention of the Episcopal Diocese of Virginia. While I'm sorry that once again we are not able to meet in person, I am so grateful to the team that is making this virtual event possible. I also offer a special thanks to the Rev. Charlie Dupree and everyone here at St. Paul's, Richmond, who have welcomed us and generously offered their facility and their support. I also offer my gratitude to all diocesan staff members for the work they have done and are doing to make our Annual Convention a real success. Special gratitude goes to staff members Erin Kamran, Nancy Chafin, Nerissa Crockett and Bill Martin, as well as to Joe Klem and Matt Presson for their logistical and technical support in making this Annual Convention possible.

Over the next few minutes, I want to share with you some of the many Good News stories that have been shared with us since our last Convention. They are reminders that despite the many, many challenges we are all facing, God's work in the Diocese of Virginia is being done in new and exciting ways. Here are just a few examples. St. Peter's, Port Royal, filled backpacks with school supplies for students at the Victoria Elementary School in Jamaica. The Episcopal Church Women of Varina Church supported Afghan refugees coming into Virginia with donations of food, toiletries, toys and travel kits. St. Paul's on-the-Hill, Winchester, razed its church building to make way for homes for low-income seniors who have few other living options. Likewise, in response to the loss of affordable housing units in Alexandria, members of the Church of the Resurrection took an extraordinary leap of faith in 2019 and tore down their church building and used their land to build a 113-unit apartment complex for working families. In 2021, the people of Resurrection celebrated with a ribbon cutting for their new church, which is now adjacent to the new housing units. The Lazarus Food Pantry at Christ Church, Alexandria, made contact-free deliveries of groceries and gift cards serving thousands of individuals, just like countless other churches in our Diocese also did. Virginia Theological Seminary lent its Immanuel Chapel to house vaccination clinics for the underserved in their community. In just 10 days, St. Peter's, Arlington, built over 100 desks – all while remaining socially distanced outside – to help students who are put at a disadvantage due to virtual learning and the pandemic.

As I said, these are but a few of the Good News stories that have been shared with us, and they represent countless other stories of the good work many of you are doing. Even in these difficult times, you are sharing of your time and your talent for the glory of God, and for the benefit of our brothers and sisters across our Diocese. I encourage you to share your stories with us so that we can feature them in the Good News portion of our e-Communiqué newsletter.

There's so much more to share since our last Annual Convention. 2021 brought about the 100th anniversary of the founding of Church Schools in the Diocese of Virginia. After a year of online camp in 2020, over 300 campers returned to Shrine Mont Camps this past summer. We were pleased to be able to offer an in-person fall clergy retreat as Shrine Mont this year, a time of true retreat for over 80 clergy members.

Over this past year, thanks to the creativity and hard work of our bishops, our diocesan staff, and many of you – both lay and clergy – we were able to continue with ordinations and reaffirmation of ordination vows, new clergy orientation, transitions, and zoom check-ins with clergy, treasures and wardens. In stewardship, thanks to many of you, the Bishop's Appeal experienced record-breaking results. As a participant in the Jessie Ball duPont Fund's bridge program to help grantees enhance online fundraising, we were able to receive a \$25,000 matching grant for diocesan end-of-the-year fundraising efforts. Thanks to the challenge grant, we received over \$60,000 in donations to the Bishop's Appeal, more than double what we raised the previous year. These funds went directly to churches and organizations in the Diocese of Virginia to assist with vital ministries and to revitalize physical space to provide for people they serve. Some examples include enhancing community outreach through online services, supporting food pantries, purchasing school supplies, and creating a digital environment for hybrid gatherings. I'm happy to announce that once again, the Diocese has been chosen as a recipient of a matching grant from the Jessie Ball duPont Fund to assist us with hitting our \$100,000 goal for this year's Bishop's Appeal.

Also in 2021, our first Missioner for Racial Justice and Healing, the Rev. Dr. J. Lee Hill, Jr. was appointed. You will have the pleasure of hearing from him tomorrow. Dr. Hill will collaborate with lay and ordained leaders to engage congregations and diocesan organizations in the work of healing across racial and other divides. The Ministry for Racial Justice and Healing invited us to learn about our history of racism in America, and the impact it has on our world today, while engaging in meaningful conversations through the Episcopal Church's Sacred Ground curriculum.

Over the summer, the Creation Care Task Force added six new members from various congregations in the Diocese. Their plan is to expand on the goals worked on in the spring and develop a strategic plan that will help better serve and educate our congregations about the many ways in which we can be faithful stewards of the Earth and its people.

In the areas of multicultural ministry, conversations are continuing to determine how we provide more content in Spanish and Korean.

Finally, I would like to offer a special recognition of Registrar and Historiographer Julia Randle. This summer, Julia significantly upgraded and redesigned the archival records area at Mayo House, both expanding its capacity and improving the ability to use non-current records of the Diocese. We should all be indebted to Julia for her care of these important documents.

As you can see, even as we continue to deal with so much hardship, good work continues to occur in our Diocese thanks to each of you, and for that we should all be grateful. Again, I welcome you to the 227th Annual Convention to be community for one another in Jesus' name, to worship together and to conduct the annual business of the Diocese. Thank you again for your participation.

Stories of the Diocese: Giving Thanks for the Ministry of Dr. David Holland Charlton

The Rt. Rev. Susan E. Goff: Thank you, Mark. We turn now to the first of our Stories of the Diocese, this one giving thanks for the long ministry and work in this Diocese of David Charlton, who will soon retire after serving as President of the Church Schools of the Diocese of Virginia for some 30 years. I am grateful, personally, and as a bishop of this Diocese for David's passion for education, his passion for the health of our diocesan schools, and his passion for young people. Now our first Story of the Diocese.

A video Story of the Diocese about Dr. David Charlton's ministry with Church Schools played.

Narrator: Many people in the Diocese of Virginia know Dr. David Holland Charlton as President of Church Schools in the Diocese, and that next May he will be retiring from that post after almost continuous service since 1989. David Charlton's contributions to the Diocese Virginia, however, extend far beyond this important role in our common life with extended service and leadership in both finance and education.

David was born to Gordon and Cutler Charlton in May of 1951. Gordon was a World War II Navy vet, and an ordained Episcopal Priest. During David's early childhood years, the Charlton family lived and served the Episcopal Church in a variety of places. After graduating from St. Stephen's School in Alexandria, David attended the College of William and Mary and graduated in 1973 with a bachelor's degree in history.

He ultimately went on to earn from William and Mary, both a Master of Education degree in developmental counseling, and also a Doctor of Education degree in history. While earning his advanced degrees, David began working in colleges, rising quickly to become the Assistant Vice President of the College of William and Mary from 1980 to 1984. It was also during this time that he and his future wife, Wendy, met, started dating and were married within six months.

Around this time, David and his young family – their first child Wes was born in 1983, followed by Connor in 1986 – made a life-changing decision that they would leave the career path of colleges, in order for David to serve the Episcopal Church. Finance was David Charlton's initial and enduring role in the Episcopal Church in Virginia. In 1984, Virginia Theological Seminary chose him to be their Chief of Financial and Administrative Officer responsible for accounting, investments, personnel, construction, and other financial and administrative affairs. The new bishop of Virginia at that time, the Rt. Rev. Peter James Lee, quickly noted David's gifts and recruited him to be the Treasurer of the Diocese of Virginia in 1987. That diocesan role prompted other related duties and additional financial leadership posts, many of which extended beyond his tenure as diocesan Treasurer. His broad base of knowledge undoubtedly prompted Bishop Lee to also appoint David as Secretary of the Diocese in 1995.

When the Rev. Christopher Brookfield resigned as Head of the Church Schools in the Diocese, Bishop Lee urged Dr. Charlton to apply, and he was chosen for the position of President of Church Schools in the Diocese of Virginia effective in October 1988. At that time, the six schools included: Christchurch; St. Agnes; St. Stephen's; St. Catherine's; St. Christopher's; and St. Margaret's Schools. Immediately, Dr. Charlton found himself in an intense situation: The proposed merger of the two single-sex Alexandria schools. In 1990, St. Agnes and St. Stephen's combined to form St. Stephen's and St. Agnes School, the first entirely coeducational school in the Church Schools in the Diocese of Virginia system.

Local school challenges emerged again, prompting David to step in to fill a leadership vacuum at Christchurch School in 1995. At the request of Christchurch, David, with his intimate knowledge of

the school and his well-known financial acumen was called to be its new Head. He filled this post for five years and returned to the Presidency of Church Schools in 2000.

Throughout his tenure as President of Church Schools, Dr. Charlton has guided this system through the challenges of expanding technology education; remote learning; diversity of race, religion, sexual orientation; recently, the effect of the coronavirus; as well as the challenges of bringing Stuart Hall from the Diocese of Southwestern Virginia into the school system. He has also recalibrated the individual school and system financing for the 21st century. At the same time, he has pointed the way to a possible vocation for students of the system – the priesthood – by serving as a Trustee of the Virginia Theological Seminary, and most recently as President of that Board of Trustees.

With his retirement as President of Church Schools in the Diocese of Virginia at the end of the 2021-22 school year, the system will lose a leader of remarkable long-term dedication, insight, and wise counsel in understanding the needs of both students and educators, fiscal acumen, effective response to and forbearance in challenges and crisis, and deep institutional knowledge. The Diocese is thankful to Dr. Charlton for many decades of leadership of Church Schools, as well as service on the diocesan staff and many other related institutions, and for all the sacrifices he and his family have made in order for him to minister in this way, and in God's name.

End of video.

Report of the Assisting Bishop

The Rt. Rev. Susan E. Goff: Thank you, David, for your faithful ministry, and bless you as you move into a new chapter in retirement when that time does come. Thank you. I now call upon Bishop Porter Taylor to give us the 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.

It's been a privilege to serve you as an Assisting Bishop for a year and a half. Of course, it's been a strange time for everyone with the consequences of COVID. Since this is my last time to address a Convention, I want to give a very brief report and then offer a short reflection.

Before I was ordained a deacon, I was a teacher, and I've always been a teacher. This has been true in the Diocese of Virginia as well. In these past years, I've been blessed to teach classes in the Diocese to both clergy and lay people, and those have focused on preaching, on theology, on spirituality, and on mysticism. I'll continue that in the spring and would welcome any newcomers. I have also been privileged to give certain talks across the Diocese in parishes, and I'd welcome doing more of that. I serve on the Resourcing God's Mission Task Force, and I'm a member of the Board of Recovering Ministries of the Episcopal Church.

I'd like to go beyond just simply reporting what I've done this year, and I'd like to offer an observation about where we are and where I think God is calling us to be. If you know me at all, you'll know that we're going to get a poem, and here it is. It's a portion of a poem by William Stafford. He writes,

*If you don't know the kind of person I am
and I don't know the kind of person you are
a pattern that others made may prevail in the world
and following the wrong god home we may miss our star.*

*For it is important that awake people be awake,
or a breaking line may discourage them back to sleep;
the signals we give — yes or no, or maybe —
should be clear: the darkness around us is deep.*

Let us remember when the disciples said to Jesus, “Lord, we do not know where you’re going. How can we know the way?” Jesus said to them, “I am the way.” It is so easy to get lost. It’s easy to lose our way, and The Way if our signals are not clear. So many are following the wrong god home, and therefore missing their star.

Let me offer just a little autobiographical story to bring this home. When I was in college, I played football for the University of North Carolina Chapel Hill for two weeks. I love playing football, but playing at that level was no longer fun. It was another form of work, so I quit. But I joined the rugby team, which, despite having no pads or helmets, was a ton of fun because it was organized chaos. However, in one game, I didn’t pass the ball quickly enough, an opponent picked me up, turned me upside down, and drop me on the ground. I hit my head and I had a concussion. I was unconscious, but my very kind teammates dragged me to the sidelines, left me there and resume playing. I didn’t know who I was. I didn’t know where I lived. I didn’t even know why I was there, but somehow, I found my car, I got in it and I started driving through the streets of Chapel Hill with only intuition as a guide. I found myself in front of an apartment, I rang the doorbell and saw my girlfriend answering the door. I said to her, “I don’t know who I am. I don’t know who you are, but I think this is where I belong.” She told me my name. She took me to the infirmary where I could get healed. And yes, we got married on graduation day 49 years ago.

My report to you is that living in COVID world for this long has made our country susceptible to a kind of amnesia. Our nation’s sense of the collective good is dissolving, and as a result, people are turning to a kind of tribalism: An orientation that says for me to be right, you have to be wrong. We know this. Think of the heat about your discussions concerning COVID protocols. I am not blaming anyone. I am confessing because in the time of COVID I often find myself trying to find my way home. This is my report amid the confusion, amid the acrimony, amid the division in our nation, in our Diocese there have been so many pockets, islands of grace. I have seen great courage, especially from our clergy, to keep being the church. I’ve seen such creativity. There must be 50 ways to distribute the communion bread. So, I thank you for your generosity. I thank you for your flexibility. I mostly thank you for your faith.

Of course, we end up saying over, and over, and over again, “Lord, we do not know where you are going. How can we know the way?” Then it’s as if the car drives itself, and we end up back at home base, and we go to the door, and we knock with only an intuition that this is where we’re called to be. Then we hear our true name again, and we remember.

The pattern story for being a disciple with Jesus is always lost and found. Therefore, we must be patient and understanding with one another. We must treasure our diversity. Of course, with differences of size, and scope, and makeup of congregations, it’s so easy to get lost. Of course, we disagree about the protocols of COVID. Of course, we have different opinions about reparations. Of course, our vision of the priorities of the Diocese differ, but the truth is this period is like recovering from a concussion. We are trying to remember what the church used to look like, but you know what? Even though I had only been dating Jo Abbott for a few months, I knew she was the only person that I remembered. My desire was, is, and always be that she will be at the center of my life because she reminds me of my name. She reminds me of where I belong when I forget, and I do the same for her.

That’s part of our work. As our Diocese, let us remind one another of our true calling. Let us shake off the cloaks of isolation, and anything lingering that’s a barrier to communion. Let us put on the armor of faith, and love for the Lord, and love for one another. In my virtual time with you, I have

witnessed the best of what it means to be a follower of Jesus. My desire, my hope, is that we will intentionally spread that orientation of grace to a country and a state deeply divided, lest we follow the wrong god home and miss our star.

In closing, let me repeat some of the lines from the poet because it's just so good. He writes,

*It is important that awake people be awake,
or a breaking line may discourage them back to sleep;
the signals we give — yes or no, or maybe —
should be clear: the darkness around us is deep.*

It's true, but a larger truth is the love of Christ is deeper. That is why we are here. That is what we proclaim. That's the heart of our faith.

May it be so. God bless you.

Meet Me in Galilee Award

The Rt. Rev. Susan E. Goff: Amen. Thank you, my brother.

It is now my pleasure to announce the recipients of the Meet Me in Galilee Award. This is an award that is presented every year, the recipients determined by our Ministry for Racial Justice and Healing, to honor ministries that do the work of justice and healing for the sake of a world so in need of those important gifts from God.

The recipients this year are St. John's and St. Peter's in Richmond, celebrating and honoring their combined ministry together, the work that they do together for racial justice and healing, and particularly honoring their Juneteenth commemoration, June 19 of this very year. Our next Story of the Diocese tells the story of this Juneteenth commemoration.

Stories of the Diocese: Juneteenth Ministry

A video Story of the Diocese about the St. Peter's and St. John's Juneteenth Celebration and ministry in 2021 played.

Unnamed Speaker 1: I've got the fortunate pleasure of having grown up over here attending St. Peter's Church and going to Peter Paul Development Center as a kid. The neighborhood wasn't really integrated much at that point, and then over time, over the last 20, 30 years, it's been fantastic for Richmond to see Black and white, old and young, coming together and living in the same community. I'm optimistic about what's going on in terms of the neighborhood and the city, for where things are headed. I feel like we're at a turning point in terms of good things happening, lots of people coming together, a recognition of some things that happened in the past that weren't good, and the fact that we need to do some things differently going forward.

The Rev. Dr. Dorothy White (St. Peter's, St. Mark's & St. John's, Richmond): Look with compassion on the whole human family. Take away the arrogance and hatred, which infect our hearts. Break down the walls that separate us.

The Rt. Rev. Susan E. Goff: So that those words of St. Paul that we heard from Galatians become more and more true: That in Christ there is no longer Jew or Greek, slave or free, male or female, because all are one. Today we celebrate and give thanks for the commitment of men and women

who poured themselves out over the course of decades to bring an end to slavery. We take our part in God's work of healing this beautiful, broken, aching, hurting, wonderful world. Amen.

Congregation: Amen.

Unnamed Speaker 2: The abolitionist Frederick Douglas stated, "We are all liberated by this proclamation. Everybody is liberated. The White man is liberated. The Black man is liberated." The abolition of slavery was extended permanently, and to the entire United States, with the passage of the 13th Amendment to the Constitution in early 1865 near the end of the war. Upholding it would require effort from all.

The Rev. Deacon Karla Westfall Hunt (St. Peter's, Richmond): Give us the ears to hear the words with those with different experiences. Help us hear without feeling the need to defend ourselves.

Congregation: Grant us wisdom to be the change we see, trusting always in your truth and knowing always that we are the first examples of what we envision. Loving God, help us follow you.

End of video.

Greeting from the Rt. Rev. Paul Bayes, Bishop of Liverpool

The Rt. Rev. Susan E. Goff: Thank you, people of St. James and St. Peter's. Congratulations on receiving this award, and thank you to all of you who in your congregations in anyway are doing this important work of healing and of justice across racial divides.

Now, in a moment, we will receive a video greeting from the Rt. Rev. Paul Bayes, who is Bishop of Liverpool, who is in our link Diocese of Liverpool. We especially honor the work that we do together with Liverpool in the Triangle of Hope. That triangle includes the Diocese of Virginia, the Diocese of Liverpool, and the Diocese of Kumasi in Ghana. We have been linked for hundreds of years, first, in the triangle of despair because of the transatlantic slave trade. Now, we strive to bring healing and messages of hope out of that terrible and terrifying past through our work of the Triangle of Hope, and you will hear Bishop Bayes refer to that. We hear now a greeting from our brother bishop in Liverpool.

A video greeting from the Rt. Rev. Paul Bayes, Bishop of Liverpool, played.

The Rt. Rev. Paul Bayes (Bishop of Liverpool): Hello, friends, and greetings from England and from the Diocese of Liverpool. I know that you are sorry not to be with one another on this occasion, and I'm sorry not to be with you, too. I had intended to come across to the Convention in response to Bishop Susan's gracious invitation, because this is the last Convention that I would have been able to attend as Bishop of Liverpool, because I'm retiring in February/March next year. I wanted to come across to honor the relationship that we have – the relationship that extends through the Triangle of Hope – the friendships and relationships that I've built up with sisters and brothers in the United States over many years now. I wanted to honor that at this time when relationships and friendships are so much at a premium, and when the capacity to meet, and talk, and listen is being reduced, and undermined, and undercut, perhaps in both our nations, by those who can benefit from a fractured culture and from a culture which is at war with itself.

Here in Liverpool, we try to proclaim the Gospel of Jesus Christ in the context of social justice. We're asking God for a bigger church to make a bigger difference. More people knowing Jesus, more justice in the world. That's what we say. The Jesus and the justice agenda, which overlaps so much with your

own agenda, and that of the Episcopal Church, is one that I honor, one that I see in action when I see you and the work that you do and the measure of work that we do together through the Triangle of Hope, through the youth pilgrimages, through the conversations across the deep divides in the world and in the Anglican Communion. I'm hopeful in the face, even of all that fractiousness that love will prevail, that listening and speaking the truth about God will enable us to find together the bedrock of our own truth and of our own relationship together.

I give you love from all of us in the Diocese of Liverpool. We are so grateful to be in this partnership with you. I offer you my prayers and my prayerful support for you in the journey you take to be Jesus' people struggling for justice in your context. I ask for your prayers for us as we try to do the same in our own context. I hope that we will stay in touch after my retirement, it will be great to remain in contact at least in prayer with you all. In the meantime, I give you love from all of us here and I ask that God will bless you in your Convention, in your life together, and in the struggle you engage in to build the Kingdom of God across the world. God bless you, thank you. Goodbye.

End of video.

Greeting from the Rev. Canon Malcolm Rogers, Diocese of Liverpool

The Rt. Rev. Susan E. Goff: We continue our theme of our relationship with the Diocese of Liverpool, and the Triangle of Hope as we hear a video and see a video, a message from the Rev. Canon Malcolm Rogers of the Diocese of Liverpool.

A video greeting from the Rev. Canon Malcolm Rogers, Diocese of Liverpool, played.

The Rev. Canon Malcolm Rogers (Diocese of Liverpool): Greetings friends from the Diocese of Liverpool and St. Gabriel's Church in Huyton Quarry. My name is Malcolm Rogers, I'm the Bishop of Liverpool's Canon for Reconciliation, I'm the Vicar here, and I'm also the Triangle of Hope lead here in the Diocese of Liverpool. It's a great joy to be with you. I'm so thankful for our long-standing relationship, both as companion dioceses and also within the Triangle of Hope partnership. I'm very grateful, indeed, to Bishop Goff and all the diocesan staff for this opportunity to speak and to attend conference virtually in this way.

As I was preparing this short message, I was taken back in my mind to my childhood and to Sunday school, to classes where I learned that in the Bible – it appears 365 times – the words appear, “Do not be afraid,” or “Do not fear.” 365 times, one for every day of the year. Now, I don't know if the math actually stacks up like that, I'm guessing it probably doesn't. But it is true, isn't it? That at the heart of our faith as Christians is Jesus Christ. As his disciples, he calms the storm, he travels with us, and he goes before us bringing peace, that peace which passes all understanding. Jesus' words, perhaps to us today, are “Do not fear, do not be afraid.” It's in that context of fear and unknowing and change that I assure you of our prayers, and our love, and our support in these most extraordinary times.

As we learn with you what it means to be a post-pandemic church, what it looks and what it feels like, what we have to name and what we have to carry forwards, and what we have to leave behind and what we have to heal from, the post-traumatic stress of these last two years, including, of course, not being able to meet as we would like to, we journey with you in all of those things, and so please do pray for us as we pray for you. Exhaustion, both physical and spiritual, seem to be commonplace around our Diocese, and perhaps yours as well. Let us hear and receive those words, “Do not be afraid, for the Lord is with us.” Let's also draw on the kind and understanding presence and patience of each other.

Can we pray together as well for the work of the Triangle of Hope? You do not need me to tell you that there are some significant challenges which lie before us as a triangle. I recall some years ago hearing at the Diocese of Virginia Convention the words, “For Christ, for this time, and for all time.” Words which really spoke to me. For Christ, for this time, for all time. I don’t know if you still use that line, but, as I say, it really spoke to me when I first heard it. I offer you the work, and the dogged determination of the Triangle of Hope for Christ for this time, and for all time. Particularly, for this time that the message we have carried to each other for so long now that our Beloved Community, formed in and around Christ, would sustain and guide our continuing relationships. And in that, that we could in Ghana, and in the UK, and in the US, turn our faces to all those who live in fear in our communities. Fear that is sometimes heightened, or even caused by the Christian church. I’m thinking and praying chiefly for children of God, LGBTQIA. It can never be right, that those called to not be afraid cause fear in others. It can never be right for the Church to become an agent of fear, and as a Church we need to repent, whenever and wherever we have become that. For Christ, for this time, and for all time, and may the peace of God which transcends all understanding guard all of our hearts, and all of our minds, in Christ Jesus. Amen.

End of Video.

Closing Words

The Rt. Rev. Susan E. Goff: As you can hear from those two greetings, we are blessed by this relationship. We do have challenges lying ahead of us that we will work together with our brothers and sisters and siblings in Liverpool, and in Kumasi, to seek to overcome for the sake of healing and justice in the world.

We move now toward a conclusion of this opening evening of our Convention, and we move toward worship together. I remind you that we will resume at 9:00 tomorrow morning, and as Mark Eastham has already announced, you will receive a new zoom link overnight for tomorrow’s session. The one you’re using tonight will not work in the morning, so look in your email when you get up in the morning and you will find the link. Let us now take just a moment to be still, and to breathe before we move to our closing prayers.

Saturday, November 13, 2021

Call to Order and Announcements

The Rt. Rev. Susan E. Goff: Good morning, and welcome to this 227th Convention of the Episcopal Diocese of Virginia. We are now called to order. We are reposting the poll for quorum. Please, indicate whether you are clergy or laity so that we can determine the quorum. Please, do that now: Please, check clergy or lay so that we can determine the quorum.

As you do that, I note that the other bishops, diocesan staff and I are leading this meeting from St. Paul’s Church in downtown Richmond. We thank them for their hospitality. The city of Richmond is now in the orange zone for new COVID infections and in the red zone for transmissibility. We, who are here at St. Paul’s, are wearing masks, except this time around because everyone here has been vaccinated, the speaker will unmask to speak. We hope that helps with communication and with hearing.

I also note that we are leading this Convention from downtown Richmond where the Richmond Marathon is taking place. Just a block and a half around the corner was the starting gate for the full marathon. A little while ago, there was wild cheering and great energy as the marathon got underway.

We're looking forward to that kind of energy today without a spirit, we hope, of competition as might be happening in the marathon, and we're praying that this Convention will not become a marathon.

I now turn the mic to Mark Eastham, the Secretary of the Diocese and Chief of Staff, who will give us some housekeeping notes.

Mr. Mark Eastham (Secretary): Thank you, Bishop Goff. A few housekeeping notes to make our day run smoothly. Please change your screen name to your first and last name if it isn't currently that way, so that we may call upon you by name. This gathering is being translated live in Spanish. Please, go to the globe icon on the bottom of your screen and select the language of your choice, including English. This will enable you to hear the translators if anything needs to be translated into your selected language. Note that closed captioning is also available by turning on the closed caption option at the bottom of your screen. Your microphone will be muted unless you are called on to speak during the day. The Bishop invites everyone to have your video on so that we can be together face-to-face.

A note about chat: Our only use of chat will be later during the Reports on Resolutions, Amendments to the Constitution and Canons, and Budget Committee, for request to speak for or against motions, or to make points of order. Any other use is considered out of order. The private chat function feature during today's meeting has been disabled. To make a point of order, please send a private chat to parliamentarian J.P. Causey. We have disabled private chats for today to everyone except Zoom hosts, and J.P. is one of our Zoom hosts for today. You can send him a message by clicking on everyone above the type window on chat, and selecting his name. He will then discuss the point of order with you, and if deemed appropriate, you will be recognized to speak.

If you have any technical issues, do not use chat to notify us. We have a team standing by to assist you. You can contact them by email at ksmith@thediocese.net or bmartin@thediocese.net, or by calling 804-643-8451. That number again is 804-643-8451 or 1-800-DIOCESE.

I think those are all the announcements. One other that I just remembered. When you get your election runner vote today, if it doesn't show up when you're told that it should show up, please check your junk email before calling the helpline. We found that sometimes these go to junk email, so just check there. If it does not show up, then please call our helpline. Thank you for your participation in today's Annual Convention.

Worship

The Rt. Rev. Susan E. Goff: Thank you, Mark. We turn now to worship. I invite people to unmute. You will all be unmuted for the response. It will sound, as we all know from worshipping on Zoom, like a little bit of Pentecost chaos. That is a wonderful spirit to enter into our Convention. Let us pray.

Blessed be God, before you our hearts are broken open.

Members of Convention: Blessed are we, for we are set free.

Bishop Goff: God of breaking and mending, we who have been broken open come before you to offer our work of worship, prayer, and hope for our Diocese; Help us bring all that we are and all that we feel to this convention; that just as our Savior's body, broken for us, is mended among us, so might our worship and our work be mended, that we might be one body to your praise and glory, together with the Holy Spirit, for all time to come. Amen.

Appointment of Parliamentarian and Secretary

The Rt. Rev. Susan E. Goff: I now make some appointments for this Convention. I appoint John Paul Causey, Jr., Esq. of St. John's, West Point, as our Parliamentarian for this 227th Annual Convention. I appoint Mr. Mark Eastham as Secretary of Convention.

Determination of Quorum

The Rt. Rev. Susan E. Goff: I ask Mr. Eastham now to read the requirements of quorum and give us that determination.

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 463 members of the Clerical Order, 155 are required for a quorum. There being 316 members of the Lay Order, 158 are required for a quorum. At 9:06 a.m., a quorum was achieved with 162 members of the Clerical Order and 172 members of the Lay Order registered. Thank you.

Adoption of Program

The Rt. Rev. Susan E. Goff: Thank you. We now move the Program of Convention which has been provided to you in the multitude of packets you have received and is also posted on the diocesan website. In a moment, I will ask for a motion to move the Program of Convention. To make a motion, please click on the reaction button at the bottom of your screen and click the raised hand button. To second a motion, please do the same thing. Is there a motion to accept and adopt the Program of this Convention? I see a motion and I see a second. Thank you very much. This motion is not debatable.

You will now see a polling window pop up on your screen. Please choose your answer to adopt or not to adopt the Program of this Convention. Once you have voted, the box will go away. Please do check a box so that we may adopt this Program. There we go. Thank you very much. Well over half of those present have voted yes, the program is adopted.

Adoption of Rules of Order

The Rt. Rev. Susan E. Goff: We move now to the Rules of Order for the 227th Annual Convention. Those also have been provided in your Convention packets and are posted online. I call on J.P. Causey to move the Rules of Order.

Mr. J.P. Causey, Jr. (Parliamentarian): The Rules of Order are those which were updated as of October 5, 2021 and posted on the website. I move adoption of the Rules of Order.

Bishop Goff: Is there a second? I see a second. Thank you very much. The Rules of Order have been moved and seconded. Is there a discussion? Seeing none, we move to the poll. You will see a pop-up window appear on your screen to adopt the Rules of Order. Please vote now. Thank you. The rules of order are adopted.

Adoption of Special Order for Debate

The Rt. Rev. Susan E. Goff: We move next to the adoption of the Special Order for Debate for the 227th Annual Convention which was emailed to you and which is posted online. I call on J.P. Causey, our Parliamentarian, to move the Special Order for Debate.

Mr. J.P. Causey (Parliamentarian): The Special Order for Debate is in response to the volume of legislation that we have to consider. It has been distributed. It would limit the entire debate after the committee chair's presentation to 16 minutes for each resolution or amendment and would limit each speaker to two minutes. This Special Order can be amended to extend debate if wished by a two-thirds vote of Convention. I move the Special Order for Debate.

Bishop Goff: The Special Order for Debate has been moved. Is there a second? I see a number of seconds. Thank you very much. Is there a discussion? If you wish to speak for or against in chat, type "speak for" or "against." Seeing none, we now vote on the Special Order for Debate. If you have not yet voted, please vote now. Thank you. Polling has ended, the Special Order for Debate have been adopted by a vote of 378 yes to 23 no. Thank you.

Appointment of Committees of Convention

The Rt. Rev. Susan E. Goff: Now, I will appoint the Committees of this Convention. The members of the Committees of Convention have been posted online, and in the information packet that has been sent to you. I thank every member of every one of these committees for their service. I recognize the Chairs of the committees:

Ms. Terry Long, Credentials
Mr. J.P. Causey, Constitution and Canons
Ms. Alda White, Resolutions
The Rev. Andrew Moore, Budget
The Rev. Kathleen Murray, Related Organizations, and
Mr. Mark Eastham, Convention Journal.

Report of the Credentials Committee

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

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 227th Convention of the Episcopal Diocese of Virginia.

Adoption of the Consent Agenda

The Rt. Rev. Susan E. Goff: Thank you very much and thank you for your work. We turn now to the Consent Agenda. We offer and use a Consent Agenda. This allows us to take one vote for a group of non-controversial items that require action by this Convention. This is used to expedite the meeting given the number, the very large number, of Resolutions and Amendments to the Constitution and Canons. The items on the Consent Agenda were sent to you in a list and then the items themselves on Thursday for your review and consideration. They are:

Election of Disciplinary Board Members
Election of the Commission on Ministry Members
Report of the Related Organizations Committee
CR-1: Honoring David Charlton
R-2: Best Virtual Practices for Executive Board, Standing Committee and Regional Councils
R-3: Best Congregational Virtual Practices
R-5: Preparation for Special Needs Participation and Proceedings
R-8: Deacons' Compensation
R-11: Creation of an Additional Assistant Bishop
R-12: Expanded Daily Readings
C-1: Amend Article 1
C-2: Amend Canon 13 Section 2
C-3s: Resolution to Open Meetings
C-6a: Resolution to Amend the Rules of Convention (effective January 1, 2022)

Those have been placed by Committee on the Consent Agenda. According to the Rules of Order, items on the Consent Agenda may be removed and placed on the regular agenda for debate at the request of the presider, the proposer, the related legislative committee or any three delegates. The Consent Agenda otherwise is not debatable.

At this point if there is anyone who is a proposer of one of these, is of the related legislative committee, or any three delegates who want to remove a particular item from the Consent Agenda, please type "speak" into chat now and we will call upon you. I call on H.L. Vogl.

Mx. H.L. Vogl (St. David's, Ashburn): I move to remove C-3s on open meetings from the Consent Agenda. I think it needs some more discussion.

Bishop Goff: That requires three people. If you wish to remove something, please before you type chat, let us know who the three delegates are who seek that removal. I call on the Rev. Amanda Kotval.

The Rev. Amanda Kotval (St. Paul's, Ivy): Our delegation of four delegates would like to remove R-8 and place that into discussion, please.

Bishop Goff: Thank you. R-8: Deacons' Compensation is removed from the Consent Agenda and will be a part of the Resolutions' Committee Report this afternoon. Are there any other requests or comments for removal? Seeing none that are according to our Rules of Order, we place then before you the Consent Agenda as it has been prepared with the removal of R-8: Deacons' Compensation.

If you have not yet voted, please vote now for the adoption of the Consent Agenda. I end the poll now. The Consent Agenda is adopted by a vote of 394 yes to 13 no. Thank you very much.

Ballot One

The Rt. Rev. Susan E. Goff: We now move toward the first ballot for election of new Standing Committee members. Article XV of the Constitution of the Diocese provides that at every 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 in particular areas, and in the absence of bishops in the Diocese, is authorized to act as the diocesan Ecclesiastical Authority in accordance with the Canons of The Episcopal Church. The current members of the Standing Committee are:

Ms. Deb Gandy, St. Mary's, Arlington
Ms. Diane Miller, St. Timothy's, Herndon
The Rev. Anne Turner, Grace, Alexandria
The Rev. Dr. Dorothy White, St. Mark's & St. John's, Richmond and interim at St. Peter's, Richmond
Ms. Jessica Atkinson, St. George's, Fredericksburg
Ms. Margaret Woody, St. Thomas', Richmond
The Rev. Laura Lockey, Canterbury Campus Ministry, Harrisonburg
The Rev. Cayce Ramey, All Saints Sharon Chapel, Alexandria

I also thank the four members who are completing terms:

Ms. Christie Thomas, who has served as President, St. Paul's Memorial, Charlottesville
Ms. Ashley Cameron, St. Mary's, Richmond
The Rev. Andrew Merrow, St. Mary's, Arlington
The Rev. Bambi Willis, Trinity, Fredericksburg

We move to the presentation of the nominees for this year for our election. In the clergy order, three people are nominated. They are:

The Rev. Kim Glenn, Grace, Kilmarnock
The Rev. Christine Love Mendoza, Church of the Good Shepherd, Burke
The Rev. Kristin Wickersham, St. Thomas', Richmond

In the lay order:

Mr. Tom Baker, St. James's, Richmond
Mr. Tyson Gilpin, Christ Church, Millwood
Mr. Roger Inger, St. Paul's on-the-Hill, Winchester

Thank you. Those six are placed in nomination: Three in the lay order, three in the clergy order. We use election runner this year as we did last year. Some of you are familiar. Your ballot is being emailed to you from the Episcopal Diocese of Virginia. It's mailed to the address that you use to register for Convention. If you are clicked in from a different email address, you need to go to the one that you registered through in order to get your email. Open the email at that address, click on "click here to vote" and you will find your ballot. I call on Mark Eastham to make an announcement.

Mr. Mark Eastham (Secretary): Be sure if you do not see the ballot to check your junk email before calling the help desk. Hopefully, it'll be there. Also, at the appropriate time, when you're using the chat function, make sure that you type it to everyone and not to someone who's one of the co-hosts. Just make sure it says everyone when you type that in. Thank you very much.

Bishop Goff: Thank you, Mark. Please, when you open the ballot, make your selections: Vote for two lay nominees and two clergy nominees. Please vote now as instructed on your ballot. You will have five minutes to submit your ballot. During those five minutes, we share a Story of the Diocese, a video from Guatemala, of a mission and ministry that we support in a variety of ways.

Stories of the Diocese: Guatemala Youth Initiative

A video Story of the Diocese about the Guatemala Youth Initiative ministry played. Mr. Greg Lowden spoke English, with Spanish subtitles on screen, while the Rt. Rev. Silvestre Romero and the Rev. Alfredo Corzo spoke Spanish, with English subtitles on screen.

Mr. Greg Lowden (Guatemala Youth Initiative): Hey everyone at the Annual Convention. I hope you're doing well. My name is Greg Lowden and I'm a missionary in Guatemala City. I'm the Director and founder of a nonprofit organization called Guatemala Youth Initiative that started in 2013 with a lot of help and support from the Episcopal Church, especially the Diocese of Virginia and my home church Leeds, which is in Markham.

Our organization works in several marginalized communities that surround the Guatemala City landfill. This is the largest landfill in Central America and home to roughly a quarter of a million people that live in communities that struggle with high rates of crime, gang violence, drug abuse, and many of the families are also suffering from extreme poverty. Latin America has the second-highest rate of teen pregnancy in the world. Within the region, Guatemala is one of the countries with the highest rates as well. In the communities where we work near the landfill, we found that 60% of adolescents were born to teen mothers.

The Rt. Rev. Silvestre Romero (Bishop, Diocese of Guatemala): One of the areas that is of great impact in these communities is the high rate of teenage girls that get pregnant at a very young age, where they cannot explore their complete potential, because now they have to take care of a son, a daughter, a baby, another member of the family that becomes – and it hurts me to say it, but it's the truth – a burden for that person. So, starting to work in a proactive way instead of a reactive way, is the solution, or part of the solution to a problem that is unfortunately growing here in Guatemala.

Mr. Lowden: Our organization is working to address the issue by, one, informing youth and making sure that they're empowered to make decisions. Two, that they also have services for contraception and sexual and reproductive health. Then three, being able to come alongside adolescent mothers to guide them in that early stage.

Since our inception, about 40% of the resources in our organization have come in some way from Episcopal churches in Virginia. Thanks to Leeds, my home church; Trinity, Manassas; and Emmanuel, Richmond, we've been able to help cover our educators who are working in early childhood development and sexual education. The Diocese has helped us numerous times through its Mustard Seed Grant. Last year, we were able to procure all the equipment that we needed for our early childhood development center. Trinity, Upperville, most recently helped us procure equipment for our nurse who provides contraception every day. St. Peter's in the Woods helped us expand our contraceptive program by having the funding for a full-time nurse who's working at two sides on polar opposite ends of the landfill so that we can provide contraception to all of the communities that wrap around the landfill.

The Rev. Alfredo Corzo (Iglesia Episcopal Cristo Rey): The community that I am in is very grateful. Firstly, because the people know and have seen in their kids, the young people that Guatemala Youth Initiative works with, have a very different concept of what sexual education means now. This has helped them open their minds and their spirits, and to have a vision for their future.

Bishop Romero: The Episcopal Church of Guatemala has a part of its history in this country, the development of ministries within high-risk communities or with high rates of poverty, and we have found countless situations. One of the things that is recurring within these communities is the high rate of pregnancy among women and girls, and we've tried to work on it. But now, this partnership that we are building with Guatemala Youth Initiative, helps us to have a clear path of how we can confront this reality, and help the communities to try to make a change within this family structure. As Bishop of the Episcopal Church, I am excited, motivated and committed to continue to develop this relationship so that we can have that presence in these communities to give a better quality of life to the people. So, onward!

End of video.

The Rt. Rev. Susan E. Goff: We are blessed by the ministry that Greg and others do there. He is now recognized as a missionary of the Episcopal Church and he is a son of our Diocese. I've visited the program in Guatemala with him twice now It is a blessing.

Pastoral Address

The Rt. Rev. Susan E. Goff: We turn now to the Pastoral Address of the Bishop. I recorded this about 36 hours ago. You will note that in it I ask you to adopt the resolution, allowing for the calling of another assistant Bishop, if that should prove to be the right way forward. I note that we have already done that on the Consent Agenda.

The video Pastoral Address played.

Bishop Goff: Dear Friends in Christ Jesus, as we gather for this 227th Convention of the Diocese of Virginia, we recognize how we have been broken open by the power of the Holy Spirit that moves in us. As we gather during this third year of our four-year interim time between Bishops Diocesan, we get ready to be broken open again.

The word *broken* sometimes conjures distressing images – the car broken down on a dark road at night; a family heirloom broken by kids playing in the room where they were told not to play; a friendship broken when differing opinions about vaccinations come to an unforgiving head. We don't like these kinds of brokenness.

We have experienced much brokenness since our virtual Convention last year. We are still living in a season of grief and loss. The Coronavirus still takes well over a thousand lives a day in this country alone. Political divisions continue to rage. The needed reckoning with the legacy of slavery and with our assumptions about the superiority of whiteness calls for our action, even as it divides us. We have lost a lot in these past 20 months, and we fear losing more.

The Psalms give us hope in this brokenness. Psalm 147 reminds us that “*God heals the brokenhearted, and binds up their wounds.*” And Psalm 34 assures us that “*The Lord is near to the brokenhearted, and saves the crushed in spirit.*” God is with us and remains our strength. This is so important to remember now because we are no longer the Church we were before the pandemic. The Church has been changed. Each worship community is changed. We can't go back to the way things were before, because we're already different. Even if we could, we shouldn't go back to when we were comfortable, because God is always calling us to go deeper and wider, to go beyond our comfort zones and into the world that is so in need of God's love.

That's why God is breaking us, the way a trainer breaks a horse, the way parents strive to break bad habits in their children, the way we try to break our own unhealthy behaviors. God is breaking through our complacency and stubbornness. God is breaking in and breaking us open for love, always for love.

How have we been broken open during this past year?

We began the year holding firmly to our diocesan vision and priorities while still fasting from in-person worship for the sake of the most vulnerable. We continued the pandemic journey of learning new ways of being the Church. Some congregations, through their virtual worship, reached more people than they previously reached in person, and we've had people connect with us from far-off

places like England, Germany, Korea and Bolivia. Many congregations have been resilient in the face of fear, disruption, uncertainty and dramatic change.

Based on declining infection rates, I released congregations from most restrictions in May, allowing them to determine their course, dependent on infection rates in their county. Since then, we've seen energy and creativity in outdoor and indoor worship, in ways of safely distributing communion, and in music, outreach and community-building. When the Delta variant of the virus proved more tenacious than we'd first imagined, we had to pivot again in order to keep people safe. For now, masks remain part of our liturgical attire, except in the handful of counties that are in the yellow zone for new infections. Vaccines have been a game changer in how we worship and serve. If you haven't been vaccinated and unless you are unable to be for medical reasons, I urge you to get the vaccine for the sake of your own health and for the health of the community. We are, after all, as scripture teaches us, our siblings' keeper. We are responsible for one another.

A theme experienced in many congregations this year is the breaking of old patterns. Some long-standing ministries have been broken open, particularly those that weren't effective anymore, but which people were reluctant to give up because "that's the way we've always done it." As old patterns were broken open, more sustainable ways of ministering have emerged in their place. I've heard stories particularly about outreach ministries that have been refreshed, worship and music practices that have been renewed, and Christian formation activities that have been recalibrated. Watch for this theme in the video Stories of the Diocese that are shared throughout this Convention. And celebrate this theme when you experience it in your own setting.

We have seen God breaking open the Church in the consecration of two new worship spaces. The last church consecrated in this Diocese was Santa Maria in 2004. Now, after all these years, we've consecrated two during the pandemic. The journey of the Church of the Resurrection in Alexandria, which we consecrated the Saturday before Holy Week, is told in one of our video Stories of the Diocese at this Convention. The other freshly consecrated worship space is at the new Canterbury House at James Madison University in Harrisonburg, which was constructed through the efforts of our Diocesan Missionary Society. The house and its worship place reflect a new chapter in one of our five campus ministries. We get a glimpse of another of our chaplaincies, the ministry through St. Paul's Memorial, Charlottesville, at the University of Virginia, in another of our Stories of the Diocese.

In our campus ministries, we live out our priority of Sharing the Faith of Jesus. We live this priority as well in our camp program at Shrine Mont. After a joyful, fully virtual experience in the summer of 2020 that reached over 300 participants, campers and staff were back on the mountain in 2021. We had half the number of campers of pre-pandemic years because we chose to keep everyone distanced and safe in small cohorts during our second pandemic summer. And still the Spirit soared. Joyful singing, heart-felt prayer, colorful art and glistening bubbles accompanied one all-camp worship in which a St. Elizabeth's volunteer was Confirmed. Director Paris Ball and her solid, committed staff had to pivot and shift gears over and over again, and they did it with grace. Energizing ways of being camp in a changing world emerged. Our camp program at Shrine Mont is recognized as a model for effectiveness and adaptive change across the Episcopal Church. We build on that solid foundation as we bring together a broad team to imagine the future. We welcome Quimara Bedminister, a new staff member who works with Paris in our Formation Office, to the team.

Evangelism stands at the core of our leadership formation programs as well. By the end of this December, we will have ordained 26 priests and 7 deacons during the pandemic, all in small services with masking, distancing and other COVID-prevention protocols in place. The many ministries of raising up, forming and ordaining those who have been called has continued throughout this time – changed for sure, but unbroken. In fact, some new learnings and revised practices make the ministry even stronger. We will honor those ordained during the pandemic in prayer later today. It takes a faithful community to raise

up servant leaders, and we have that community in our diocesan Vocational Development Minister, Ed Keithly, and the many commissions and committees that share in this ministry.

We continue our desire to expand our focus on evangelism, particularly as we move toward the end of the pandemic and into newly emerging ways of being Church. If you might be called to be a part of this ministry, please let one of our bishops know.

We lived into our diocesan priority of Resourcing God's Mission in unique ways this year, including in our Special Budget Convention. When the 226th Convention last November did not adopt a budget, some wondered if our whole diocesan system were broken. During that first ever virtual Convention, we lost opportunities for side-bar discussions and behind the scenes connections that happen naturally in the hallway or at the coffee station when we meet in person, and that loss was evident in our work. What we lost, though, has become gain as we expanded our diocesan budgeting process to include more people, and to engage them earlier. Our budget process has been broken open with greater empowerment of the Budget Committee and the Executive Board. Even more, every Region has direct access and input into the development of the budget of the Diocese through their Executive Board representative. Our Finance Department, headed by Treasurer Ted Smith and including Stas Jones, Stephanie Higgins and Paige Williamson, continues to provide strong leadership and direct support of congregations.

Our Resourcing God's Mission Task Force, chaired by the Rev. Sven vanBaars, has done significant work on behalf of all of us to lift our vision to a new level. The group has placed before us Resolution R-1: Establishing the Virginia Plan for Covenantal Giving. I look forward to continued lively discussion about how we in this Diocese can more fully share responsibility for our common life.

Our Governance team, headed by Diocesan Secretary, Mark Eastham and supported by Bill Martin, along with our Communications team of Nancy Chafin and Erin Kamran, have done tremendous work to strengthen our Virtual Convention experiences, including this one. We are blessed by all that we have learned in two previous virtual Conventions. We can do this and do it well, even as we long for an in-person Convention for the election of the 14th Bishop Diocesan next June.

Our focus on our priority of Healing Across Differences continued and expanded this year. A canonical change adopted by Convention last year made provision for the bishop to appoint three additional members of the Executive Board to ensure wider representation. Because of those appointments, which became effective in January, our Executive Board this year has a broader range of voices and experiences than ever. The group is strong and healthy and is doing effective work for all of us.

This year we also hired our inaugural Missioner for Racial Justice and Healing. We undertook a nationwide search process using the services of an executive search firm that has an entire division to work on diversity, equity, inclusion and belonging. I invited a diverse advisory team to be a part of the interviews of final candidates. We are blessed that the Rev. Dr. Lee Hill said yes to the invitation to join our diocesan staff. Dr. Hill, who is ordained in the United Church of Christ and in the Alliance of Baptists, began his ministry with us on Monday, after completing a ministry in San Diego and moving back to Richmond, where he grew up. I am excited that you will meet and hear from him this morning. We are committed to breaking down every wall that divides us, and this ministry is central in that work. I thank our Minister for Missional Engagement, Aisha Huertas, and our Ministry for Racial Justice and Healing, chaired by Carolyn Lanier, for their part in paving the way for this new chapter in our common life.

We also witnessed and experienced movement in our fourth priority area, Caring for God's Creation. In this time of increased recognition of human-caused climate change, we have a new Task Force on Creation Care. Old patterns that worked for a time but grew stale have been broken so that new

ways can emerge. If you haven't already done so, I urge you to take a deep dive into the materials and resources that the Task Force has curated on our diocesan website. If you are called to be a part of this work, please reach out to me or to Stacey Remick, the Task Force Chair. A link is provided on the diocesan website.

As strong work in each of our four priority areas gave focus to the year, we also attended to other areas of diocesan life. A new Committee on Liturgy and Music has organized and begun tremendous work, made visible to us for the first time in our worship last night and throughout this Convention. I look forward to the ways this group, chaired by the Rev. Crystal Hardin, will stretch, solidify and strengthen our diocesan worship.

Together the diocesan staff, led by Chief of Staff Mark Eastham, has strengthened organizational practices, establishing a solid infrastructure for the ministries we share across the Diocese. It is not the most flashy of the work we've done during this interim time, but it gives us solid grounding for the next chapters of our life together.

Direct, hands-on service to and support of congregations continued and increased in the past year. Since our last Convention, our Transition Office, headed by the Rev. Sarah Brockenbrough oversaw the call of 42 priests as rector, priest-in-charge or vicar, plus the placement of 7 deacons and 11 interims. We have more congregations in transition in any given year than most dioceses have congregations. This work is vibrant and effective in a season of increasing challenges.

Julia Randle, our Registrar and Historiographer, worked with a growing number of diocesan organizations and congregations to help them uncover and learn from their histories, particularly in relation to the slave trade.

Interim Canon to the Ordinary, the Rev. Abbott Bailey, engaged with congregations and clergy facing a wide range of issues, from immigration challenges to Mutual Ministry Reviews.

Anita Lisk, Administrative Assistant to the Bishops, connected with leaders across the Diocese around bishop visitations and a multitude of other areas.

Our new Project Manager, Nerissa Crockett, along with Receptionist Karen Smith and Sexton John Herrera, provide welcome, hospitality and support for our diocesan Community.

We are blessed by a small but mighty staff. I am blessed by them every day.

I am also blessed by the wisdom, experience and support of our Chancellor, J.P. Causey, whose extraordinary commitment undergirds much of what your bishops and diocesan staff do for the sake of the Church in Virginia.

What lies ahead? Last year I called for the election of the 14th Bishop Diocesan. Convention affirmed that call. We will hear a report from the Rev. Rosemary Sullivan, Chair of the Search Committee, this morning. How will God's powerful Holy Spirit break in during the next year as we move toward that election and toward the next chapter in episcopal leadership? What will be broken open? What will we lose and what will we gain? What logjams and what barriers will God break through? As we prepare for the ministry of our next Bishop Diocesan, I ask this Convention to approve Resolution R-11, to allow for another Assistant Bishop, if needed. Bishop Porter Taylor will complete his ministry with us in June of next year. We are exploring a few options for filling the gap until the next Bishop Diocesan is consecrated. This resolution allows for the appointment of an Assistant Bishop for three to six months, should that prove to be the best option.

God is breaking us in this time. God is stretching us and growing us, and making us more and more into the fully human beings that God created us to be. It is exciting to see how God is acting, though it is not always comfortable. In fact, I note that creativity and resilience are not universal right now. In congregations that are experiencing more anxiety than hope, the opportunities and adaptations that we celebrate in this Convention can ring hollow. They might even feel like judgment. Some congregations are experiencing significant distress and decline, which in many cases began before the pandemic and have been sped up by it. Many wonder what will happen to the Church. Will people come back to our buildings when the pandemic is over? Will we return to the rituals that nourish our souls and give us peace? Will people give financially again? Will the congregation be around a generation from now? These questions are real. The realities they represent are hard. This time is difficult. There are no quick fixes, there is no one-size-fits-all solution. Adding new programs, ramping up activities and doing more, won't take the pain away. What might help, surprisingly, is not going wider but going deeper. The Church is, after all, the living breathing body of Christ and that body, once slain and raised again to new life cannot die again. The Church, capital "C" will continue. So our deepening focus must be on God's love, on living in God's coming kingdom as if it were already here. God promises to be with us in our distress and uncertainty. As we read in Psalm 51, *"The sacrifice acceptable to God is a broken spirit; a broken and contrite heart, O God, you will not despise."* So instead of multiplying stress and exacerbating a sense of failure by trying to do more, it's ok to do less, to do fewer things with greater depth. It's ok, even necessary, to rest for a time in our brokenness, to mourn and lament – then to identify what is truly central in our life in Christ, and ask God to multiply and bless that.

Because God is powerfully at work, breaking down old ways, breaking us open. *"Who will separate us from the love of Christ,"* St. Paul asked in the eighth chapter of his letter to the Romans. *"Will hardship, or distress, or persecution, or famine, or nakedness, or peril, or sword? No, in all these things we are more than conquerors through him who loved us."*

"For I am convinced that neither death, nor life, nor angels, nor rulers, nor things present, nor things to come, nor powers, nor height, nor depth, nor anything else in all creation, will be able to separate us from the love of God in Christ Jesus our Lord."

May it be so. And may God keep breaking us open to make it so.

End of video.

Remarks from the Missioner for Racial Justice and Healing

The Rt. Rev. Susan E. Goff: It is now my great pleasure and honor to introduce to you our inaugural Missioner for Racial Justice and Healing, the Rev. Dr. J. Lee Hill, Jr. I hope you'll be as excited by him as I am.

The Rev. Dr. J. Lee Hill, Jr. (Missioner for Racial Justice and Healing): Thank you, Bishop Goff. Bishop Goff, Bishop Brooke-Davidson, Bishop Taylor, delegates, clergy, colleagues, distinguished guests and friends of the 227th Annual Convention. Good morning. I am the Rev. Dr. J. Lee Hill, Jr., your newly appointed diocesan Missioner for Racial Justice and Healing. It is a complete joy and honor for me to partner with you at this pivotal, pioneering, exciting time in the life of the Diocese of Virginia.

I am so very grateful for the invitation from Bishop Goff and the warm welcome that I have received from the diocesan staff and people of the Diocese. As many of you know, I began this new work of ministry five days ago, and it has been a wonderful whirlwind to experience the energy and excitement of the office in the final days of preparation for Annual Convention given the brevity of my tenure and an acknowledgment of so much that I do not know. My aim this morning is brevity.

From first learning about this opportunity from my very good friend in ministry, Bishop Phoebe Roaf, to the gentle nudgings of the Spirit I experienced throughout the discernment process, I am confident that God has brought us together for such a time as this. In coming into this new work, I want to pause to acknowledge and recognize the significance of this historic appointment and the years of work by ordained and lay persons of this Diocese who laid the strong foundation upon which I am able to stand today.

Within Ghanaian tradition, there is this word that references an Adinkra symbol that is imaged as a bird with its head turned backward while its feet face forward, and within its beak is an egg symbolized as wisdom. The teaching of the Sankofa names the importance of holding on to the wisdom of the past while moving forward into the future.

Within the work and ministry of racial justice, we are called to learn from the past, to unearth our history, to reckon with our roots, to commit ourselves to the work of uncomfortable truth telling. Foundational to the work of building and establishing a strong and viable future for our Diocese where we boldly speak truth to power and work to co-create with God a world free from the evils of white supremacy, racism and colonialism, is truth-telling. This means that we must tell the whole story, not simply the stories of those who have been historically centered by the Church, but we must also tell the stories of those who have been pushed to the margins, the stories of those who have been too often ignored, the stories of those who have all too often been systematically erased and told as footnotes and appendices to official records.

We must tell the whole story. As we in this Diocese prioritize and advance the work of racial justice and healing, dismantling racism, white supremacy, and the vestiges of colonialism through new and ongoing ministries of education, advocacy with social, governmental and ecclesiastic systems, we do the hard work of sharing uncomfortable truths about ourselves. In doing so, we must recognize anew that it will directly impact the foundational beliefs that we have told ourselves about who we are, but not whose we are. As we make real the commitments to baptismal vows in ways of being more Christ-like through this work, we will, no doubt, experience newness and transformation individually and collectively. For this, we can say, praise be to God.

As has been noted, not only in the ministry reports and programmatic work of the Ministry for Racial Justice and Healing, but also in the years of work that countless persons within our Diocese have committed themselves to in the examination of history, the creation of space for that liberating truth-telling and the embodying of acts of justice and righteousness that advance not only the crossing of racial, cultural and ethnic lines of division, but also the deconstruction and reimagining of oppressive systems, structures and institutions, we are called to envision, to create and maintain life-giving spaces where all of God's children realize healing and know what it means to flourish and live as Beloved Community.

In the 15th anniversary edition of *Radical Welcome: Embracing God, the Other, and the Spirit of Transformation*, which is released this Tuesday, the Rev. Canon Stephanie Spellers writes that, "the ministries of racial justice and healing should not simply be considered the work of social justice and activism, but that it should be considered a spiritual and contemplative practice of the Church demanding a daily grounding in the steady beat of prayer." If we are indeed to live faithfully as people of the Jesus Movement, we must commit and recommit ourselves each and every day to praying with our hearts and working with our hands to bring about God's dream of Beloved Community. In bringing about God's dream, we repair the breaches caused by sin of white supremacy, realizing our kinship one with another, understanding that if one part suffers, all parts suffer with it. If one part gets the glory, all the parts celebrate with it.

In our work of healing and repair, having spiritually, intellectually and constructively grappled with the lasting impacts of historic wrongs, we realize our love and kinship with one another. We develop

what Mujerista theologians describe as “a kingdom-mindedness,” truly realizing that we are siblings, one with another, made in the image of God who is anti-racist. When we walk in this way, we understand what Dr. King names as “the interrelated structures of reality,” that whatever affects one directly, affects all indirectly. That I can never be what I ought to be until you are what you ought to be. Carrying the seed of wisdom, we look back and yet move forward. Sankofa.

Today, as we collectively give God thanks for the righteous hunger in our Diocese that led to this transformational moment, we pray for strength and courage. Today, as we collectively give God thanks for a vision and deep investment of time, talent and treasure, we pray for sacred imagination and the flourishing of life. Today, as we pause to celebrate and mark this historic moment in the Diocese, we realize too, that God’s dream for justice is only realized when all of God’s children – lay and clergy; youth and aged; rich and poor; Black, brown, white, Asian, and Indigenous; rural, suburban and urban; queer, straight; and siblings of all genders – when we all commit ourselves to anti-racist ways of being and purpose in our hearts to heal the brokenness of the world. Friends, may we in the Diocese of Virginia be opened by God’s love and grace. As my youngest son says, “May it happen straight away.” Amen.

Bishop Goff: Thank you. Thank you, Lee, for those words and for the ministry that we will share, we pray, for years to come. We move now toward a 10-minute break. When we return from the break, my colleague, Bishop Jennifer Brooke-Davidson will be in the presider seat for a portion of the morning. That is pursuant to Constitution Article VIII Section 4, which allows me to appoint another Bishop for a portion of our proceedings. You will see a switch in our seats when we return from the break. 10 minutes.

Results of Ballot One

The Rt. Rev. Jennifer Brooke-Davidson: I welcome you back to this meeting of Convention. I am happy to announce that we have an election for the Standing Committee. Elected in the clergy order are the Rev. Christine Love Mendoza and the Rev. Kristin Wickersham. Elected in the lay order are Mr. Tom Baker and Mr. Tyson Gilpin. Congratulations.

Report of the Treasurer

The Rt. Rev. Jennifer Brooke-Davidson: I now call upon the Treasurer of the Diocese for the Treasurer’s Report.

Mr. Ted Smith (Treasurer): Good morning, everyone. Bishops and members of Convention, I would like to share with you this morning some financial facts and figures, a few highlights from the year that is coming to a close, and a look forward to 2022.

The audited financial statements for 2020 are nearly final. We did finish 2020 at an operating deficit to our budget of about 8.5%. This is excluding gains from investments in real estate transactions. The drivers of that deficit are as follows: 3.6% from pledge and rent income lower than forecasted; a 2.5% paper deficit of funds received but not transferred to the operating budget (this will be corrected in 2021); and an even 2% from other expenses including legal fees related to real estate transaction and estate matters, and unanticipated repairs both at Mayo House and the episcopal residence at Roslyn.

Our net assets increased by just over 4 million in 2020 due to both realized gain from the sale of real estate and unrealized gain in our investment portfolio. As I noted in my last address, we did close a real estate sale and our notes outstanding are much reduced at the end of 2020. In 2021 on

October 31, we received 64% of anticipated income versus 62% at this time last year and 75% at this time in 2019. We've made 79% of our budgeted expenditures versus 83% last year, and there's still investment income to come in and rent to book along with several large parish pledges that come in at year-end. The investment income is significant and will likely be higher than anticipated due to the performance of the stock market. Rents on which COVID had an impact in 2020 have returned. Therefore, I anticipate that, outside of any gain or loss on investments or real estate, we could have a small deficit of budgeted income, much smaller than in 2020. This picture will be in better focus by the next Executive Board meeting, which will be on December 16.

Some numbers that I am required to report to Convention each year are as follows. For the Trustees of the Funds at September 30 of this year, they had \$139 million under management in both the pooled and STAMP funds. This is money that's invested on behalf of parishes, the Diocese and related organizations. They've generated a year-to-date return of 8.8%. Again, this is as of September 30, their latest reporting, which is right in line with both their policy index benchmark and with inflation as measured by the CPI plus 4.5%. Their 10-year average annual return is 7.3%.

On the Church Pension Fund, CPG has been in existence and supporting clergy and lay employees of the church for 104 years and has paid out over \$7 billion in pension, medical and life insurance benefits to clergy and their dependents over that time. CPG remains on sound financial footing today, holding net total assets, as of March 31 of this year, of \$17.3 billion versus \$13.4 billion the last time I reported to Convention. CPG measures the performance of its investment portfolio by two yardsticks. These are an investment goal of 4.5% over inflation, as does the Trustees of the Funds, which over the last 10 years translates to an average annual rate of 6.2%. A benchmark of indices whose 10-year bar is at 7.5%. Against these, CPG's investment team has produced a return of 9.5%.

For 2022, the amount of Episcopal church related income clergy may earn in a 12-month period is \$41,700. Before the end of the year, I look forward to publishing what cost of living increase for beneficiaries of the clergy pension plan by January 1, 2022.

What happened in 2021? The Executive Board convened a working group on assets. This group cataloged our assets – from land, to investments, to cash. A key outcome was that the group identified several funds that could support the budget which had not been previously used. The income from these funds is included in the draft budget you will consider in a few minutes. The group received a great deal of help from Julia Randle in assembling this puzzle that has so many pieces.

Our treasurers and wardens calls continue on the second Mondays at 1:00 p.m. Join us. In 2021, we moved from weekly, to semi-weekly, to every other week, to now monthly. We've seen a shift from how to navigate small business administration red tape to more "forward to church" topics on handling new situations that have developed, and even some good old-fashioned parish finance topics. I never thought I'd be so glad to be asked who is supposed to sign the copier lease at a parish. I really enjoy meeting with those people every month.

In terms of our canonically required reporting, looking outward from the Diocese, after Convention I'll be posting our final pledge to both the wider church and to Province III, of which we are a member. Here in the Diocese, we are well ahead of where we were last year in terms of parish pledges received at over 82. Thank you very much for that, that is almost three times as many pledges as we had last year at this time. We've received 64 audits. This is about where we were last year. Please keep those coming in. A few of you have let me know that you'll be late. Thank you for that. If you haven't done your 2020 audit, please make sure that that gets completed as soon as possible. There were 148 parochial reports submitted. That is one more than was submitted for 2019. We need to bring that number up as close to 179 as we can get. My ask of each parish is that you check between now and the beginning of the year to make sure that you can access the online reporting tool for these so you

can be ready to complete this reporting at the beginning of the year. If online reporting isn't possible for you, send the paper version to me as soon as possible so that I can input this data and give it to the wider Episcopal Church Office.

A quick word about this last section: Completion of these reports is very important. The new Bishop is going to need to get to know us, and do that quickly. The parochial report is one way for them to see how many of us there are, how many come and go, how many sacraments we're performing, and where we stand financially as a Diocese. Further, all of these pieces of information help the Bishop's Office help parishes in times of need or transition. We want to be able to assess a situation when we need to, and these reports are the clearest path to being able to do that.

What's coming in 2022? My office has three areas of focus for the coming year. Most immediately, this Convention has a lot of Resolutions and Constitution and Canons changes to get through today. Almost all of them will have a financial impact. We will be working on implementing those changes in the most efficient ways possible. In the nearer term, there will be the work of supporting the nominating and transition teams as the Diocese moves toward electing a new Bishop Diocesan and supporting that new Bishop when they arrive. Longer-term, my team will be taking a look at the health and dental benefits we offer to see if we can improve our offerings, and also the level of service our subscribers are receiving.

Lastly, I would like to offer a quick lead into Andrew's budget presentation. The Budget Committee has prepared an initial budget for 2022. The Rev. Andrew Moore, St. Andrew's in Richmond, is the Chair of this committee. Immediately following my address, you'll hear a report from Andrew as the Chair of that working group. I'd like to take a second here to thank not only the Executive Board working group on budget, but also the leaders of ministries across the Diocese and the Mayo House staff for their help in getting this budget set up. We did a lot of extra work, as Bishop Goff noted, in getting a bottoms-up budget forecast created this year.

Thank you for hearing me this morning, and I look forward to seeing you in person soon, God willing. Thank you.

Report of the Budget Committee

The full text of the budget can be found on page 493.

The Rt. Rev. Jennifer Brooke-Davidson: Thank you, Ted. I now call upon the Rev. Andrew Moore, St. Andrew's, Richmond, Chair of the Committee on the Budget, who will give the report of the Committee on the Budget for Convention, and then move the adoption of the budget.

The Rev. Andrew Moore (St. Andrew's, Richmond, and Chair, Budget Committee): Thank you so much, Bishop Brooke-Davidson. It truly is a privilege to be with all of you once again in this virtual space.

While I know we had all hoped to be together in person this year, we're getting pretty good at gathering online and doing the work of the Diocese. As such, we owe a huge debt of gratitude to the diocesan staff for their incredible attention to all of the logistical details involved in drawing us together today from all across our Diocese. I am also immensely grateful to the Budget Committee for their work this year. Their dedication has gone far above and beyond what has been asked or expected in most any previous year. From preparations for the fruitful work of this past April's Special Convention, through the creation of this budget before Convention today, your Budget Committee has worked incredibly faithfully and I am deeply grateful to each of them:

The Rev. Jo Belser
Mr. Garway Bright
Mr. Karl Colder
The Rev. David Lucey
The Rev. Barbara Marques
Ms. Barbara McMurry
The Rev. Chris Miller
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. You'll see that we have continued to tweak the revised format of the budget to continue to bring greater clarity to how our budget communicates our mission priorities.

As Ted mentioned, following the Special Convention in April, the Executive Board committed to identifying additional revenue streams to assist us in funding our mission and ministry. Members of the Board formed a diocesan Asset Task Force. They worked with Ted, our historiographer, Julia Randle, and others, to pull together an accurate assessment of all of our diocesan assets, particularly our endowment funds, researching their providence, and what, if any, restrictions exist for their use. Through their diligent work, they identified \$278,000 in income from funds that had not been drawn on in the recent past. This additional income enabled us to fully meet all of the budget requests without having to consider cuts or drawing on the principle of any funds. Thank you so much again to Jo Belser, Garway Bright, David Lucey, Chris Miller, and Alda White for their excellent work in this area.

There's also been incredible work going on in other areas of our common life to help make this budget more fully represent our ministry realities in 2022. The Committee on Congregational Missions did fantastic work with all of our mission congregations in assessing what their actual support needs for 2022 would be. The year-to-year adjustments under line 39, Allocation for Mission Support, represents the results of this fantastic collaborative work.

We're also excited to include funding for the Root Thrive Soar cohort, which will allow three of our mission congregations to participate in a three-year cohort designed to leverage their existing gifts, skills and asset across multiple areas of their congregational lives. Additional support in the area of the College for Congregational Development coaching will also benefit many of our mission congregations as we expand our pool of trainers and the supportive programs we can offer through them.

As we look to the election of our 14th Diocesan Bishop in 2022, this budget includes compensation for our new Bishop in the fourth quarter of next year. You will also see an increase in line 79, our annual transfer to the Reserve Fund for Episcopal Transition Expense. Across the church, we have seen that the average tenure of bishops has shortened, and the cost of conducting an Episcopal search has increased at the same time. To ensure that we are adequately preparing ourselves for the future, the committee recommends increasing this line item to \$20,000 annually. You will see that the budgeted amount for 2022 is \$10,620, an adjustment that we made in order to present a balanced budget while meeting all ministry requests. You will also see continued investment in our grants for Episcopal College Ministries in their many varied forms.

We are delighted to welcome to the Diocese the Rev. Dr. J. Lee Hill, Jr. as our Missioner for Racial Justice and Healing. This budget includes a full year of funding for his position, and we are so excited to support him and the Ministry for Racial Justice and Healing as they partner with us in this vital work.

You will also notice a significant increase in revenue over 2021 in line five, Fund Income. This represents the inclusion of a number of scholarship and grant programs, lines three through six, that are included in the operating budget for the first time. These are resourced entirely from dedicated funds, but for the sake of transparency, the committee felt that both the fund income and the grants expense should be included in the budget you see before you today.

Finally, you will note that there was one revision made in the final proposed budget that was included in the supplemental packet you received on Thursday. Again, in the interest of further transparency, the committee decided to increase the revenue in line five, Fund Income, by \$45,000. This represents the compensation expense for the tenure of our Assisting Bishop, Porter Taylor, through the end of June that comes from the Episcopal Reserve Fund. It is met by the corresponding increase in line 73, Bishops.

My prayer is that as we continue to work together through this time of Episcopal transition and do the hard work of discerning where the Holy Spirit is calling us into ministry in the world today, we might continue to give generously and joyfully of our time, talent and treasure. I hope that as we move into the future, we can make decisions about our ministries, not out of the spirit of what we can afford, and instead in a spirit of what we can imagine. Bishop Goff, Bishop Brooke-Davidson, Members of Convention, on behalf of the Budget Committee of Convention, I am pleased to present this budget for your consideration and move its adoption.

Bishop Brooke-Davidson: Thank you, Andrew. The budget has been moved by the Budget Committee; it does not require a second. The deadline for amendments to the budget was noon on November 3 with no amendments filed.

Let me give you some reminders as we move toward the possibility of debate, which is in order, to remind you that if you wish to speak, type the words “speak for” or “speak against” into the chat window. You may only use these terms. If you want to call the question, type “speak for” or “speak against” into chat, doesn’t matter which one. To make a point of order, if that is needed, please send a private chat to our Parliamentarian, J.P. Causey. Finally, any procedural intention must be first stated in your comments, first up or any such motion will be out of order. I’ll call on people alternating for and against in the order that their request appears in the chat. When I call on you, you will see a popup window on your screen inviting you to unmute at which time you may begin speaking. Please limit your comments to two minutes. After two minutes, microphones will be muted. The floor is now open for debate.

Seeing none, we will move to a vote. You will see a polling window pop-up on your screen. Please choose your answer and click submit. Once you’ve voted, the box will go away. The budget is adopted with a vote of 392 for, 4 against. Thank you for your service to the Budget Committee of Convention. The committee is hereby discharged.

We will now move to a Story of the Diocese that concerns St. Paul’s Memorial in Charlottesville, reclaiming their heritage and purpose as a church focused on ministry to campus. When the video concludes, the gavel will be returned to Bishop Goff to continue diocesan Convention.

Stories of the Diocese: The University Fellowship Campus Ministry at UVA

A video Story of the Diocese about The University Fellowship (TUF) Campus Ministry at the University of Virginia, Charlottesville, played.

Sophie (TUF Senior Warden, Class of 2022): Welcome to The University Fellowship at St. Paul’s Memorial Church, the collegiate campus ministry at UVA. Here at TUF we do worship, fellowship and formation, and engage a group of about 50 students every week in our campus life and in our congregational life.

The Rev. Will Peyton (Rector, St. Paul's Memorial, Charlottesville): This parish was founded by the Diocese as a mission to the University of Virginia. When Mark and I first started talking when he was interviewing for the position, he looked around and he said, "Look at this location. Everyone at the University should know something about who we are and what we're about."

The Rev. Mark Wastler (University Chaplain, St. Paul's Memorial, Charlottesville): Students come to us from a variety of backgrounds. Some are Episcopalians and have gone through confirmation and have a remarkable faith. Some come from different denominations, and some are just exploring the spiritual life. Entering into their faith journey, walking along with them, and helping them to deepen their experience of God and of Christian faith is an important aspect of chaplaincy here.

Sophie: Here at St. Paul's, I'm able to expand my spiritual life and grow in my faith through a multitude of activities. I sing in the parish choir, I teach Sunday school, and I serve on the Mission and Service Committee.

Mr. Deke Polifka (Music Director & Organist, St. Paul's Memorial, Charlottesville): One of the most unique and exciting opportunities is to work with college students on a daily basis. We have students serving in almost every area of our parish ministry, and music is no exception. We have talented student instrumentalists who offer their gifts at the various worship services, and also as lectors, as ushers, as intercessors and a variety of other ministries.

We have a Choral Scholars Program that began a few years ago, in which talented student singers serve as paid interns in our choir. They learn about the Anglican choral tradition singing alongside our excellent ensemble, and we benefit by the strength and consistency that they offer week in and week out, and also from the energy and ideas that they bring.

When the pandemic hit, we were searching for ways for our choirs to make music together. We were rehearsing on Zoom, but we needed something to aim for, something to put together as a musical project. One of our Choral Scholars, Matt Lyons, helped us to produce a wonderful virtual choir project, actually several, that we did with our various choirs. One of them in particular features all the kids from preschool age up to adults who are grandparents, octogenarians, in joyful song. It was a great moment for our music program.

Julia (TUF Junior Warden, Class of 2022): Shrine Mont has always been a really important place to me. I grew up going there, going to camp and on parish retreats, but this year I had the opportunity to serve on the parish Shrine Mont Committee for planning the parish retreat over Labor Day. It was a great opportunity to provide a student perspective in planning. I could take some of our broad ideas and visions for the retreat and talk to students and see what they felt about it.

Overall, I think it was really successful. The students really loved it, and I had a great time doing Shape Note singing and going on a hike up North Mountain. We got a lot of really great feedback from the parishioners who really love talking to students and sharing meals together, and also from college students who really enjoyed the opportunity too.

Annie (TUF Vestry Member, Class of 2022): Coming to you from the TUF study space. We as a group like to have lots of fun, we've been tubing and bowling. We do service projects together, gone on lots of retreats – Spring Break retreats, cold winter Shrine Mont retreats, retreats with the parish. We love to have fun, do movie nights, we even get to watch our basketball team in the national championships.

Mr. Wastler: This semester, we started a new thing here at St. Paul's in college ministry. We have a dinner for students every Sunday evening before our worship service, and this year, we started serving local food. Teams of parishioners cook on Sunday afternoons food that they went to the farmers

market and purchased on Saturday morning. It's been very successful. I was outside as students arrived last week, and some new students were coming with someone who had been here before and I overheard the conversation. One of them said, "The food here is really good I hear," which is exactly what we want it to be. We want it to be tasty, nourishing, but we're also putting dollars in our economy around us, as well as being good stewards of the earth.

Jake (TUF Vestry Member, Class of 2023): The members of The University Fellowship at UVA have something we would like to say to the diocesan Convention.

November 7 Farm-to-Table Student Dinner Attendees: Thank you!

End of video.

Report from the Bishop Diocesan Search Committee

The Rt. Rev. Susan E. Goff: Thank you. Thank you to all who are part of our campus ministry and to the people of this Diocese for supporting that ministry so fully. I introduce now the Rev. Rosemary Sullivan, who chairs our Search for the 14th Bishop Diocesan of the Diocese of Virginia.

The Rev. Rosemary Sullivan (Chair, Bishop Diocesan Search Committee): Good morning, Bishop Goff, Members of Council. First of all, I couldn't begin this without saying thank you to the current Bishop and staff for seeing us through this remarkable time in our lives, so I hope Council will join me in giving a quick little applause to our bishops and our diocesan staff.

With that, bishops and delegates, Beloved Community, on behalf of my colleagues on the Search Committee for our 14th Bishop Diocesan, I want to begin by expressing gratitude for this opportunity to serve our Diocese as we transition to a new chapter in our life as a faith community and seek new leadership for changing times. It is a daunting task but one in which and through which the Holy Spirit is fully present and active. Building our relationships as a committee, as a working group through Zoom has had challenges. However, we have adjusted well to this way of working, and we are working diligently toward the completion of the search process. We have had one in-person all-day session at Roslyn in July. It was a time full of grace.

Our work has included a process of directed conversations with a dozen or so groups and individuals in our Diocese in August. This helped to set the groundwork for the listening sessions and diocesan-wide survey that were completed in October. We have received the report from the survey and listening sessions. This material is part of the data that informs the development of our diocesan profile document. The profile is scheduled to be posted on the internet and available in multiple forms by the end of November. It will also have a link to the application form.

This work has required tremendous commitment on the part of the committee members. We have met on average every other week by Zoom, and the subcommittees have had many additional meetings in order to complete their work. Please join me in expressing our gratitude to the amazing, gifted and hardworking members of the Search Committee. We are also indebted to the Rev. Dr. Ann Hallisey, who serves as our consultant. Her encyclopedic knowledge and experience in the work of diocesan search processes has benefited us in ways too many to enumerate. We have also utilized the expertise of Kaleidoscope: A firm with 30 years of experience in the work of intercultural competence, aimed at developing diverse, sustainable communities.

We will continue to serve until we present the names of, by our charge, a minimum of five persons for your discernment as we continue this journey together. In order to achieve this, we will have in-person meetings

in early January and February for the purposes of screening applicants. Here I would parenthetically add if you know someone you think is called to be in leadership in our Diocese, please encourage them to hear the Spirit in their life. We will then enter into a time of prayer prior to the selection of those we discern have the skills, abilities and experience that will lead the Diocese of Virginia into a new day.

You have some important roles in this process. First, it is essential that you continue to pray for our work. Please, I ask you, be certain to place this work in your weekly parish prayers. Second, our data reflects a low level of energy in our Diocese, and not a little unhappiness. Your work is bringing renewed energy to our common work of building Beloved Community. If you are like me, you are a bit worn down by the changes and chances of this life. Join our search process in digging deeply to discover the hope that is within you. Fan that flame in your heart until it burns again with the holy zeal in response to Jesus' call to each of us and all of us to go into all the world bringing the Good News of Jesus Christ.

Thank you again for this opportunity to serve and to speak to you today, and we are always available to you through email. Thank you, Bishop Goff.

Bishop Goff: Thank you, Rosemary. We look forward to seeing how this work proceeds, and we hold you and the whole group in prayer. Thank you. It is now my pleasure to call on my colleague, the Rt. Rev. Jennifer Brooke-Davidson to offer the Report of the Assistant Bishop.

Report of the Assistant Bishop

The Rt. Rev. Jennifer Brooke-Davidson: Hello, again. Like all of you, my work has shifted and evolved over the last year. Like all of you, much of my energy went into finding ways to connect to people, many of whom I had never met, in circumstances that often precluded face-to-face gatherings. Together, we all developed mechanisms and refined skills to make that happen, and we rejoiced as we gradually gathered together in person thanks to vaccine compliance and the resulting drop in the threat of COVID.

Like most of you, I find myself profoundly challenged and motivated to learn and to digest the enormous missing pieces of American and Episcopal life and history that were the gaps in the education and formation that I had as a white person in America and in the church. So together with others, I engaged in Sacred Ground, in an epic campaign of reading, and in intense conversation and engagement with the realities of racism and slavery and their continuing aftermath. I am particularly grateful to Black writers, speakers and conversation partners who have labored to share the stories and experiences that teach the rest of us what we did not, could not, or would not otherwise know. That journey continues for me, and while there is profound pain and grief along the way, there is a much greater promise of abundant and joyful life for us all when our Christian values of justice, mercy and love of neighbor become a reality for all the children of God.

And along with those significant issues, the rest of the work of congregational and diocesan life goes forward, responding to the call of Christ in the context of 21st century life as it continues to unfold.

It has been an overwhelming joy to resume parish visitations, to meet you face-to-face, to share in the Word of God, to celebrate together the sacraments of our redemption, and to see Christ at work in the resilience of our people. I have found in this time of pandemic, racial reckoning and political turmoil that my role as a pastor and coach of our clergy has expanded and that is a privilege that I consider sacred. Together with navigating these tough times with the seminarians that are under my care, these relationships have taken more time than in quiet years, and all of it has been quality time, from my point of view. Beyond the routines of visitation and canonical and administrative duties, I have particular responsibility for Commission on Congregational Development (CCD), which oversees the congregations who receive support out of the pledges that you make to the Diocese. This

year, our Chair, the Rev. David Keill, retired from active ministry, and the Rev. Webster Gibson has stepped into that role. Those two have made the work not only possible, but enjoyable and effective, and I am grateful to both of them. I am also grateful to the team of lay liaisons who work with the missions, and to our financial bulwark, the Rev. Jenks Hobson.

CCM has prepared to launch two new initiatives that are designed to build up the vitality of our missions and equip them for self-sustainability and in many cases, lead to parish status. One of these initiatives is Root Thrive Soar (RTS), a three-year missional engagement coaching cohort for lay-led teams that three of our mission churches have begun. Created by former multicultural church planter, the Rev. Chantal McKinney, RTS equips churches to more deeply connect with their community through monthly spiritual formation and training seminars and intensive coaching. Our first cohort includes three churches: Santa Maria in Falls Church, St. Peter's in Richmond, and All Souls in Atlee. They are growing their mission teams now and their journey officially begins in community alongside other churches in January. Please pray for them as they plunge into studying how Jesus went out in the world, practicing community organizing and Asset Based Community Development skills, and listening to their community for the sake of merging what God is doing in the world around them with what God in Christ is doing in our churches now. RTS has been endorsed by Episcopal leaders including Tom Brackett, Anthony Guillen, Al Rodrigues, Elaine Heath and Sandra Montes. The Rev. McKinney also serves as coach to Chelsea Morse, the clergy leader in Micah Ministries, our ecumenical partner serving homeless persons and others in Fredericksburg.

The other CCD new initiative is support for missions from a team of clergy who have been trained in the College for Congregational Development, an intensive Episcopal lay and ordained leadership development training originally developed in the Diocese of Olympia. We have in our Diocese two experienced CCD trainers, two rectors fully trained in the methods, and others who are in process, including our Transition Minister, the Rev. Sarah Brockenbrough, and I have extensive first-hand experience of its effectiveness from my time in the Diocese of West Texas.

Full CCD training entails sending a team of the rector and lay leaders for two week-long residential intensives plus a year-long field project, but we plan to bring the fruit of the training to our mission congregations to better equip them for shared congregational leadership, giving them proven tools for health and growth. Many of the modules lend themselves to congregational workshops in several domains. To give you a sense of what this looks like, Getting Our Bearings is one domain. Modules in that domain include:

1. Analysis of the congregation's current situation.
2. Gathering in the Invite Welcome Connect method and making ourselves known in the community.
3. Transformation, a holistic approach to spiritual development including prayer and worship, study, action, stewardship, service and community building, as well as Benedictine roots and Anglican identity.
4. Sending, which involves moving into the community, systematically asking:
 - a. Who is my neighbor? A module that helps in navigating various spheres of influence, and
 - b. Where is our hope? A module that unpacks the life cycle of congregations and what are its strengths and weaknesses. A whole toolbox of assessment approaches.

Some other domains include:

1. Preparing for and navigating change,
2. Leadership development and team building,
3. Intercultural skill development,
4. Conflict management.

We are developing teams who will work with mission congregations in the areas where there are opportunities for growth and vitality. As with all other aspects of our diocesan life, we expect to incorporate anti-racism work with our mission congregations, working with the Rev. Dr. J. Lee Hill, Jr. and out of our own work as church leaders.

Another of the great joys of my work is oversight of our regional Deans, and in particular with our Archdean, the Very Rev. Kim Coleman, who graciously volunteered to continue for an extra year in that role. The deans are as fine and committed a group of clergy as any bishop could ever hope to work alongside, and they provide invaluable communication and support both to their regions and to the bishops.

Thank you for giving me the opportunity to serve in this amazing corner of the Kingdom, and for your companionship and for your prayers. I am blessed every day in this work and I pray that I may be a blessing to you. Most of all, may the Lord God continue to bless us all, in every way.

Introduction of Those Seeking Ordination

The Rt. Rev. Susan E. Goff: Thank you. We move forward now with some introductions and presentations. It is my joy to present to you, God willing and the Church consenting, those who may be ordained deacon in the Diocese of Virginia in the year 2022.

Susie Harding, presented by St. Matthew's, Sterling
Dawn McNamara, presented by Grace & Holy Trinity, Richmond

Susie and Dawn were the first class, and God willing, will be the first graduates of the St. Phoebe School for Deacons. They'll be followed next year by seven students preparing for diaconal ministry. If you or others in your parish are interested in learning more about the ministry of deacons, the distinctive ministry that they hold, I hope you'll join me for our second annual Day for Deacons on April 30, 2022.

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 2022.

Sam Bush, presented by Christ Church, Charlottesville
Paul Evans, presented by Grace & Holy Trinity, Richmond
Katherine Ferguson, presented by Santa Maria, Falls Church
Suzanne Hood, presented by Abingdon, White Marsh
Stacy Carlson Kelly, presented by St. Paul's, Alexandria
Kevin Laskowski, presented by St. Michael's, Arlington
Kevin Newell, presented by Emmanuel, Alexandria
Natalie Perl Regan, presented by St. Andrew's, Burke
Julie Rodriguez, presented by Grace, Alexandria
Blake Singer, presented by St. James's, Richmond
Kilpy Singer, presented by St. James's, Richmond
Winnie Smith, presented by St. Paul's, Alexandria
Leah Wise, presented by St. Paul's Memorial, Charlottesville

These are siblings in Christ who are seeking ordination. Please keep them in your prayers. If you are interested in discerning with any of these fine people about the possibility of them serving with you and your congregation, reach out to Ed Keithly for their resume and their contact information.

Recognition of Those Newly Ordained

The Rt. Rev. Susan E. Goff: Now we recognize those who were ordained as deacon or priest during this long period of COVID. As I mentioned in the Pastoral Address, they were ordained but in very small services, often with no more than 10 people present in the room. One of the great joys of an ordination service, as many of you know who have been there, is that when the bishop asks the question, “Is it your will that so and so be ordained? Will you support her in this ministry?” There is a resounding response from the whole congregation. We had much smaller responses because of so few people in the room, and so we want to have an opportunity for those resounding responses of support now, for those who have been ordained in this time. I ask you to turn to your worship booklet and we will also post these words on your screen. We recognize those newly ordained.

Blessed be God, before you, our hearts are broken open.

Members of Convention: Blessed are we, for we are set free.

Bishop Goff: “Therefore, since we are surrounded by so great a cloud of witnesses...let us run with perseverance the race that is set before us, looking to Jesus the pioneer and perfecter of our faith.” (Hebrews 12:1-2)

In this time of pandemic, the ordination of new clergy has proceeded, but of necessity their ordinations were held before only a small group of family and friends. Now, we come together as a Diocese to affirm these new clergy who have, during this time, committed themselves to the trust and responsibility of ordained life in Christ’s holy catholic Church.

People of God, do you accept these new clergy to minister with you?

Members of Convention: We do.

Bishop Goff: Will you uphold them in these ministries?

Members of Convention: We will.

Bishop Goff: Let us pray. O God of unchangeable power and eternal light: Look favorably on your whole Church, that wonderful and sacred mystery; by the effectual working of your providence, carry out in tranquility the plan of salvation; let the whole world see and know that things which were being cast down are being raised up, and things which had grown old are being made new, and that all things are being brought to their perfection by him through whom all things were made, your Son Jesus Christ our Lord; who lives and reigns with you, in the unity of the Holy Spirit, one God, now and forever. Amen.

A video is played showing the recently ordained priests and deacons.

Rachel Christine Bauer Eskite
Denise Bennett
Hailey Jacobsen
Lauren Banks Killelea
Brian Justice
Steve Pace
Courtenay Evans
Salli Hartman
Shea Godwin

Steven Busch
Peg Moncure
Santi Rodriguez
Peter Fraser-Morris
Celal Kamran
Michael Sweeney
Mary Margaret Winn
Jeremy Means-Koss
Philene Ware Dunn
Nina Bacas
Rachel Harber
Carey Connors
Jennifer Lazzuri
Gwynn Crichton
Will Dickinson
Matthew Dumont-Machowski
Pete Nunnally
Colleen Schiefelbein
Sam Sheridan
Amanda Bourne
James Morton
Claire Elser

End of video.

Bishop Goff: What a marvelous cloud of witnesses. What a marvelous community of faithful leaders we have. Those who have been ordained during this pandemic, those who have prepared, we give thanks to them, and I give thanks to all of us for affirming their ministries before this diocesan Convention. Thank you, and blessings to all of you newly ordained and those who are still in the process.

And blessings to all of us, we are an hour ahead of schedule. We will go ahead and take our lunch break right now. We will return in 50 minutes, so at 12:20. During lunch, we invite you to stay connected to Zoom but to stop your video feed. If for whatever reason you end up being disconnected, please use the same Zoom link that you received this morning to rejoin the Convention. We break now for lunch, for 50 minutes, until 12:20 p.m. God bless you as you get some refreshment.

Afternoon Worship

The Rt. Rev. Susan E. Goff: Good afternoon, and welcome back. We resume our meeting now. Thank you. I hope you had a chance to get some refreshment, maybe a little walk outside on this gorgeous day. We continue now by joining together in the prayers of the people. Those are in your worship book, and they will also be posted on the screen. During this portion of prayers, we will not unmute. Chat just showed you how to get to the worship booklet if you need it.

Blessed be God, before you our hearts are broken open.

Members of Convention: Blessed are we, for we are set free.

A video prayers of the people played next.

The Rev. Deacon Barbara Ambrose (St. Andrew's, Richmond): Heavenly Father, humbled by your desire to break us open for the renewal and transformation of our lives, in faith we pray to you.

Ms. Joy Warburton (St. Thomas, McLean, and Trinity, Arlington): Broken open that we may continue to be a living witness for you, we pray for the Church Universal, its members, and its mission, that we may be united in sharing God's unfailing love and forgiveness. God of transformation and renewal,

Members of Convention: Hear our prayer.

Ms. Mina Choi (St. Francis Korean, McLean, spoken in Korean): We pray for the ministry of your people, especially for Bishops Susan, Jennifer, and Porter, the people of this Diocese, and for the search for our Diocesan Bishop, that our hearts will be broken open to God's desires for our future. God of transformation and renewal,

Members of Convention: Hear our prayer.

The Rev. Crystal J. Hardin (St. George's, Arlington): We pray for our world and our nation, that all who govern and lead will serve those in need, and work for peace for every person entrusted to them. God of transformation and renewal,

Members of Convention: Hear our prayer.

The Rev. Pierre-Henry Buisson (Emmanuel, Delaplane, spoken in French): For the will and action to preserve God's creation, make us good stewards, that many generations will know the goodness of your gifts. God of transformation and renewal,

Members of Convention: Hear our prayer.

Linden York-Simmons (Christ Church, Alexandria): For our sisters and brothers and siblings who live in hunger and without shelter, for all who feel alone, break us open to bear witness to God's love. God of transformation and renewal,

Members of Convention: Hear our prayer.

Ms. Sonia Sevilla (San Jose, Arlington, spoken in Spanish): United as the broken open people of God, we lift our prayers for all suffering the effects of COVID-19 and all those on our congregational prayer lists. God of transformation and renewal,

Members of Convention: Hear our prayer.

Mr. John Ambrose (St. Andrew's, Richmond): We pray for refugees and immigrants, for victims of racism, for all who suffer violence at the hands of others and at the hands of our nation, and for all who live with addiction and mental illness. May our witness, our voices, our hospitality, and our communities be places of safety, hope and compassion for all people. God of compassion, transformation, and renewal,

Members of Convention: Hear our prayer.

Ms. Scherrone Dunham (St. George's, Arlington): With gratitude, we remember all the blessings of our lives, that we may declare God's continued love and faithfulness towards us. God of transformation and renewal,

Members of Convention: We offer our thanks and praise.

End of video.

Bishop Goff: God of transformation and renewal, from whom wholeness emerges from brokenness, continue to take us, bless us, break us open and make us responsive to a world that is so in need of your love and saving grace. Make us faithful witnesses to your Word and deed. All this we ask in the name of your beloved Son, Jesus Christ, our Lord and Savior.

Members of Convention: Amen.

Instructions on Parliamentary Procedure

The Rt. Rev. Susan E. Goff: We now move toward our work of the afternoon, which includes the Report of Resolutions Committee and the Report of the Committee on Constitution and Canons. To prepare for that, we share a video on parliamentary procedure.

A video on parliamentary procedure played.

Mr. Mark Eastham: Hi, I'm Mark Eastham, Secretary of the Diocese. Today, I'll be providing a simple overview of some of the Rules of Order for diocesan Convention. Convention rules are designed to encourage an orderly, fair and efficient process. Understanding the rules is essential to participating in discussion or debate on resolutions, amendments and budget.

Let's start with the proposed resolution. The chair of the Resolutions Committee presents a resolution. We'll use this locomotive to represent the resolution. Once it's been presented, the floor is open for discussion and the locomotive begins moving down the track. Delegates may take turns speaking in favor of or opposed to a resolution and are limited to two minutes each for comments.

If a delegate proposes an amendment to the resolution and the Convention votes to consider the amendment, all debate on the original resolution stops. Now, the only thing open to debate is the amendment itself. You can think of an amendment as a boxcar that could be hitched to the locomotive. Delegates can take turns speaking to the amendment and may vote to approve or reject the amendment. If approved, the amendment boxcar is hitched to the resolution, and we can continue down the track, returning to the debate on the now amended resolution.

But, there's another scenario that can happen. During the debate on the amendment, a delegate may also move to amend the amendment. Think of an amendment to the amendment as boxes that could be loaded into the boxcar. If the Convention agrees to consider the amendment to the amendment, you can guess what happens, all debate on the original amendment stops. The only thing up for discussion is the content of the amendment to the amendment. If an amendment to the amendment is approved, the shipping box goes onto the boxcar, then discussion continues on the first amendment. If the amendment is approved, the boxcar is hitched to the locomotive, and we move down the track until the amended resolution is voted up or down by the delegates.

And if that isn't enough, a couple of other things can happen. A delegate can call the question. This is a proposal to stop debate on the current item and vote immediately. If they agreed to call the question, then a vote on the current item is taken without further conversation. Remember, a delegate can call the question on a resolution, an amendment, or even an amendment to the amendment.

Now that you understand the process, let's talk about how you would employ those rules in the world

of a virtual meeting. At an in-person Convention, those wishing to speak to a proposed resolution or amendment can line up at a microphone. At this online Convention, we will use the chat function on Zoom to get in line to speak. Here's an example. A resolution is introduced and you wish to speak to it. You type into the chat only the word "speak," "speak for," or "speak against." This will hold your place in line and Bishop Goff will call on you. You may also type "withdraw" if you feel your point has been addressed by a previous speaker. Please, do not type your comments into the chat. When Bishop Goff calls on you, you will receive a pop-up window inviting you to unmute. Click on it you may begin speaking. If you wish to call the question, please do not type "call the question," instead, type, "speak for," or "speak against," and once called upon, you can say you wish to call the question. If you want to raise a point of order, you must send a direct message to Parliamentarian J.P. Causey via the chat function.

Once it's time to vote, a Zoom poll will pop up on your screen and you simply click on your response. Bishop Goff will then read the results. An exception to voting via Zoom calls is elections, for which you will need to access email to receive your ballot. Your ballot will only go to the email address you used to register for Convention.

That covers the main Zoom functions. If you encounter technical difficulty with any functions during the Convention, please call our tech support line. We hope this brief overview has been helpful and allows you to participate fully in the work we are called upon to do at diocesan Convention.

End of video.

Bishop Goff: Thank you, Mark, and others for preparing that video. I remind you that based on the Special Order for Debate that we adopted this morning, that each resolution will be allotted 16 minutes for debate. If an extension to that time limit were to be called for, it will require a two-thirds vote of this Convention to extend the 16 minutes. Each speaker is limited to two minutes. If you wish to speak, type "speak for," or "speak against." Those are the two options, to "speak for" or "speak against," and your name will be added to the queue for me to call on you. Are there any other directions, Mark or J.P. that we need to add?

Hearing that there are none, I call upon Ms. Alda White of Trinity Church, Fredericksburg, who is the Chair of the Committee on Resolutions, who will give the Report of the Resolutions Committee. Alda?

Report of the Resolutions Committee

R-1A: RESOLUTION TO ESTABLISH THE VIRGINIA PLAN FOR COVENANTAL GIVING

The full text of R-1a can be found on page 166.

Ms. Alda White (Trinity, Fredericksburg, and Chair, Resolutions Committee): Thank you, Bishop Goff. You have in your packet the Report of the Committee on Resolutions. It has some modifications as a result of some of the actions that were taken earlier today. The items that have been acted upon that were on the Consent Agenda for recommendation have been approved and will not be discussed. R-8, which was pulled off of the Consent Agenda will be something that I will explain.

Let's start with Resolution One, R-1. R-1a is a resolution to establish the Virginia Plan for Covenantal Giving. The Resolutions Committee considered this resolution and has proposed R-1a, to be adopted as submitted with the changes. The changes that have been made to R-1a, consist of minor changes to clarify the topics discussed within the resolution. The committee moves adoption of R-1a, as submitted.

The Rt. Rev. Susan E. Goff: Thank you. What is before us is resolution R-1a, resolution as amended by the committee. Please type “speak for,” or “speak against,” in the chat function and I will call upon you as your names appear. I call on Ken Royston.

Mr. Ken Royston (Executive Board Member): Thank you, Bishop Goff. I wholeheartedly support resolution R-1a. Covenantal giving is truly a part of who we are as Episcopalians, a community of believers in Christ in relationship with one another. This means that giving to our Diocese reflects what many of us follow in our own parish. Covenantal giving provides our Diocese with funding essential for the many ministries and programs we actively support. We recognize the ongoing challenge in funding these ministries and programs that are so important to our church life.

Covenantal giving through a designed four-year rollout gives our parishes both the time and space to prayerfully plan how to achieve the pledging of 10% of their three-year average plate offerings, pledge payments, and regular support. This will provide our next Bishop Diocesan with greater flexibility to lead us in the challenging years ahead. Together, we make a profound difference throughout our entire Diocese, remembering the inspiring words of the Rev. Andrew Moore, who said earlier today, “Let us adopt this resolution and go forth not wondering what we can afford, but what we can imagine.” Thank you for the opportunity to voice my support on this important resolution.

Bishop Goff: Thank you, Ken. I call on the Rev. Sean Rousseau.

The Rev. Sean Rousseau (St. Paul’s, Haymarket): Hello. Thank you, Convention members, for your attention. R-1 proposes monumental change, is a mandated assessment. Its policies and procedures are undeveloped. This vagueness could lead to harsh discipline or penalties through restrictions or consequences for parishes that cannot or choose not to pay 10%. There is no room for vagueness in the practice of the principle of subsidiarity and the expression of authority by diocesan structures in the decisions parishes make about the stewardship of resources. Regarding stewardship, the difference is startling between The Episcopal Church and the Diocese of Virginia. The Episcopal Church has reduced church-wide asking through lower diocesan assessments, which dramatically increased participation, resulted in higher giving. With R-1a, the Diocese attempts to double the average parish pledge percentage.

I’ve been a priest for over 26 years in large churches with 10,000 plus members to planting new churches. From 2014 to 2019, St. Paul’s, Haymarket, was the sixth fastest-growing parish in the Episcopal Church with a 100% growth rate. I never used any percentage with stewardship of time, talent or treasure. I encourage members to generously give to their church and other charitable endeavors. The theology of stewardship is rooted in a Gospel spirituality of discipleship as a generous way of life, where each person discerns a pledge to support the church through a proportionate, practical and planned expression of gratitude. St. Paul’s prefers the existing guidelines where each parish discerns a pledge to support the Diocese. We will vote against R-1. Thank you.

Bishop Goff: I call on Russ Randle.

Mr. Russ Randle (Christ Church, Alexandria): Thank you, Bishop. I support the resolution. I have served on two prior task forces about the Virginia Plan and our finances. In that work, we found three benchmarks. First, in 1963, average parish giving to the Diocese was more than 16% of parish income. Second, in 1970 after the racist backlash against the special program of General Convention, we collectively punished the Diocese and the wider church by cutting down parish giving to 11% or 12%. Third, in 2004 after fighting over Bishop Gene Robinson, we collectively punished our Diocese by cutting parish giving to an average of about 6%. We have limped along at that level since.

In all but a handful of dioceses in this country, parishes were obliged to pay their diocese 10% or more of parish income. Each Diocese, in turn, pays 15% of its income to support our denomination

and the work that Presiding Bishop Michael Curry is leading to replace bigotry with the Gospel. We claim to believe in racial justice and full inclusion of LGBTQ people in our church. If we really mean to practice those beliefs, then it's time we corrected our past acts of financial bigotry and fully supported our Diocese and the wider church in our collective efforts to live out our faith. I urge our support. Thank you.

Bishop Goff: Thank you. I call on Stephen Mitchell.

Mr. Stephen Mitchell (St. Mark's, Alexandria): Bishop, delegates, good afternoon. Despite the obvious hard work and good intentions that went into and underlie R-1, I believe that abandoning a system of voluntary contributions for a system of mandatory diocesan assessments driven by rigid one-size-fits-all formula applied to all parishes, whether struggling or thriving, is fundamentally misguided. At the parish level, we do not, as some Jewish synagogues do, require the payment of dues in order to become a member. We welcome all in the name of the risen Lord. Of course, we ask that they contribute in gratitude for God's blessings and as they are able, to the support of the parish and the larger church, but we don't charge dues, which is unfortunately what R-1 would amount to at the diocesan level.

One of the features of this plan that I find particularly objectionable is while it builds in a safety valve of sorts for parishes that are financially unable to meet the mandated pledge, in order to obtain that relief, the parish must first submit to what amounts to a public shaming session at which it is invited to "share its story" with a quarter of the Diocese. I do understand the financial arguments that have been made, but at the end of the day, I think that abandoning the existing plan for a system of mandatory assessments ought not to be done. Thank you.

Bishop Goff: Thank you. I call on Sven vanBaars.

The Rev. Sven van Baars (Abingdon, White Marsh, and Chair, Resourcing God's Mission Task Force): Thank you, Bishop. I want to say that over the last 20 months as the task force has worked, what we discovered among our colleagues in ministry of churches across our Diocese was a great deal of confusion and energy that has been given needlessly toward the Virginia Plan. The confusion was around how do we assess what we're being asked to give to the Diocese? The definition that had been used was one that didn't provide a clear rationale or a clear definition, and so we had many, many, many, many definitions going on across our Diocese. The unneeded conversation was, in our conversations with rectors and vicars and missionaries, a great deal of time spent on explaining to finance committees and treasurers and vestries how do we calculate this in our particular given situation. That was time that we felt could be used for greater ministry efforts: outreach, evangelism, newcomer hospitality, other things.

What we sought to do in this resolution, this plan is to streamline the definition so we're all on the same page, all 180 congregations on the same page, and also maintain the voluntary nature of this. This is not an assessment giving plan. This is one where we're clarifying what is being asked of everyone. The conversation in communities that take place give us all a chance to share our hopes and dreams, our vulnerability. I commend R-1a, this new plan, to our Diocese as a way of moving into community from fractured definitions and a way of addressing ministries that we can. The plan streamlines a giving percentage from 16% to the high, to 8%, to one flat 10% rate.

Bishop Goff: Thank you. I call on Mary Thorpe.

The Rev. Mary Thorpe (Epiphany, Oak Hill, Herndon): Thank you. There is much to be commended in this resolution, and I strongly support its intent and the hard work of the committee. That said, we are just coming out of a pandemic and there is most likely going to be a time of

rebuilding in many of our congregations, and trying to honor the necessity for rebuilding at the same time that we are looking at a very quick glide path to 10% is worrisome to me and may be worrisome to others of my colleagues. I simply name that as a potential source of frustration for parishes, for finance committees, and frankly, in the end, for the Diocese. Thank you.

Bishop Goff: Thank you. I call on John Shellito.

The Rev. John Shellito (St. Barnabas', Annandale): Greetings bishops and members of Convention. I speak in support of this resolution because I think it is important for us to support our bishops and our bishop's office. St. Barnabas has – and it's not my work, it's the work of the St. Barnabas Finance Committee really – has sought to increase our pledge to the Diocese even in the midst of COVID-19. If you're anything like St. Barnabas, to me, it became even more clear during the pandemic how much we depend on the bishop's office and the many ways that the bishop's office is a blessing to our church; from the virtual worship services that were offered that provided relief for our worship team locally, and also for the guidance that Bishop Goff provided at various different points during the pandemic. I think that this is an important way that we can support our Diocese and I speak in support of it. Thank you.

Bishop Goff: Thank you. I call on Bill Hoffman.

Mr. Bill Hoffman (Aquia, Stafford): Thank you, Bishop, for the opportunity to address the group on this issue. Probably at this point, what I'm going to say, some of it may be repeats of what others have brought up. In considering this resolution, I guess, my overall take on it is that while it may appear to generate more revenue for the church, I think we all realize that what we're doing is not generating more revenue, we're not increasing tithes per se, of the people who provide their tithes in response to what God has given them, but rather it just shifts who's checking account those funds reside in. R-1 will result in many of the member churches having to decide what ministries in their churches they will not fund in exchange for enabling ministries funded at the state level. I feel compelled to make a hard statement here. I guess I'm bothered–

Bishop Goff: Our 16 minutes of debate has ended. Hearing no procedural questions, we move the question. You will see a poll come up on your screen. The vote is on R-1a. Please cast your vote now to adopt R-1a or to reject.

Polling has ended. R1 carries by a vote of 221 for, 170 against. That is 57% for, 43% against. R-1a as amended by the committee is adopted by this Convention. Alda?

R-4A: SUPPORTING THE IMPACT FUND FOR RACIAL JUSTICE AND HEALING

The full text of R-4a can be found on page 174.

Ms. White: Thank you. You have before you on the screen the corrected version of R-4a. R-4a was revised by the Resolutions Committee and corrected to reflect an error in the third resolve. It establishes an Impact Fund in the amount of \$500,000. That was the error. What is on your screen as being struck refers to the source of the funds. The resolve is to establish a \$500,000 Impact Fund without any reference to where the funds are coming from; they are to be determined. The committee moves adoption of R-4a as amended.

Bishop Goff: Resolution R-4a as amended by the committee is now ready for debate. Please type in chat, "speak for," or "speak against." I call on Jo Belser.

The Rev. Jo Belser (Church of the Resurrection, Alexandria): The intent of this resolution is to provide a way of funding our Racial Justice and Healing Ministry that is being developed further before

our very eyes. The vehicle for this is to create an Impact Fund which would put the principle that we invest in this way to work by doing racial justice type work in the Diocese of Virginia communities as instructed by the Racial Justice and Healing Ministry, while providing dividends to fund the work of the program all while we move forward to further develop our Racial Justice and Healing Ministry. Initial modest funding proposed \$500,000 could be expanded after the ministry develops this year.

Bishop Goff: Thank you. If you wish to speak for, or against, please, type that in chat.

Seeing no more requests to speak, the question now before you is R-4a: Supporting the Impact Fund for Racial Justice and Healing. You will see a polling screen come up on your screen. Please vote now.

Voting is ended. R-4a is adopted with 326 votes for, 36 votes against.

Due to a technical error in the voting system, the vote was taken again.

Thank you. We are going to relaunch that vote. You will see we will throw out the vote that we just took. It is up now before you again. Please vote now.

The poll is closed. Resolution R-4a: Establishing an Impact Fund is adopted by this Convention: 357 votes for, 41 votes against. Thank you. Alda?

R-6: DECLARATION OF CLIMATE EMERGENCY, COMMITMENT TO NET-ZERO GREENHOUSE GAS EMISSIONS BY 2045, AND ADOPTION OF EPISCOPAL COVENANT FOR THE CARE OF CREATION

The full text of R-6 can be found on page 178.

Ms. White: Thank you. R-6 is the Declaration of Climate Emergency, Commitment to Net-Zero Greenhouse Gas Emissions by 2045, and Adoption of the Episcopal Covenant for the Care of Creation. The committee reviewed this document and recommends adoption as drafted. The committee moves R-6 for adoption.

Bishop Goff: R-6 has been placed before you. The debate is now on R-6. Please type “speak for,” or “speak against,” in the chat function. I call on Bill Baer.

Mr. Bill Baer (St. Paul’s, Ivy): Thank you for this resolution. I generally support efforts to combat climate change and efforts to reduce the impact of our activities on the environment. However, I don’t feel that it’s useful for the Diocese to be declaring a climate emergency. That is not our area of expertise, I think it’s going to make a lot of people cynical about what it means to declare a climate emergency, and emergency also carries with it the implication that immediate and a vigorous action is needed. This resolution really has no specific actions listed in it, and I’m afraid that it’ll lead us to do some things that may not pan out very effectively. For that reason, I oppose the resolution as written, although I do support our general efforts to improve our environmental impact. Thank you.

Bishop Goff: Thank you. I call on Courtenay Evans.

The Rev. Deacon Courtenay Evans (Buck Mountain, Earlysville): Thank you, Bishop Goff. As a deacon and a member of the Creation Care Task Force, I would like to speak for Resolution 6. This resolution includes four resolves. First, that we recognize a climate emergency threatens all of us and we resolve to act to achieve net-zero greenhouse gas emissions by 2045. Second, that this Convention direct us, the Creation Care Task Force, to research and bring to the Diocese the best policies and approaches to achieve net-zero while prioritizing environmental justice, and to support everyone in the Diocese as they work to achieve net-zero by 2045. Third, we recognize that the church has a unique role to act and to support those suffering from eco-anxiety due to the climate crisis. Fourth,

that we adopt and own the Episcopal Church's Covenant for the Care of Creation. This covenant includes actions we can take as a Diocese, as congregations, as households and as individuals in the following three areas: loving formation, liberating advocacy, and life-giving conservation.

Now is a time to declare a climate emergency, commit to net-zero greenhouse gas emissions by 2045, and adopt the Episcopal Covenant for the Care of Creation. There are things we can do right now, such as calculating our parish carbon footprints, assessing our building energy efficiency, incorporating LED and motion lights, considering where better energy choices can be made, such as replacing old boilers and incorporating solar energy where possible. Our Creation Care Task Force is committed to helping our Diocese achieve net-zero, address eco-anxiety, and become better environment—

Bishop Goff: Thank you. I see no other speak against. There is one more speak for, and that is Valerie Hayes. I call on Valerie Hayes.

The Rev. Valerie J. Hayes (Calvary, Front Royal): Good afternoon, bishops, lay delegates and clergy. I want to speak in support of this declaration of a climate emergency in particular, for several reasons. I now often have members of my parish ask me about positions of our Diocese and positions of the National Episcopal Church. I would like to be able to point to this, that our Diocese, in keeping with other denominations, recognizes that we are in a climate emergency and that it especially affects people who live in poverty, affects people that more than likely may not be us, but we recognize the justice issues in this. I also recognize that this declaration by our Diocese and our denomination adds to the voices of those who insist that we address these climate emergencies, that we are about past the tipping voice. I urge you to support the declaration of a climate emergency to add the voice of the Episcopal Church to other Christian voices urging the protection of our planet and especially vulnerable peoples.

Bishop Goff: Thank you. I call on David Wright.

Mr. David Wright (St. Paul's, Bailey's Crossroads): Hello. Thank you, Bishop. I agree with the first speaker that there is not a climate emergency. It's going to be an emergency, but right now it's a great concern. I also wonder, when I look at this, what happens if we don't do this by 2045? Is there a punishment involved if we don't do it by then? I would vote against this.

Bishop Goff: Thank you very much. I call on Laurence Thayer.

Mr. Laurence Thayer (St. Paul's, King George): Good afternoon. I think the emergency is now and it's coming. We've been getting reports that we're getting water in the North Pole. We're getting ice caps melting. We are seeing stronger hurricanes and more excessive changes in weather. I know it doesn't look like emergency now here, but I think some smaller countries or islands are seeing things change faster than we are. If we wait any longer, it's going to be harder to prevent the impact, so the sooner we get started on changing this and encouraging others to work on it, the better.

Bishop Goff: Thank you. I see someone who has typed, "Speak." Would you indicate if you're speaking for, or against? Speak for, Josh Walters.

The Rev. Josh Walters (St. John's, McLean): Thank you, Bishops. I ask that we call the question.

Bishop Goff: Thank you. That is not debatable. We will have a poll to end debate that will come up on your screen. Please vote to end debate, "Yes" to end debate, "No" to continue debate. This is not on the question, it's about ending the debate. If you haven't voted yet, please do so now. The motion to end debate carries by a vote of 380 yes to 23 no.

We go now to a poll on the question on R-6: Declaration of Climate Emergency. That poll will come up in just a moment. Please vote now on R-6 Climate Emergency. The poll is now closed. R-6 is adopted by this Convention: 330 for, 76 against. Thank you very much. Alda.

R-7: PARENTAL LEAVE JUSTICE

The full text of R-7 can be found on page 181.

Ms. White: Thank you. We will now present R-7: Parental Leave Justice, which is on your screen. There were no recommended changes to this document. It was recommended by the committee that this document be referred to the Executive Board for action, primarily because there are financial and other impacts that need to be reviewed. The committee recommends referral to the Executive Board.

Bishop Goff: Thank you very much. The committee recommends referral. The debate is on referring and our vote will be on referring this to the Executive Board. Please type “For” or “Against” about referring; to speak for referring, or to speak against referring. I call on H.L. Vogl.

Mx. H.L. Vogl (St. David’s, Ashburn): Thank you. I support passage of R-7 today and disagree with the Resolutions Committee recommendation to refer this resolution for study by the Executive Board. I’m one of the authors of this resolution, and I believe that this would simply delay passing a resolution that is long overdue, without producing any meaningful additional information.

This proposal would continue to pay people their regular salary, and by definition, that means it’s not changing the organization’s budget. What may impact a budget is if hiring a temporary substitute is necessary for any particular person’s leave, but that’s going to vary widely according to the function of the person who is on leave, and the way that they structure their leave. Many times, there may be no additional cost, especially if leave is taken non-consecutively. For instance, if you have a clergy member who’s not covered by the church pension group disability policy – which exists currently, so this would be someone who’s not currently covered, such as a father or an adoptive parent – if they were to say, take off three days a week, not including Sundays, over a six month period, there probably would be no need to pay for a substitute during their leave. Given the high number of unknowns about who would take leave, how they would structure it, and whether paying a substitute would be necessary, there’s just no practical way for the Executive Board to investigate the cost.

I also want to reiterate this resolution is not a mandate for parishes, and it does provide flexibility for vestries to structure their leave policies to minimize their additional expenses. Thank you.

Bishop Goff: Thank you. The debate is on referring, not on the substance of this resolution. Please, let’s have our comments be on referring. Shirley Smith Graham.

The Rev. Shirley Smith Graham (Christ Church, Glen Allen): I would like to better understand the opinion of the Resolutions Committee that this is a matter that should be evaluated by the Executive Board, if that information could be provided.

Ms. White: As a part of the Resolutions Committee in the discussion, there were questions raised with regard to the title of the document. They felt that the resolution needed to be tweaked a little bit more. This would affect the impact of what goes on at the diocesan level that needed to be evaluated. The recommendation based upon those questions was that the Executive Board take a deep dive and look at that and recommend how to proceed.

Bishop Goff: Thank you. Is there any further debate on referral?

Bishop Goff: I call on Jonathan. Please be sure to type your whole name, since I do not see a name there, only the name Jonathan. If you typed in speaking for referral, please speak now.

Mr. Jonathan Nateghi-Asli (Emmanuel, Woodstock): Hi. Yes, I'd like to call to question, please.

Bishop Goff: The question has been called on the debate on referral. That is not debatable. A poll will come up to end debate on referral. Please vote to end debate on referring R-7 to the Executive Board. This is not on the substance of R-7, this is on the question of referring. If you have not already voted, please do so now. The motion to end debate on referral is completed and it passes by a vote of 350 to end debate, 49 to continue debate.

Now, we move to the vote about referring this to the Executive Board. R-7, the vote before us is to refer this to the Executive Board. Yes, if you want this resolution referred to the Executive Board, no, if you do not. Please vote now. This Convention refers R-7 to the Executive Board by a vote of 220 for referral, 182 against referral. R-7 is referred to the Executive Board. Alda.

R-8: DEACON COMPENSATION

The full text of R-8 can be found on page 183.

Ms. White: Thank you, Bishop Goff. We will now consider R-8, which was originally recommended to be on the Consent Agenda, was pulled off of the Consent Agenda earlier today, and now will come up for a discussion. The committee recommended that it be adopted as drafted. By way of background, there were some questions at the committee level as to whether or not the resolution as drafted was consistent with what our insurance policy will allow and permit. We had a discussion with Ted Smith, our Treasurer, who indicated that it was in conformity with our insurance policy and was capable of being done. That generated the recommendation that it go on the Consent Agenda. The committee recommends adoption of R-8.

Bishop Goff: Thank you. R-8: Deacon Compensation. If you wish to speak to this resolution, please type "speak for" or "speak against" in the chat function. The debate is on R-8. I call on Kathleen Murray.

The Rev. Kathleen Murray (Beckford Parish: Emmanuel, Woodstock, & St. Andrew's, Mount Jackson): Thank you Bishop Goff. I just want to say that as a priest who is also the wife of a deacon, I think there's a matter of equity and respect that's involved here. This will enable deacons to access the Church Pension Group and, perhaps even more importantly, access things like CREDO Conferences that they have been unable to access. I know my own wife has been a deacon for 16 years and has never had that opportunity, and it just is a matter of basic equity and respect for our colleagues in ordained ministry. Thank you.

Bishop Goff: Thank you. I call on David Wright.

Mr. David Wright (St. Paul's, Bailey's Crossroads): Yes. I just wanted to say I was shocked that deacons don't get any compensation at all. I've been in the Episcopal Church my entire life, and I always assumed they would get paid. I think they should get paid more than the \$30 a month, personally, but good luck to you folks. Thank you.

Bishop Goff: Thank you. I call on Amanda Kotval.

The Rev. Amanda Kotval (St. Paul's, Ivy): Hi. I commend this resolution for what it says about our value of our deacons and how we value their ministry. I don't have any financial concerns about this resolution. My concern is that it's unclear to me whether or not the theology of the diaconate has been taken into account here. If it's a matter of CPG providing options for deacons, then I wonder

if it wouldn't be better for us to address this directly with CPG rather than making a decision that could reflect a change in our theology of the diaconate.

Bishop Goff: Thank you. I call on David Curtis.

The Ven. David Curtis (St. John's, Richmond): Thank you everyone. I'm for this. I'm the one who presented it to Convention and I would ask that our delegates pass this. It is a nominal amount for each congregation that has a deacon. It is about equity and justice, about deacons having access to programming through the CPG that is currently otherwise not available. It is also a recognition that deacons are just like priests and bishops and lay members, a full and complete order of the church. We did build into this that deacons may decline this as well, because our deacons as a whole are not necessarily of one mind about this resolution, but I think that we also need to think long-term as we are calling more and more people to the diaconate and as we are getting younger and younger people involved in the diaconate as well. I urge Convention to pass this resolution.

Bishop Goff: Thank you. I call on Salli Hartman.

The Rev. Deacon Salli Hartman (St. Mary's, Colonial Beach): I'm a new deacon that has just been ordained, and I am not eligible for the program because of my age. I do not speak against the theory and the idea; I agree that deacons should have access. My concern is with how it is funded. We are called by the Bishop. We are not in any way employees of the parish. I would like to see some looking at whether or not there's a way that the Diocese could be responsible for a fee paid to the Pension Fund to allow deacons to have access to the programming. I favor what's happening, I disagree with the parishes being asked to treat us as compensation and request the Diocese to look at options to do it through the Bishop's office. Thank you.

Bishop Goff: Thank you, Salli. I call on Sarah Price.

The Rev. Sarah Kye Price (St. Mark's, Richmond): Hello, thank you. I speak in favor of this and speak directly to the question in terms of diaconal theology because I would like to talk about the fact that in our formation program as well as in the Association of Episcopal Deacons, this specific resolution (which has been called for in several dioceses around the country) is being discussed as a way to understand the advancement and support of the diaconate, while understanding the fundamental theology of the diaconate, and to make sure that our deacons are eligible for the same, especially CREDO, work and not necessarily even financial benefits, but benefits in respect as a ordained clergy. I would like to say that I think it's important and I commend those who proposed this resolution for bringing this to us so we can have this conversation. I think it is continuing to expand our awareness of the diaconate, and there is diaconal theology that is being discussed with our diaconal postulants and deacons who are serving in ministry throughout the Diocese and in the wider church. Thank you.

Bishop Goff: Thank you. I call on Cass Bailey.

The Very Rev. Cass Bailey (Trinity, Charlottesville): Hi. It seems that we are trying to do a workaround here in terms of getting the Church Pension Fund to do something, and this is the way to make them do it. I wonder if it would be more beneficial to work directly with them to address this issue rather than trying to do this workaround.

Bishop Goff: Thank you. I call on Russ Randle.

Mr. Russ Randle (Christ Church, Alexandria): Let me speak to the Pension Fund issue. I serve at Executive Council at the denominational level – kind of the vestry for denomination. I've drawn the

short straw to deal with Pension Fund. I report to you that they're a difficult bureaucracy to deal with at the denominational level. They've given us the means to get these benefits for our deacons. I would urge us to take yes for an answer. Thank you.

Bishop Goff: Thank you, Russ. I call on Sven vanBaars.

The Rev. Sven vanBaars (Abingdon, White Marsh): I also speak in favor of this. One of the joys I've had in life was being on the task force that brought the diaconate back to our Diocese. I remain fully committed to the ministry of our deacons. Several years ago at Shrine Mont, a speaker from CPG was present, and I said, "Why can't deacons have the benefits of CREDO and other things?" Her answer to me was that federal laws prohibit a pension fund from giving benefits to members who are not participants in that. This bill would allow our deacons to become participants in the Church Pension Fund. I ask for your support in its passage.

Bishop Goff: Thank you. I note that David Curtis has asked to speak again, but our Rules of Order allow someone to speak only once. Is there anyone else who desires to speak? Seeing no one else as it were at the microphones, we call the question on R-8: Deacon Compensation. The vote will be to adopt the resolution as presented or to reject it. Please vote now. Convention adopts Resolution R-8 by a vote of 345 yes, 60 no. Thank you very much. Alda?

R-9A: SPANISH LANGUAGE LATINX/HISPANIC CENTERED DISCERNMENT TO ORDAINED MINISTRY
The full text of R-9a can be found on page 184.

Ms. White: Thank you. We have before you, Resolution 9a: Spanish Language LatinX/Hispanic Centered Discernment to Ordained Ministry. The committee made a change that clarifies the language in the second resolve of this resolution to make it clear that there be a balanced representation of lay and clergy Spanish-speaking people available as a part of the committee process. The committee recommends adoption of R-9a as drafted.

Bishop Goff: Thank you. The debate now is on R-9a. If you wish to speak, please type "speak for" or "speak against" in the chat function. I call on Daniel Velez-Rivera.

The Rev. Daniel Velez-Rivera (St. Gabriel's/San Gabriel, Leesburg): Good afternoon. I affirm this resolution and invite others to do the same because of the equity that's required to be the Body of Christ. As we know the Body of Christ in all of its forms, it is imperative that we identify those who are monolingual Spanish speakers among us, since the Latino demographic is the fastest-growing demographic in the United States, in our Diocese and in our communities. At San Gabriel, there are a number of people that have been identified just in the past four years, who have a vocational call, who wish to be ordained deacons, and are monolingual Spanish speakers. Why should we not give them the opportunity? What would the opportunity be for a group to organize and discern how we can invite them into discernment and then into formation in the Spanish language so that this Diocese can be, in fact, truly part of the Body of Christ. I vote in affirmation of this resolution and invite you to do the same. Thank you so much.

Bishop Goff: Thank you, I call on Sarah Price.

The Rev. Sarah Kye Price (St. Mark's, Richmond): Thank you very much. I speak in support of this resolution as a co-sponsor deeply engaged in the work of diaconal formation for those called to ministry. Many of those who are engaged in discernment and formation processes in the Diocese share a common vision of a future that we seek where the language of each person's heart is the language of their discernment and formation, and yet it's beyond any one of us to be able to do this work on our own, faithfully and fully attentive to both language and culture. So I speak in support

of this resolution, which has been drafted with the knowledge of and input by diocesan formation staff, the Committee on the Diaconate and Priesthood, the Commission on Ministry, and others who engage in ministries of discernment and formation. I seek your support as well, the body of this Diocese, so that we are fully supported to do this work in collaborative, faithful and culturally relevant ways. There will be no easy answers but doing this work together will lead us to do the work that we are called to do. I encourage you to vote in support of this resolution.

Bishop Goff: Thank you. Katherine Ferguson.

The Rev. Deacon Katherine Ferguson (Santa Maria, Falls Church): Good afternoon, Bishop and delegates. I'm the deacon at La Iglesia de Santa Maria, which is a totally Latinx church. Although there are many people in the church who do speak some English, many are much more comfortable speaking their native language. I see this as a way to encourage more of the folks in the Latinx church to look at pathways to the diaconate, to the priesthood, as God and Holy Spirit call them. I would please ask everyone's support for this. Thank you.

Bishop Goff: Thank you. I see no more people at the virtual mics to speak. Are there any more speakers? Seeing none, I call the question on R-9 as amended by the committee. Please vote now: Yes to adopt this resolution, no to reject it. This resolution is adopted by this Convention. 396 votes in favor, 17 votes opposed. This resolution, R-9 as amended, is adopted. Thank you. Alda?

R-10a: A RESOLUTION TO BEGIN THE WORK OF REPARATIONS IN THE DIOCESE OF VIRGINIA

The full text of R-10a can be found on page 189.

Ms. White: Thank you. R-10a is a resolution to begin the work of reparations in the Diocese of Virginia. You have before you resolution R-10a, which was revised by the committee. The majority of the amendments to R-10a were done in an effort to comply with the canon law regarding the establishment, appointment, scope of work and reporting requirements of the proposed Reparations Task Force. The proposed amendments clarify the role of both the Reparations Task Force and that of the Executive Board. The committee also recommends the establishment of a reparations fund without specifying a specific amount prior to the work of the task force being undertaken. The committee moves adoption of resolution R-10a.

Bishop Goff: Thank you. We move now to debate on R-10a. If you wish to speak, please type "speak for," or "speak against" now. Some of you already did that before I opened the call to speak, so those names are eliminated. Please, type in chat now that debate has begun, whether to speak for or speak against. I call on Cayce Ramey.

The Rev. Cayce Ramey (All Saints Sharon Chapel, Alexandria, and Potomac Episcopal Community, Alexandria): I stand to offer amendments to R-10a, as already emailed to Bill Martin, and ask leave to specify and describe those amendments before my two minutes time for advocating for those amendments begin.

Bishop Goff: The two minutes are your time to speak, so yes, we will pull those up, then you may speak for two minutes. We'll put them on the screen. You have two minutes according to our Rules of Order, as others do. Two minutes total.

Mr. Ramey: Thank you, Bishop. The amendments we offer keep the canonical changes required for the Bishop to have the appointment authority, and it does two other very important things, both in keeping with the canons. First, it restores to \$10 million, which is an incredibly important piece to actually move forward and build trust, and in accordance with Canon 7 Section 5, which explicitly gives Convention the authority to specify and delegate powers like this away from the Executive

Board. We ask that we find a middle ground, and that is, to keep supervisory power within the Executive Board by giving it review and veto power of the actions of the task force, but to keep the power of action, proposal and voice with those people in the task force most strongly represented, those who have been harmed.

This opportunity is our opportunity. I give thanks to our Lord, the great liberator, whose spirit is at work with us today. Like Zacchaeus, Jesus has come to our house tonight. We can celebrate the first steps on our path towards restoration by pledging to begin specifically, and with a dollar amount, to return what we have stolen. These amendments tear down the sinful systems we have created that have kept us separated. Like Zacchaeus, we need to be specific so that we can rebuild trust and demonstrate our resolve. We must surrender at least some of our power and ensure that those who have been most affected will have the loudest voices in the work of reparations. Canon 7 Section 5 gives us this power. Let us exercise it. Thank you.

Bishop Goff: Thank you. We have an amendment before us. Let us get absolute clarity on what the amendment is. The first portion of the amendment is to restore a dollar figure of \$10 million. Is that the only addition in that clause? Alright. Can you go back to that paragraph so that people have a chance to see it? “This Convention requests the Executive Board to establish with the Trustees of the Funds, an endowment over the next five years,” the amendment is to add the words “of \$10 million to be set aside as an initial investment to begin reparations,” et cetera. That is the first piece of this amendment.

The other is, “The proceeds of the endowment shall be disbursed by the task force, subject to review and veto by the Executive Board for grants and loans in furtherance of such reparations. The objective of such reparation grants and loans is to provide direct benefit to BIPOC communities, people, programs, businesses, and institutions with preference for any, which may have been specifically harmed by past unjust actions by the Diocese of Virginia, its institutions, and churches.” The specific words that we are adding there, the amendment is “dispersed by the task force, subject to review and veto by the Executive Board.” The difference here is about where the authority for disbursement lies.

I’ve determined, in consultation with the Parliamentarian, that we will talk about these amendments one at a time, and not do both at once since they have different intent and different impact. We’ll take them one at a time. The amendment before us is in Section 4, to add the words, “of \$10 million.” The amendment is to add those words, “of \$10 million.” Noting, we have 8 minutes left in our debate time. Alright. The debate is on the addition, this amendment, “of \$10 million.” I call on Valerie Hayes.

The Rev. Valerie Hayes (Calvary, Front Royal): Good afternoon. I speak in support of adding the specificity of funding the task force and establishment of reparations at \$10 million. This may seem shocking to some. It is meant to be. This is meant to be an amount that reminds us of the rich young ruler in Matthew 18, who had done everything he was meant to do and followed his God the way he meant. Jesus said to him, “Then sell all that you have and follow me.” This represents that call of Jesus, to sell what we have and to give it to the work of the Gospel, to those who have been harmed. The \$10 million represents an unequivocal commitment and recognition of the depth and the breadth of the harm that was done over 400 years of our history in our Diocese and our Commonwealth and our nation. What is the value of work that was left unpaid over those years, of homes that could not be bought or were taken, of businesses that were burned? The \$10 million is meant to show to God, to our Diocese, to the world, the level of our commitment, the level of our recognition to do this work. It is urgent and it is time. I ask you to restore the amount of \$10 million.

Bishop Goff: Thank you. I call on Davette Himes.

Ms. Davette Himes (All Saints Sharon Chapel, Alexandria): Good afternoon. I would like to speak for this amendment. I speak to you all as a descendant of formerly enslaved persons. To quote

genealogist Nicka Smith, “I am not supposed to be here. I was not supposed to be able to read,” as the code of Virginia stated so long ago. I want to put a face on this amendment. This is my great-grandfather. His father, Steven, was enslaved by churchmen from Virginia who migrated to the Carolinas. Our family DNA spans enslavers from colonial James City, Henrico, Westmoreland, Northumberland, Rappahannock, to St. Paul’s, Richmond. Wardens, vestrymen, statesmen, sons and daughters of the revolution and the Confederacy, who endowed parishes and paid for pews where many of us sit today. Bishop Jennifer Brooke-Davidson, I’ve been reading and following her This Old House meditations. The legacy of slavery and the continued oppression of black people. Sharon Chapel sits on land donated by an enslaver. There’s no mention of these enslaved people on the record. I’m looking to the Diocese of Virginia to be who we say we are, to look forward in hope for the future. I’m urging the passing of this resolution. Thank you.

Bishop Goff: Thank you very much. We have a procedural request to extend debate. I would entertain a motion to extend debate for 30 minutes. Has the person seeking this named an amount of time? If not, I would suggest a motion to extend debate for 30 minutes. In order to extend debate for 30 minutes, it will require a vote of 2/3 of this Convention. Let us do that now before we run out of time. The vote is to extend this debate. Please vote now. The poll is now closed. The vote is 251 yes to extend debate, 161 no. It does not meet the 2/3 threshold. Debate is not extended. It was 61% of people voted to extend, 39% voted not to extend. It does not meet our canonical threshold of 2/3. We do not extend this debate.

Therefore, we move now to votes. We will take three separate votes in the next few minutes. I’ll try to be as clear as possible of what they are so that we know what we’re voting on each time. The first vote is going to be on amendment number 1, adding the words in Section 4, “of \$10 million.” That is what we are voting for now, the amendment to this resolution, R-10. We have a poll coming up. Debate is over, there is no more speaking. Please vote now if you have not already. The poll is now closed. This amendment is adopted and added to the resolution by a vote of 246 yes to 166 no. 246 yes, that is 60% of the 412 people who voted; 166 or 40% of the 412 who voted no. This amendment carries.

We go now to voting on amendment number two. That is adding the words “disbursed by the task force subject to review and veto by the Executive Board.” An amendment that clarifies or changes how the money is disbursed, who has the authority to do that. That amendment is before you. We do not get 16 minutes on each amendment and on the resolution, it was 16 minutes total. May we have a poll for amendment number two? There it is. If you have not yet voted, please do so now. The poll is now closed. This amendment carries, 293 voted yes, 120 voted no. Both amendments have carried.

We now move to R-10a as amended, first by the Committee on Resolutions, and now as further amended by this Convention with those two additions. Would you, Julia, just scroll up very slowly through the whole thing for just a moment, so folks have a chance to remind themselves of what this whole thing is before us that we will now vote for. I remind you that debate is closed, our rule was 16 minutes for debate total of the whole thing, amendments and all, and this Convention did not choose to extend that time. It is this resolution as has been amended that we are about to vote for. We want everyone to be sure to take a look and have some clarity about what we’re voting on. Thank you, team, for getting this before us. The vote now is on R-10a as amended. We will have a poll come up, please vote for R-10a, yes or no, for the adoption of this resolution. If you have not yet voted, please vote now. R-10a is adopted by this Convention by vote of 286 yes to 124 no. R-10a is adopted as amended: 286 yes, 124 no. Thank you all. Alda?

R-13a: RESOLUTION IN SUPPORT OF SHRINE MONT CAMPS

The full text of R-13a can be found on page 199.

Ms. White: Thank you. Our final resolution for consideration is R-13a: A Resolution in Support of Shrine Mont Camps. We have before you the amendment made by the committee, which was to strike the fourth resolve where there was a specific reference to various camps. It was the decision of the Resolutions Committee that the committee should not be told what to do; if they were given a task, they should be given the opportunity to make their recommendations. That is why the recommendation was to strike that resolve. The committee recommends adoption as proposed.

Bishop Goff: Before us now is resolution 13 as amended by the Resolutions Committee. If you would like to speak to R-13, please type in chat “speak for” or “speak against.” R-13 as amended is before you. I call on Caroline Richard.

Ms. Caroline Richard (Youth Delegate, Potomac Region): Hi there, I speak in support of maintaining the individual identities of each Shrine Mont camp. I began attending St. George’s camp in 2012 when I was nine, and at camp the Episcopal theology is shared through song, craft and the unique sense of community which is fostered by the loving environment on the mountain. This love kindled my faith and motivated me to continue developing my spirituality, as well as encouraged me to do the same for my peers. At each Shrine Mont camp, traditions are highly valued, not only because of the general principle of holding tradition, but due to the unmistakable ways the different traditions of each Shrine Mont camp directly influenced youth involvement in the Diocese in many positive ways. I’ve met individuals who’ve inspired me to make choices such as what I plan to study in college, how I choose to build my character, and where my priorities lie as a high school-age student. I know of multiple Shrine Mont camp alumni who have since become priests due to their experience at their respective camp.

I can confidently say that I will become a St. George’s camp counselor after graduating high school as I’ve hoped to for many years, but if Shrine Mont camps are diminished into one general camp, the likelihood of me applying to be a counselor are very slim. The reason for this is that I’ve grown into the person I am – empathetic, spiritual and confident – thanks to the traditions of my Shrine Mont camp, the camp that was the right fit for me. Living into the body passage each summer and singing *As the Saints Go Marching In* and *Will the Circle Be Unbroken* at closing worship have been the setting for some of the most integral moments of self-growth in my life. Past camp peers of mine who’ve attended different Shrine Mont camps before attending St. George’s have spoken of feelings as though one camp is a better fit for them over another. Shrine Mont and its camps aim to be inclusive for all, and combining all Shrine Mont camps into one general camp would not allow this goal to be met as the environment created at each respective camp is different. The benefit –

Bishop Goff: Thank you, your time is up. I call on Kim Reinholz.

The Rev. Kim Reinholz (Grace & Holy Trinity, Richmond): Thank you, Convention and Bishop Susan, for the opportunity to speak. I am not an alumni of Shrine Mont, nor have I ever participated at camp. I have, however, been responsible for ministries to youth, and young adults over the 15 years of my life in the church, and I know that tradition can sometimes be a stumbling block when we think about the future of our ministries for young people. This resolution seems to me to be speaking of giving guidance to an institution that may be in need of some visioning, some prayerful discernment about the future of ministries. I know many young people who have found Jesus at Shrine Mont Camps, but I also know that in a post-COVID world, we are all discerning what the future of our ministries looks like. I think that we should empower the current leadership of Shrine Mont Camps to continue the path of discernment that they have encountered. I want to support Shrine Mont Camps by voting against this resolution, and allowing Paris Ball and the counselors,

and the chaplains of Shrine Mont Camps to discern what the future of Shrine Mont Camps is; not based on tradition but based on what the Holy Spirit may be leading them to do. Thank you.

Bishop Goff: Thank you. I call on Beth Franklin.

The Rev. Beth Franklin (St. Michael's, Arlington): Thank you, Bishop. I would like to move that we restore the fourth "be it resolved" clause and have debate about that part of the resolution.

Bishop Goff: An amendment has been moved. Is there a second to that amendment? There is a second. Our debate now moves. We have five minutes left. The amendment is to restore that resolved clause. The one you see on your screen now that's all crossed out, to restore that as-is. The debate is on that. If you wish to speak to the amendment, please type in chat "for" or "against."

Bishop Goff: I call on Beth Franklin.

Ms. Franklin: Thank you, Bishop. This fourth resolve clause is important because our understanding from diocesan staff is that they plan to offer only general camps again this upcoming summer, which would mean a third summer without offering the nine individual Shrine Mont camps, and we feel this would be a catastrophic mistake. We've worked very hard to write this resolution so that we merely express Convention's desire that the individual camp identities are maintained. We are very aware of the official limitations that the body of Convention can take, but feel strongly that a larger group of stakeholders should be engaged in this conversation before a decision like that is made.

Our main concern is that if we allow for a third summer without the individual camps, we begin to lose momentum with the youth who are faithful to each individual camp, who eventually serve as staff members. For parents and children, though cautious, are desperate to have some slices of pre-COVID life that nourish their bodies, minds and souls, and Shrine Mont Camps will begin to fall off the radar for these families if we fail to move on while camps around us are restarting. As Bishop Goff so eloquently stated, "Those who run camps ably pivoted during the height of COVID," and we are so thankful, and we acknowledge the difficulty in a continuing COVID landscape to navigate what's next. But we also feel strongly that if we believe in the God of abundance whom we say we worship, then we must behave accordingly, and we have the resources to solve hard problems. The supporters of this resolution, the parents, clergy, alumni, chaplains, camp nurses and current staff are asking the Convention to be explicit in our generosity about continuing to provide these vital ministries for our youth and young adults. I urge the Convention to seriously consider affirming this amendment with the full language intact.

Bishop Goff: Thank you. I call on Mary Thorpe.

The Rev. Mary Thorpe (Epiphany, Oak Hill, Herndon): Regretfully, I speak against some of the passionate words of some of our colleagues in this body. I believe that the fourth resolve is overly prescriptive in a time when we necessarily must flex, and may need to flex on a dime given the changing landscape that we might find. While I appreciate the passion for these individual camps, I've served as a chaplain to the music and theater camp myself, I also know how hard it is for staff when there are expectations raised about these camps continuing this summer if for some reason the staff cannot support that. Thank you.

Bishop Goff: I call on Andrew Merrow.

The Rev. Andrew Merrow (St. Mary's, Arlington): Thank you, Bishop. Together with Barbara McMurry, I had the privilege of co-chairing the Shout It From The Mountain Capital Campaign for the St. George's camps, which not only did important infrastructure for the camps, but more

importantly established beefed-up scholarship funds so that children and young people from around our Diocese could attend these camps. I also have served this Diocese long enough that I remember full well that when you needed to get a rector's signature on the paper application, on that Sunday when the St. George's camps came out, I was just almost run over by parents desperate to get their kids signatures so they could get enrolled on that Monday.

All of that aside, I asked my 40-year-old son yesterday whether I could reference him as a St. George's camper in speaking to Convention. He said, "No, you may not. However, you may quote me. You may quote me in my saying that my Christian maturity, there has been no factor greater than year after year going to St. George's camps." I'm not sure what that says about his father's parochial ministry, but that's not appropriate in this conversation.

The last thing I would like to say is that COVID forced us to pivot. I do not believe that the pandemic should provide the trajectory for how we go forward. The idea of honoring and beefing up and enhancing something that has been a core identity of this Diocese for decades is something that we really, I think, ought to seriously consider. I hope that we'll put that resolve in. I would simply say that the resolve says, "expresses its desire to maintain." There's no effort to go back. It's just, how do we go forward. Thank you.

Bishop Goff: Thank you. I call on Lucy Baker.

Ms. Lucy Baker (St. Paul's, Millers Tavern): I would vote to do this as amended, because Shrine Mont and the staff and the flexibility, they may be able to do all those camps, but if we tell them that they have to, that's a problem because who knows what's going to happen with COVID. We're all hoping it's gone, but they've done a good job so far, and I think we should trust them to continue doing it. I have a niece who's been running one of these camps, and she was doing it last year. I don't see the point of leaving that verbiage in this amendment, so I'm against it.

Bishop Goff: Thank you. Charles Cowherd.

The Rev. Charles Cowherd (Good Shepherd, Burke): Thank you, Bishop, and thanks to all. I would suggest that the most flexible thing, that the most flexible plan for this next summer at Shrine Mont is to offer as wide a variety of camps as possible, and the most flexible thing is to provide our youth and the diversity of our youth the most diverse set of offerings for them to attend and enjoy camp. The most flexible thing is not to go to a collapsed camp, a general camp, a lowest common denominator, a homogenized vanilla camp, but rather to appreciate all those camp expressions in their diversity, which in itself honors the diversity of all of our youth. Secondly, I'd just like to note that we've heard from one actual youth today, and I've heard from a chorus of youth and parents, which second what she said, which is again, maintaining the diversity of the camps and maintaining a wide array of offerings that will best suit our youth. Therefore, I move that that language be reinserted back into the resolution. Thank you.

Bishop Goff: I call on Andrew Moore.

The Rev. Andrew Moore (St. Andrew's, Richmond): Thank you. I rise to speak against this amendment as someone who has worked as a chaplain at Shrine Mont Camps each of the last five summers in various different camps, and I've experienced working in camps across the country in the last 22 years. No one is suggesting that we eliminate our individual camps. What, I think, is the most important thing heading into the summer of 2022 and beyond is that we as Convention don't dictate the nature of our programs, and that we trust the leaders that we put in place, including a committee that we are looking to create. That we trust Paris Ball, who has been in constant contact with experts across the camping industry about what is the best and most effective and safest way to

offer camp programs in this year, and to learn and grow from what we experienced in the virtual year of 2020, and the amazing gifts that incorporate in elements of all of our camps into the summer of 2021 offered us, so that we can strengthen our camping program across the board. I speak against this amendment.

Bishop Goff: Thank you very much. Our time of debate is up. If someone makes a motion to extend debate on this, it will take a two-thirds majority of Convention to extend debate. It has been moved to extend debate, and I've seen a suggestion to extend debate by 10 minutes. The poll now is to extend debate on R-13 by 10 minutes. It takes a two-thirds majority of Convention to extend debate. Please vote now. The motion to extend debate is defeated by a vote of 118 yes to 281 no. The motion to extend the time of debate is defeated.

Therefore, we now vote on the amendment, and then we will vote on the entire resolution. The amendment before us is to restore the resolved clause that the Committee on Resolutions recommended be dropped. It is on your screen, the section that is crossed out. The polling screen is now up. If you have not yet voted, please do so now. This amendment carries by a vote of 207 yes to 186 no.

The vote now is on the resolution as amended. There is a motion to extend debate by 10 minutes on the resolution. Is there a second to that? There is a second. It will take a two-thirds vote to extend debate on the entire resolution. We have a poll up to extend debate by 10 minutes on this resolution. If you have not yet voted, please do so now. The poll is now closed, and the motion to extend time is defeated by a vote of 120 for to 277 against.

We move now to R-13a, amended resolution in support of Shrine Mont Camps. The vote is to adopt this resolution as amended. When the poll comes up, please choose whether to adopt or to reject this resolution. Please vote now. R-13a is adopted by a vote of 318 yes to 84 no.

Thank you for this good work. There is work ahead. All of these resolutions that have been adopted will have implications for staffing, and for the work ahead. We will keep all of you informed about how that work proceeds. Alda, thank you for your work, Committee on Resolutions, thank you for your good work. You are discharged with our great, great, thanks.

Ms. White: May I say something?

Bishop Goff: Please.

Ms. White: I would like to recognize my committee members. We had four meetings, three of which occurred since last Saturday, in an effort to move through the number of resolutions that were before us for consideration. I thank them immensely for their commitment of time, and their talents, and their skills, and their collective wisdom. This is a lot of hard work, and I hope that in the future, we can have better control over the number of resolutions we have coming up at any one time. It's a lot of work to do in a short time. Thank you.

Bishop Goff: Thank you so much, and again, you are discharged with our great thanksgiving, you and the whole committee, for this extraordinary and important work. We will now take a 10-minute break and we will come back at 2:45.

Stories of the Diocese: Church of the Resurrection, Alexandria

The Rt. Rev. Susan E. Goff: Welcome back from our break. We now continue our work together. I introduce a video Story of the Diocese about the Church of the Resurrection in Alexandria.

A video Story of the Diocese about the Church of the Resurrection, Alexandria, played.

Ms. Betsy Faga (Church of the Resurrection, Alexandria): On Holy Saturday, 2021, Bishop Susan Goff consecrated our new Church of the Resurrection building just in time for Easter. Soon thereafter, our developer, AHC Inc., held a virtual grand opening of the Spire, a 113-unit apartment complex it had built on a portion of our two-acre plot. AHC is a not-for-profit affordable housing developer we had selected to help us achieve our vision of providing affordable housing for 113 working families. A few days before the consecration, the first 19 families have moved into the Spire. This was the culmination of a nearly eight-year journey of faith to discern why we were still here despite all the factors that would diminish the church.

Mr. Will McBeth (Church of the Resurrection, Alexandria): Whose idea was this? When the Housing and Urban Development Secretary visited the Spire in August, she asked that very question. The answer our Rector gave is the one I will share with you: It was God's idea. The idea to discern a new future came when the congregation realized that most of our attention was spent on trying to maintain what was essentially a dying church and less time on the mission work that had been so important in our 50-year history.

In the nearly year-long re-visioning process, the whole congregation identified and considered 20 possible scenarios for its future. Consensus developed around staying together as a worship community and recapturing a sense of making a difference in our community that was such an important part of our congregation's history.

Mr. Robert Reeves (Church of the Resurrection, Alexandria): The most radical of the scenarios was to use our property to build affordable housing for working families; an urgent need in the city of Alexandria. We soon realized that this was not just re-visioning our future, it was transforming it. In December 2013, 96% of our congregation voted in favor of building affordable housing. We had two subsequent votes in later years reaching 99% as our final bill of approval. We did not know what we were getting into. However, we found partners who helped us succeed, most especially our development partner, AHC and the city of Alexandria Department of Housing.

The city, the bishop, and the diocesan Standing Committee all gave us the permissions that we needed to proceed. Virginia Theological Seminary and Immanuel Church-on-the-Hill gave us worship, fellowship and administrative spaces for 29 months while we were away from our home. Our Rector gave us the mantra that we used throughout the project.

The Rev. Jo Belser (Rector, Church of the Resurrection, Alexandria): God provides everything needed to do what God calls us to do.

Ms. Linda Goff (Church of the Resurrection, Alexandria): The visual focus in our original church was the 27+ foot high cross that hung behind the altar. The new church was designed with this cross as a focal point, providing an important continuity between the two buildings. This project has allowed us to collaborate in new ways beyond our walls and has also raised Resurrection's visibility in our community.

Mayor Justin Wilson (Mayor, City of Alexandria): This only happened because of an act of charity, because of the Episcopal Church of the Resurrection saying that there was room for more they could share in our community.

Ms. Linda Goff: However, this mission was not without significant sacrifices. In addition to losing a building that had been our worship home for five decades, we had to give away beloved missions such as our inclusion preschool and our food pantry. We lost some members to the combined disruption of the 29-month exile and the pandemic, and yet we have gained new members also.

We are now living our name: Resurrection. We are stronger and more united from accomplishing this difficult mission together. However, we know that this was a faith journey of living into our mission statement: to do God’s work by using our hands, voices and hearts in the community and the world.

Congressman Don Beyer (US Representative, Virginia’s 8th District): It just makes so much sense that the Episcopal Church of the Resurrection would give birth to something that rises fresh from the ground. 113 new homes for the people that live in Alexandria.

Ms. Kim Hildred (Church of the Resurrection, Alexandria): Resurrection’s accomplishment is an example of what a church can do when it truly works together to achieve a mission God has given it. The mission will be our legacy if we do not accomplish the generational turnover to continue to exist, and yet we have grown spiritually in the process and have come to understand the future of the church isn’t our responsibility, the present is. The Church of the Resurrection began a new discernment in September to figure out what God wants us to do with the extended time He has given us.

End of video.

Report of the Constitution & Canons Committee

The Rt. Rev. Susan E. Goff: Thank you. This is truly a story of resurrection. We turn now to the Report of the Committee on Constitution and Canons. As we prepare for this, I remind you of a few things. The chat function is only to be used for debate to say “speak for” or “speak against.” Any other comments in the chat function are out of order. Please do not use chat to express your concerns or your wishes or your reactions to the work that we have done together. I also remind you if at any point you wish to call the question, the way you do that is type in “speak for” or “speak against” and that puts you in line. Then, when you are called upon, you call the question. Think of it as when we’re together in a hotel room and there are two microphones, one for for and one for against. Someone can’t come up and jump to the microphone ahead of people already in line to call the question, but they must be standing in line. The way you get in line is to type in the chat function “speak for” or “speak against.” Thank you.

I now invite Mr. J.P. Causey, Jr. of St. John’s, West Point, the Chair of the Committee on Constitution and Canons to give us the report of that committee.

C-4A: A PROPOSED NEW CANON FOR REMOTE PARTICIPATION IN MEETINGS BY ELECTRONIC MEANS
The full text of C-4a can be found on page 208.

Mr. J.P. Causey (St. John’s, West Point, and Chair, Committee on Constitution & Canons): Thank you, Bishop. Delegates to Convention, I want to thank the members of the Constitution and Canons Committee:

The Rev. Carey Connors
Mr. Grey Ligon
Ms. Betsy Faga
The Rev. Charles Cowherd

Mr. Tom Baker
Mr. Robert Larson-Ensinger, and
The Rev. Kim Glenn.

They worked hard and faithfully on our duties, and I could not have done it without them.

You should be referring to the updated committee report dated November 11, and the first item would be C-4 which deals with authorization for electronic meetings. The committee recommends some amendments to C-4, which make it C-4a and they're stated in our report. I move adoption of C-4a and ask leave to speak to it.

Bishop Goff: Motion is to adopt C-4a. Yes, Mr. Causey, please speak.

Mr. Causey: We have done well with adapting to COVID-times with electronic meetings, and I appreciate everybody's tolerance to that situation, but we were winging it with advice from the Chancellor, and this puts the authority in the Canons so there's no question about that being proper legal authority. The amendments are fairly minor and basically to conform this to the form of canons.

Bishop Goff: We now open the floor for debate on C-4a. If you wish to speak, please type "speak for" or "speak against" in the chat function. Our debate is limited to 16 minutes which starts now. I call on Russ Randle.

Mr. Russ Randle (Christ Church, Alexandria, and Chair, Virtual Governance Task Force):

Thank you, Bishop. This comes from the Virtual Governance Task Force. First, let me say that the amendments are just fine, and we support them. Convention has already acted in the consent calendar to adopt a number of changes we have recommended to help our virtual and regular governance function more smoothly, and I thank particularly our Chancellor, but also the diocesan staff for all of the work and support that they have done.

The task force made a number of recommendations to make our proceedings work better, but we need to keep our eye on the fact that the diocesan staff and our parishes have come through a very difficult time well, even though not all of it looked pretty. I would extend thanks and particularly single out Erin Kamran for her excellent work in making conventions work, as well as the diocesan Secretary Mark Eastham. With that, again, I say thank you to all of those concerned making this work. Our recommendations are simply to make things work better. We've made progress, let's continue.

Bishop Goff: Thank you very much. Is there anyone else to speak for C-4a? Seeing no one coming to the mic, as it were, I call the question. We will vote on C-4a. Please vote now. The poll is now closed. C-4a is adopted by a vote of 369 for, 8 against. Thank you very much. Mr. Causey?

C-5A: A PROPOSED NEW CANON TO PROVIDE FOR POSTED CONTACT INFORMATION FOR ELECTED DIOCESAN LEADERS.

The full text of C-5a can be found on page 210.

Mr. Causey: C-5 deals with authorization to provide posted contact information for elected diocesan leaders. The committee recommends amendments to C-5 as stated in our report. I move C-5a with a recommendation from the committee to reject it and ask leave to speak to C-5a.

Bishop Goff: Thank you. The committee has moved it. They recommend rejection. J.P.?

Mr. Causey: There has been a system in place for several years for people to be able to email diocesan

leaders through a group email, such as executiveboard@thediocese.net, or amendments@thediocese.net. At the open hearing, the committee heard people talk about that system working well and efficiently. The committee also heard concerns from several people including elected leaders about their personal email addresses or a personal email address for them, if they have multiple personal email addresses, being posted on the diocesan website, which makes those email addresses accessible to the public, potentially for improper uses. The committee also felt that the last sentence, making it a canonical duty for leaders to make reasonable efforts to respond to all emails was inappropriate, since that provides an expectation that the leaders will enter into an email dialogue with all people who send them emails, and that's not reasonable.

Bishop Goff: Thank you. The debate is now on C-5a. The debate is not on the recommendation of the committee, it is on C-5a as it has been amended by the committee. If you wish to speak, please type "speak for," or "against." I call on Russ Randle.

Mr. Randle: Thank you, Bishop. I move the text of the original version of C-5 as a substitute for the committee's proposed action, and if seconded, ask leave to speak to it.

Bishop Goff: Russ Randle is proposing an amendment to restore the language to what it was before it went to the committee. There is a second. You may speak to it.

Mr. Randle: Thank you, Bishop. This is a small canonical change to require the posting of working contact information for our key elected officials. Why should anyone care whether we have a collective email box or a single one? I'll suggest three reasons that were persuasive to the task force: Equality, accountability and transparency. Equality: We claim laypeople are one of four vital orders of ministry, but we make it very hard for laypeople to contact our elected church representatives directly. Laypeople like me don't get clergy directories or regular Zoom calls with diocesan leadership. Let's at least provide a working email address so we can communicate directly with specific elected officials. Accountability: We've just given Executive Board a lot of new work to do. We need to be able to speak directly to people, to specific individuals who decide how to apply funds, and to address past discrimination. Transparency: Even secular governments provide working email addresses for people to contact their elected officials. Refusing to do so by the church tells laypeople our voices don't count very much in the church as much as they do in the secular world. This approach contradicts our claims about transparent church governance. We need to fix this situation. I urge adoption of the substitute.

Bishop Goff: The discussion is on the amendment. I call on Karen Grane.

Ms. Karen Grane (St. Paul's, Alexandria): I speak in favor of the amendment that I think is important for the ability of not only laypeople to be able to contact our elected representatives on the Standing Committee that we elect here at Convention, and also the Executive Board who serves as Convention between our annual meetings, I think it's important that we have the ability to contact them. I'm not sure I've heard the same reaction that people that do communicate through the diocesan website do receive responses. I think it's important for us to be able to contact Standing Committee, Executive Board and our General Convention and provincial reps, so that we can be inclusive and participate in what is going on in our Diocese. I support the amendment restoring and going back to the original C-5.

Bishop Goff: I call on Dorothy White.

The Rev. Dr. Dorothy White (St. Peter's, St. Mark's & St. John's, Richmond): My concern as a current member of the Standing Committee and as someone with a lot of unfortunate experience, is that the assumption is that people who would contact us are rational, reasonable people whose issues

are resolvable. And we are opening ourselves to be very vulnerable to people who for them, being heard means, “You do what I say.” They’ll ask questions. I can’t always answer them. Will that be taken as an affront? I just think this puts me, as a woman and a person of color, in a very vulnerable position, and I don’t want to deal with people telling me how I misunderstood them and they didn’t mean it like I took it, when I recognize racism when I hear it.

Bishop Goff: Thank you. I call on Emmetri Beane.

The Rev. Deacon Emmetri Beane (St. Stephen’s, Culpeper): As a person of color, as a female, I have worked in the public eye since the ‘90s. It is difficult. My email address has been out there, my phone numbers have been out there at times, as well as I use a PO Box for snail mail. It is unpleasant to have to deal with people who at times have unreasonable expectations of you. At this point in time for my parish address, I use a parish email. I do not give people my personal email address for the reasons that my sister in Christ, Dorothy, just mentioned. It is difficult, sometimes it is unpleasant, but I consider that part of the work I do. It’s not all the work I do, but it is part. There have been times I have had to bring in assistance to deal with unpleasant people. They’re not everybody, they are some people, but that’s part of the ministry and it’s just part of it that I deal with, but it is also part of the ministry of being available and accessible. I consider that also part of the diocesan ministry that when people allow themselves to be elevated to these positions, they have to be accessible. That’s an expectation. So, I am speaking in favor of C-5. Thank you.

Bishop Goff: Thank you. Gussie Bannard.

Ms. Gussie Bannard (St. Stephen’s, Richmond): Thank you, Bishop. I’ve used the diocesan emails for committees and been completely satisfied with that way of communicating, and I find an explanation of inaccessibility is not my experience. I wonder if putting issues of etiquette like requiring a timely response to an email doesn’t belittle the canons. Most of all, when I hear Dorothy White’s concern and recall my own experience of having a public email and the abuses – even though I had to take them – I’m not sure it’s necessary. I think that the diocesan filter, which does send everything out to people as a committee and as individuals, completely appropriate and enabling responsiveness to the public. Thank you.

Bishop Goff: Thank you. Lucy Baker.

Ms. Lucy Baker (St. Paul’s, Millers Tavern): I think some of my issues were just addressed, but it seems to me that rather than using your own personal email, if the Diocese set up a different email for each person – and maybe that’s the way you do it – that might address the issue of having your personal email be public.

Bishop Goff: Thank you. Katherine Ferguson.

The Rev. Deacon Katherine Ferguson (Santa Maria, Falls Church): Thank you, Bishop and delegates. I’ve worked in computer security for almost half a century. I’ve had my identity compromised five times, twice by the United States government and their inability to protect information. It is not hard to go and use a robot to scan through every website and look for individual emails. It is a well-known fact, and any rector who’s had to send out a message to their congregation saying that the request for money or request for gift cards that they received is not from them, should be a warning bell to us that this is something which should not be done.

I worked on the Resolutions Committee last year. Everything came to the Resolutions Committee and there was no issue with getting our work done and getting the work accomplished. Also, at the church, there is a mailbox for the church, for Santa Maria, and our administrator is very good at

forwarding it or calling us and letting us know that there's something there that we need to act on. I would encourage voting against. Thank you.

Bishop Goff: Thank you. Thomas Jones.

Mr. Thomas Jones (Meade Memorial, Alexandria): I think that it probably would be better for accountability and for accessibility reasons to vote in favor of this amendment. I think technically you can handle it by having an email address specifically for them at the Diocese with the @thediocese.net email address, and a post office address if there needs to be a physical address for people to contact them, but I think that we should be encouraging accessibility rather than discouraging accessibility. There are ways to do it to protect the privacy of your non-work or personal email.

Bishop Goff: Thank you. I am going to take a point of personal privilege and just explain so you understand the way it happens now, which is what some of you are suggesting. There is a mailbox standingcommittee@thediocese.net that goes directly to the President of the Standing Committee, who then sends it to every member directly of the Standing Committee. There is one that is executiveboard@thediocese.net that goes to a diocesan staff member, Bill Martin, who then immediately sends it to the personal mailboxes of every person. Mail comes to me, not through my personal email address, but @thediocese.net, either bishopsoffice@thediocese.net or sgoff@thediocese.net, not to my personal email. We already have a way in place to do everything that folks are suggesting needs to be done. Now I will call on H.L. Vogl.

Mr. H.L. Vogl (St. David's, Ashburn): Thank you. First, I want to agree with everything that Dorothy White said about the situation. I am somebody who has previously been in a voluntary elected position before and basically targeted for harassment by people demanding that I listen to their particular concerns. If there's an expectation that you respond to that, there's no limitation on that being rational concerns or people accepting your response and not continuing to harass you. There've been a lot of issues lately in our own state about, for instance, school board members being pushed into resigning because they're getting harassed and things like that. So even if it's a special email address that's protecting your personal email address, the expectation that there's a response I think is not appropriate and will distract people from doing the jobs that they really need to focus on doing and exercising their discretion as to which of the communications they receive are worth responding to. Thank you.

Bishop Goff: Thank you. Our 16 minutes of debate is within seconds of being up. If anyone wants to make a motion to extend debate.

Mr. Causey: H.L. has made a motion to extend debate.

Bishop Goff: Okay. H.L. Vogl has made a motion to extend debate for 15 minutes. Is there a second to the motion to extend debate? There is a second. This will take a two-thirds majority of Convention to extend debate. We take a vote to extend debate for 15 minutes, please vote now. The poll is now ended, the motion to extend debate is defeated by a vote of 67 yes, 307 no. Debate will not be extended.

Therefore, we now vote, and there will be two votes. The first one will be on the amendment, and then depending on what we do with the amendment, that will shape the Amendment C-5 that we vote for. The vote now is on the amendment to restore the canonical requirement that leaders are expected to make reasonable efforts to respond in a timely manner and that every elected leader's personal email address and contact information will be made public. The vote is now on the amendment. Please vote now. Thank you, the poll is closed. The motion to add the amendment, the amendment is defeated by a vote of 85 for and 296 against. The amendment is defeated.

Now we vote on C-5a. I remind you that the committee has recommended rejection. The vote is on C-5a as you see it on your screen. I invite everyone to take a moment to look at that so you have clarity on what you're voting for and the committee's recommendation. Let us now vote on C-5a. Please vote now. The poll is closed. C-5a is defeated. 69 persons voted yes, 311 voted no. J.P.?

**C-6a: A RESOLUTION TO AMEND THE RULES OF ORDER OF CONVENTIONS
(EFFECTIVE JANUARY 1, 2022).**

The full text of C-6a can be found on page 210.

Mr. Causey: The next item is C-6, which amends the Rules of Order for the next Convention, not this Convention, for Convention starting after January 1, 2022. The committee recommends amendments to C-6 as stated in our report. I move adoption of C-6a with a recommendation from the committee to adopt it and ask leave to speak to it.

Bishop Goff: C-6a has been moved and is on the table before you on your screen. I invite J.P. to speak to it.

Mr. Causey: A main effect of C-6a will be on the timing of the pre-convention activities. This concern was raised last summer, but because of other issues, we could not make those changes for this Convention. With C-6a, open hearings will be not less than 14 days before voting, and committee reports shall be available not less than seven days before voting. The new rules would also set the deadline for the posting of the annual Journal, and Section 6 requires the posting of ballot results – vote counts that is – after each ballot in elections. I also note that the adoption of C-5a included wording on open meetings, which would also be included in C-6a. We'll need to confirm that, but we can handle that administratively, I think. On behalf of the committee, I move adoption of C-6a.

Bishop Goff: C-6a has been moved. It is on the screen in front of you. The debate is on C-6a. If you wish to speak, please type now, "speak for" or "speak against" in the chat function. I call on Russ Randle. Please remember if you want to call the question, you do it by typing "speak for" or "speak against" in order to get in the queue. Russ Randle.

Mr. Randle: Thank you, Bishop. This comes from the Task Force on Virtual Governance. It was recommended unanimously. The amendments made by the committee are good and the language on open meetings is good, in that it keeps the presiding officers' discretion to control the manner and method of how open meetings will be conducted, but makes clear the Convention will be open. It also says we need to try to get our Journals up in time for the next Convention to take place, and it restores a very old practice, which was to put up the vote totals so people can see where things stand on various Standing Committee, General Convention, Deputy Elections, things of that sort, which used to be our practice and remains our practice in bishop elections.

The changes would be intended to allow the Resolutions Committee and the other committees, adequate time to address the things before them. I have been at Convention long enough that I do recall times when we had over 40 resolutions and others can recall similar times. We need to give enough time for our people to do a good job on this work, and so I ask your support.

Bishop Goff: Thank you. I call on Martin Geiger.

The Rev. Martin Geiger (Christ Church, Winchester): Thank you, Bishop. I am not in fact against the resolution, but I believe that C-6 was on the Consent Agenda, and as such, we have already voted on it. That is reflected on my Consent Agenda, at least.

Bishop Goff: J.P.?

Mr. Causey: I don't have my Consent Agenda, it's across the room. Perhaps someone else can help me with this?

Bishop Goff: Yes, it is on the list of the Consent Agenda. Thank you, Martin. It has already been adopted. Thank you for catching that when we all missed it. Further discussion on C-6 is moot at this point. Thank you.

C-7: AN AMENDMENT TO CANON 12.5 TO REFER TO THE VIRGINIA PLAN FOR COVENANTAL GIVING.
The full text of C-7 can be found on page 215.

Mr. Causey: C-7 was going to go on the Consent Agenda but could not because we did not know the disposition of R-1. What this does, having passed R-1, is it substitutes in the canon "Virginia Plan for Covenantal Giving" for the "Virginia Plan for Proportionate Giving." The committee recommends approval of C-7.

Bishop Goff: All right, Thank you. C-7 is before you. If you wish to speak, please, in chat, type "speak for" or "speak against." An amendment to canon 12.5 to refer to the Virginia Plan for Covenantal Giving, which now is the Virginia Plan for Proportional Giving. I call on Torrence Harman.

The Rev. Torrence Harman (St. John's, Warsaw, and North Farnham Parish, Farnham, and Chaplain, Resourcing God's Mission Task Force): This canonical amendment is a procedural matter to bring Canon 12 in alignment with Resolution 1a that this delegation voted in earlier today. However you voted on that resolution, I encourage your participation in improving this canonical amendment that affirms our earlier work. I'm a member of the task force as well. Coming out of retirement, a priest in charge of two small churches in the Northern Neck, St. John's in Warsaw and North Farnham, I also was asked to serve as Chaplain of this task force. I'm here to tell you that we prayerfully worked, and worked, and worked, hopefully open to God's guidance on this.

I just want to refer the reason I, both individually and as a member of this task force, encourage your approval of this canonical amendment is because of something that both Reverend Hill mentioned yesterday and a phrase that our bishops have both been promoting and we have heard. Reverend Hill yesterday was talking about bold vision for a time such as this. You've also heard this concept of commitment, this tremendous commitment, and a turning point in our time in both the presentation and the sermon yesterday by two of our bishops, Bishop Porter, and Bishop Jennifer. For a time such as this, we need to make a bold commitment. We need to make a bold move. You as the whole delegation of this Convention have established a bold agenda and a bold vision going forward. We need to –

Bishop Goff: Thank you, Torrence, your time is up. I call on Don Brownlee.

Mr. Don Brownlee (Pohick, Lorton): I supported the Virginia Plan for Covenantal Giving. I think it was the right thing for this Diocese to do. My concern is that we're now amending our Canons to refer to a plan we adopted today, but it doesn't tie the Canon to the giving limits in the plan we adopted. A future Convention could dramatically increase those, and we would all be tied to that. That is why I believe this amendment is ill-advised unless the Parliamentarian or someone can confirm that this limits it to the plan that was adopted today and not as modified in the future.

Bishop Goff: Do you have something to say to that?

J.P. Causey: I think it says it refers – The plan is at the time the Canon was adopted is the plan that we voted on earlier today. I think if there are material changes to the substance of that plan, that would require an amendment to the Canon in the future. This is basically intended to be a terminology reference, but I understand the point and I think that the answer would be if the material changes to the plan at the time those changes are made, we presumably would also change the Canon.

Bishop Goff: Just as we are doing now because we've made changes to the Virginia Plan for Proportional Giving and are now doing the Virginia Plan for Covenantal Giving. Thank you. Bill Baer.

Mr. Bill Baer (St. Paul's, Ivy): Hello. I would like to propose an amendment to the proposed change to the Canon and to speak to that amendment. The language that I would propose to – the actual wording of C-7 is not in front of us. I would like to propose that the language say, each vestry should consider the goals of the Virginia Plan for Covenantal Giving along with other parish needs and remit the resultant sum to the Treasurer of the Diocese in regular monthly installments. I think that –

Bishop Goff: We need to have that in writing Bill.

Mr. Baer: – Diocese of the function of the vestries. Since the vestries are the ones who understand best the resources of the parishes and the needs of the parishes, it gives them the flexibility they need to meet our commitments, not just to the Diocese, but to all of those whom we are serving in faith.

Bishop Goff: In order to put forward that amendment, we need for you to put that in writing and to show where that would come in Canon C-7. Please get that in writing to the Secretary of the Diocese.

Mr. Baer: Yes. How do I do that?

Mr. Causey: I think if he can read back to Anita what he said, she can insert it.

Bishop Goff: Okay. Bill, repeat your amendment and show exactly where it would come in this Canon.

Mr. Baer: Okay. Yes. At the beginning where it says, “each vestry shall commit to the Virginia Plan for Covenantal Giving,” I would rephrase that to say, “each vestry shall consider the goals of the Virginia Plan for Covenantal Giving along with other parish needs, and remit the resultant sum to the Treasurer” and so forth.

Bishop Goff: Can you highlight that in a different color, please, for us?

A motion has been made to amend C-7 as amended by the committee to say, “each vestry shall consider the goals of the Virginia Plan for Covenantal Giving and other parish needs, and remit the resultant sum.” Is there a second to this motion? There is a second. The debate is on the amendment. I call on Sven vanBaars.

The Rev. Sven vanBaars (Abingdon, White Marsh): Thank you. I rise to speak against this amendment primarily because the language it's changing is taking out the word “commit.” The language that the original amendment is suggesting, is not to diminish the commitment that we have, that language of 30 days of getting the information to our Convention so we can make a good decision for our diocesan programs. This amendment removes that language of commitment and just replaces it with the willing of consideration. I do think that we, as parishes of our Diocese need to be committing to this. I speak against the proposed amendment by Mr. Baer, my good friend.

Bishop Goff: Thank you. I call on Fran Gardner-Smith.

The Very Rev. Fran Gardner-Smith: Thank you, Bishop Susan. I speak against this amendment because I feel as though it actually tries to change the resolution that we passed earlier today. Our diocesan Convention committed to the Virginia Plan for Covenantal Giving, and I feel like we're trying to hide an out in the Constitution and Canons. I speak against this amendment.

Bishop Goff: Thank you very much. I call on Andrew Merrow.

The Rev. Andrew Merrow (St. Mary's, Arlington): I call the question.

Bishop Goff: Thank you, the question is called. That is not debatable. We have a poll up to end debate. If you haven't voted yet, please vote now. The poll is closed, and debate is ended by a vote of 342 to 29.

Now the vote is on the amendment. The language that you see on your screen, in red, to replace what is highlighted in yellow with what is in red. The vote is on the amendment to C-7. Please vote now. The poll is closed. The amendment is defeated, 268 against, 109 for.

We have passed our allotted time for debate, so the vote now is on C-7 as presented to us by the Committee on Constitution and Canons. I invite everyone to take a look closely again at your screen, at what this canonical amendment would be. A polling screen will now come up, please vote on C-7a, Canon for Covenantal Giving. If you have not voted yet, please do so now. The poll is now closed. C-7a is adopted by a vote of 291 to 88. Thank you. J.P.?

C-8s: AN AMENDMENT TO CANON 27.14 ON NOTICE OF METHODS AND MEANS FOR REPORTING CLERGY TITLE IV OFFENSES.

The full text of C-8s can be found on page 215.

Mr. Causey: C-8 is a proposal to add a new section to Canon 27 Section 14. The committee recommends a substitute resolution, not a canonical amendment. I move adoption of Resolution C-8s with a committee recommendation to adopt and ask leave to speak to it.

Bishop Goff: It has been moved by the Chair of the committee and I give you leave, J.P., to speak to it.

Mr. Causey: The committee's view is certainly that methods and means of reporting clergy misconduct should be very accessible to people. However, the committee felt that a canonical amendment on specific methods of communication was neither necessary nor appropriate. In addition, the proposed amendment directs the Bishop to give notice of Title IV complaint procedures to members of congregations, and the Diocese does not currently have the capability to communicate directly with all members of congregations in the Diocese. The committee believes that the proposed substitute resolution can effectively express the will of Convention as to giving broad notice of methods and means of reporting possible Title IV offenses.

Bishop Goff: Thank you. The committee has moved that this be a resolution rather than a canonical amendment for the reason stated. If you wish to speak to this resolution type "speak for" or "speak against" in the chat function. This would be to speak for or against C-8s. I call on Alyse Viggiano.

The Rev. Alyse Viggiano (St. Paul's, Alexandria): Thank you, Bishop. Thank you all gathered. I support this resolution although I submitted it as an amendment initially. This is offered to ensure trust and effectiveness of following the Diocese of Virginia reporting process. At this present time, the methods and means of reporting misconduct to the Diocese are not easily accessible, and actually, quite difficult to find.

In the hopes of transparency and access to resources that are critical for handling misconduct, this is to provide at least a clear and public notice to these methods and means so that it better protects and supports all parties that are affected by misconduct. Again, this is to ensure that there is trust in the system and there is effectiveness in the system, that it reflects that we protect the vulnerable and that we support the victims of misconduct. This also will hold leadership accountable. There's more to be done here but this is an excellent first step. Thank you.

Bishop Goff: Thank you. Is there anyone else who wishes to speak to this matter? Seeing no one typing in the chat function, we turn now to a poll to vote for C-8 substitute which becomes a resolution as opposed to a canonical change. The poll is before you, please vote now. The poll is closed. C-8s Reporting Misconduct is adopted by a vote of 348 to 23. J.P.?

Mr. Causey: Bishop, this concludes our report. On behalf of the committee, I thank you for the privilege of serving in this capacity.

Bishop Goff: Thank you, and thanks to the whole committee. Yes, I see the hand of our diocesan Secretary.

Mr. Mark Eastham (Secretary): Yes, Bishop. I believe that the poll that was up for C-7 actually said C-7a, but in the report from the Committee on Amendments to the Constitution and Canons, it was C-7. I think the results are the same, but I just want to make sure we're clear on what was said on that poll so there's no confusion about what we approved.

Bishop Goff: Thank you very much. Is that clear to folks? That is what we stated. Thank you.

Thank you, Committee on Constitution and Canons and you are discharged with our deep, deep thanksgiving. This was a lot, as we've noted, more resolutions than we've had in about 20 years between the resolutions and the canonical amendments. It has been a long time since we've had this many, and we worked through them together well. Thanks in great part to the good work of the committees and to the attentive work of all of you. I thank you for that.

CLOSING WORSHIP

The Rt. Rev. Susan E. Goff: That brings us toward the end of our meeting, and we will worship together before we adjourn. That worship will include a liturgy of commissioning of all of us to go forth and do the work that we've promised to do in the past and the work that we have promised to do as a result of this Convention because of the canonical changes and the resolutions that have been adopted. So, I ask you to turn to your worship booklets. This will also be posted on your screen. This time, at the appropriate time, everyone will be unmuted. I ask you when you are unmuted not to speak except the response to the questions. This is an opportunity for all of us to commit to the work that lies ahead of us.

Blessed be God, before you, our hearts are broken open.

Members of Convention: Blessed are we, for we are set free.

Bishop Goff: Siblings in Christ Jesus, we are all baptized by the one Spirit into one Body and given gifts for a variety of ministries for the common good. Having concluded the work of this Convention and sought God's gracious will, we seek God's blessings and reaffirm our commitment as we return to our churches and our communities.

Dear friends in Christ, you and the faithful you represent, have been called to a ministry in this Diocese. Will you, as long as you are engaged in this work, perform it with diligence?

Members of Convention: We will.

Bishop Goff: Will you faithfully and reverently execute the duties of your ministry to the honor of God, and the benefit of the people of the Diocese of Virginia?

Members of Convention: We will.

Bishop Goff: Let us pray. Look with favor upon those whom you have called, O Lord, to serve your Church, those laypersons, deacons, priests, and bishops; and grant that we may so be filled with your Holy Spirit, that we may minister with steadfast devotion and holy curiosity, carrying the will of this Convention to all of your people, and seeking those who seek You with renewed vigor and hearts on fire with love for You, through Jesus Christ our Lord. Amen

Other speakers: Amen.

Bishop Goff: We celebrate our commitment in song.

A video of Lord you Give the Great Commission, sung by multiple choirs, played.

As we move now toward adjournment, I ask Secretary of the Diocese, Mark Eastham, to make some remarks.

Mr. Mark Eastham (Secretary): Thank you, Bishop. Again, thank you all for your participation in yesterday and today's Convention. I wanted to let you know that a summary of all of our proceedings will be sent to the entire Diocese later today. Again, another thank you to the folks of St. Paul's, Richmond, for allowing us to be here in their facility over the past two days. Again, I thank you all for your participation. Have a good weekend.

Bishop Goff: I join in giving thanks to all of you. We have learned how to do this with our now third virtual Convention. I pray that we won't have to do it again come June when it's the Electing Convention for the next bishop or next November. We have learned some things, however, with some of the new rules that we have passed about Convention. We will need to hold open hearings virtually, so we will be having some elements of hybrid, maybe not in person and virtual at the same time, but certainly different pieces at different times. We'll see how that shapes up as we continue to grow and to act in faithful ways based on what we have learned.

I thank the entire diocesan staff who have given countless hours and energy, and hard work, and laughter, and a little bit of good food behind the scenes for all of this time and effort that you have put into it. The diocesan office will be closed on Monday to give the staff a well-needed day of refreshment after all of this work. I give thanks to Mr. Matt Presson and Mr. Joe Klem who have offered us their great hard organizing work and have kept the electronics and the technology moving, and moving well. Thank you, Matt and Joe, well done. I too thank the Rev. Charlie Dupree and all of the staff and the people of St. Paul's, Richmond, for inviting us and allowing us to use this place for our headquarters in leading this Convention.

The Stories of the Diocese that you've seen are prerecorded and they will be available to you on the diocesan YouTube channel after this meeting, and so will other portions: the addresses of the bishops, the pastoral address, and other pieces. We will let you know how to access those and to share them as you desire with your congregations, with your vestries, however you may best use them. Are there any

other announcements from brother, sister bishop, from staff members? Then seeing none, I offer the Episcopal blessing before we close.

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 among you and remain with you this day and forevermore. Amen.

This meeting of the 227th Convention of the Diocese of Virginia is now adjourned. *Sine die.*

Resolutions

Resolutions as Submitted, Amended and Adopted

R-1: Resolution to Establish the Virginia Plan for Covenantal Giving

R-1 as submitted.

Resolved, that the Virginia Plan for Proportionate Giving be renamed the Virginia Plan for Covenantal Giving to honor and recognize that the goals of our shared ministry include our financially resourcing our diocese in order to grow in our relationship and covenant with Jesus and our diocesan community, thus enabling the Church to carry out and preach the Gospel, to make new disciples, and to raise up lay and ordained ministers.

Resolved, that the Virginia Plan for Covenantal Giving establish an expectation that, beginning with the 2025 fiscal year, each congregation of the Diocese of Virginia annually pledge not less than 10% of the previous three-year average of “Plate offerings, pledge payments & regular support” as defined by line item 3 of the Stewardship and Financial Information section of the parochial report.

Resolved, that for the fiscal year 2023, each congregation of the Diocese of Virginia strive to pledge not less than 8% of the previous three-year average of “Plate offerings, pledge payments & regular support” as defined by line item 3 of the Stewardship and Financial Information section of the parochial report.

Resolved, that for the fiscal year 2024, each congregation of the Diocese of Virginia pledge not less than 9% of the previous three-year average of “Plate offerings, pledge payments & regular support” as defined by line item 3 of the Stewardship and Financial Information section of the parochial report.

Resolved, that the Treasurer of the Diocese of Virginia shall calculate 10% (for 2025 and beyond), 8% (for 2023), and 9% (for 2024) of the previous three-year average of “Plate offerings, pledge payments & regular support” for each congregation and will distribute this information to each congregation by April 30th of each year.

Resolved, that congregational giving to the Diocese of Virginia in excess of 10% of the previous three-year average of “Plate offerings, pledge payments & regular support” be welcome as giving above and beyond the basic expectation of full participation in our diocesan community.

Resolved, that the Diocese of Virginia will not charge parishes a registration fee for the Annual Convention of the Diocese of Virginia. Registration fees are for program expenses, not room and board. Room and board may still be charged for Annual Conventions as is appropriate.

Resolved, that the Diocese of Virginia will not charge parishes a registration fee for the yearly Clergy Retreat of the Diocese of Virginia. Registration fees are for program expenses, not room and board. Room and board may still be charged for yearly Clergy Retreats as is appropriate.

Resolved, that congregations which are concerned about meeting the Covenantal Giving standards may request an adjustment to their pledge to the Diocese by sharing their story at an annual, geographically based gathering of congregations. Representatives of the Executive Board shall convene these geographically based gatherings on the second Saturday in June and the Executive Board will vote on the adjustments. The regions of the Diocese shall meet in the following four groups:

Group A (50): North Fairfax (10), South Fairfax (13), Arlington (9), Alexandria (8), and Potomac (10)

Group B (40): Southern Shenandoah Valley (8), Northern Shenandoah (8), Northern Piedmont (14), and Culpeper (10)

Group C (42): Charlottesville (21), West Richmond (8), and Central Richmond (13)

Group D (46): Fredericksburg (11), North Richmond (10), Upper Tidewater (13), and Northern Neck (12)

Resolved, that the Treasurer of the Diocese of Virginia shall submit to the annual Diocesan Convention a record of adjustments made to congregational pledges.

SUBMITTED BY THE REV. SVEN VANBAARS ON BEHALF OF THE TASK FORCE ON RESOURCING GOD’S MISSION: THE REV. SVEN VANBAARS (CHAIR), MR. MARK EASTHAM, THE REV. TORRENCE HARMAN, MRS. STEPHANIE GURNSEY HIGGINS, THE REV. CHRIS MILLER, THE REV. KATHLEEN MURRAY, MR. KEN ROYSTON, MR. BOB STEVENTON, MRS. SUZANNE STROUP, AND THE RT. REV. PORTER TAYLOR.

R-1a: Resolution to Establish the Virginia Plan for Covenantal Giving (amended)

R-1a as amended. Strikethrough words were removed. Underlined words were added.

Resolved, that the Virginia Plan for Proportionate Giving be renamed the Virginia Plan for Covenantal Giving to honor and recognize that the goals of our shared ministry include our financially resourcing our diocese in order to grow in our relationship and covenant with Jesus and our diocesan community, thus enabling the Church to carry out and preach the Gospel, to make new disciples, and to raise up lay and ordained ministers.

Resolved, that the Virginia Plan for Covenantal Giving establish an expectation that, beginning with the 2025 fiscal year, each congregation of the Diocese of Virginia annually pledge ~~not less than~~ at least 10% of the previous three-year average of “Plate offerings, pledge payments & regular support” as defined by line item 3 of the Stewardship and Financial Information section of the parochial report.

Resolved, that for the fiscal year 2023, each congregation of the Diocese of Virginia strive to pledge not less than 8% of the previous three-year average of “Plate offerings, pledge payments & regular support” as defined by line item 3 of the Stewardship and Financial Information section of the parochial report.

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Resolved, that the Diocese of Virginia will not charge parishes a registration fee for the yearly Clergy Retreat of the Diocese of Virginia. Registration fees are for program expenses, not room and board. Room and board may still be charged for yearly Clergy Retreats as is appropriate.

Resolved, that congregations which are concerned about meeting the Covenantal Giving standards may request an adjustment to their pledge to the Diocese by sharing their story at an annual,

geographically based gathering of congregations. Representatives of the Executive Board shall convene these geographically based gatherings on the second Saturday in June and the Executive Board will vote on the adjustments. The regions of the Diocese shall meet in the following four groups:

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Group D (46): Fredericksburg (11), North Richmond (10), Upper Tidewater (13), and Northern Neck (12)

Resolved, that the Treasurer of the Diocese of Virginia shall submit to the annual Diocesan Convention a record of adjustments made to congregational pledges.

R-1a: Resolution to Establish the Virginia Plan for Covenantal Giving

R-1a as adopted.

Resolved, that the Virginia Plan for Proportionate Giving be renamed the Virginia Plan for Covenantal Giving to honor and recognize that the goals of our shared ministry include our financially resourcing our diocese in order to grow in our relationship and covenant with Jesus and our diocesan community, thus enabling the Church to carry out and preach the Gospel, to make new disciples, and to raise up lay and ordained ministers.

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Resolved, that the Treasurer of the Diocese of Virginia shall submit to the annual Diocesan Convention a record of adjustments made to congregational pledges.

SUBMITTED BY THE REV. SVEN VANBAARS ON BEHALF OF THE TASK FORCE ON RESOURCING GOD'S MISSION: THE REV. SVEN VANBAARS (CHAIR), MR. MARK EASTHAM, THE REV. TORRENCE HARMAN, MRS. STEPHANIE GURNSEY HIGGINS, THE REV. CHRIS MILLER, THE REV. KATHLEEN MURRAY, MR. KEN ROYSTON, MR. BOB STEVENTON, MRS. SUZANNE STROUP, AND THE RT. REV. PORTER TAYLOR.

R-2: Best Practices for Virtual and Hybrid Proceedings by Regional Councils, Executive Board, and the Standing Committee

R-2 as submitted and as adopted.

Whereas, Resolution R-1 of the 226th Annual Convention established the Virtual Governance Task Force to address virtual governance and related issues of accountability, transparency, diversity and inclusion in the midst of the Covid-19 pandemic and the challenges such proceedings posed for our collective governance; and

Whereas, the Virtual Governance Task Force consulted widely about best practices for the fair, successful, and transparent conduct of virtual proceedings, consultations including interviews with current and former members of Executive Board, the Standing Committee, and Regional Councils, the Ecclesiastical Authority, key Diocesan staff, the Chancellor, as well as the conduct of surveys and interviews of lay and clergy leaders in this Diocese,

Now, therefore, be it

Resolved, by the 227th Annual Convention of the Diocese of Virginia, that:

1. We gratefully acknowledge and celebrate the hard work, resourcefulness, ingenuity, and resilience of diocesan staff, our Bishops, and members of the Standing Committee, Executive Board, and Regional Councils since February 2020 in successfully conducting virtual meetings of the Standing Committee, Executive Board, and Regional Councils, during a deadly pandemic, while observing appropriate safety measures; and
2. We adopt the attached best practice recommendations of the Virtual Governance Task Force to guide future virtual, hybrid, and in-person Standing Committee, Executive Board, and

Regional Council proceedings while reliably assuring accountability and transparency in these future proceedings, promoting wider inclusion and greater diversity in these future proceedings, and taking steps to improve participation in future Diocesan Conventions.

SUBMITTED BY RUSSELL V. RANDLE, CHRIST CHURCH, ALEXANDRIA, CHAIR OF THE VIRTUAL GOVERNANCE TASK FORCE ON BEHALF OF THE VIRTUAL GOVERNANCE TASK FORCE.

Best Practice Recommendations for Regional Councils, the Executive Board, and the Standing Committee

I. Regional Council and Executive Board Recommendations.

Regional Councils and the Executive Board meetings are to be open to members of congregations in the Diocese. To encourage transparency, accountability, and to improve understanding of their decisions across this Diocese, we recommend that

- Executive Board and Regional Council meeting dates, times, and physical and/or virtual meeting locations be posted on the Diocesan website at least two weeks before such meetings;
- Where feasible, these meetings be live-streamed by appropriate means (e.g. Facebook) readily available to people in the Diocese, with appropriate links posted
- Summaries of the decisions made at these meetings be posted on the Diocesan website within two days of the meeting, with minutes posted after their approval
- Where meetings have to be closed to discuss legal matters, personnel matters, or commercial negotiations, that these matters be conducted at the end of the meeting, with the livestream turned off, with an explanation posted that the discussion is closed for one of those reasons.
- Budget discussions are NOT to be closed.

II. Standing Committee Recommendations

Because of the nature of Standing Committee deliberations – interviews of candidates for ordination, Council of Advice for the Bishop, disciplinary matters, approval of indebtedness by congregations – its meetings are limited to those invited to attend. To further transparency and accountability, we recommend that the Standing Committee promptly post the results of final decisions that will become publicly known such as:

- Actions to consent to elections of Bishops and other canonical matters that are public under the Constitution and Canons of The Episcopal Church
- Actions under Canons 14 and 15 of the Diocese to authorize congregations to encumber or sell real property

III. Recommendations for Virtual Proceedings.

Noting that these practices are already widely followed, we recommend that the Standing Committee, the Executive Board, and Regional Councils adopt the following best practices for their virtual or hybrid (part in-person) meetings:

- Each person's camera is on,
- Each person is muted unless speaking
- Each person informs the group when a member is leaving (e.g. via chat box) or is unable to attend
- Each voting member can be seen and heard clearly if some are present in person and some are attending by virtual means

IV. Recommendations to Improve Participation at Diocesan Convention

We note that some smaller congregations are encountering difficulties in sending representatives to Diocesan Convention, and noting further that many delegates receive little encouragement and support and find the Convention proceedings to be a mystery. In order to improve participation and compliance with canonical requirements, we recommend that:

1. Regional deans and councils contact clergy and lay delegates at least four weeks before Convention in order to
 - o Encourage them to attend Diocesan Convention, explaining the canonical requirement for such attendance unless excused by the Ecclesiastical Authority
 - o Find mentors for newer delegates who can help guide them at Convention and explain proceedings as they unfold
 - o Help find virtual resources, transportation and accommodations where delegates face challenges in attending for such reasons

2. The Office of the Bishop, in advance of Diocesan Convention hearings, and again in the week before Convention, take steps to provide several virtual training sessions for lay and clergy delegates to Diocesan Convention. We recommend that these training sessions occur on weekends or in the evening. We recommend that these address:
 - o Logistics of attendance (whether virtual or in person)
 - o Overview of the hearings and how to participate
 - o Where to find (virtually) the most up-to-date text of the budget, canonical amendments, and resolutions
 - o Where to find the list of nominees for election to Diocesan offices (e.g. Standing Committee, General Convention Deputy)
 - o Overview of topics for decision
 - o How to participate in debate at Convention
 - o Voting procedures for elections
 - o Voting on contested issues of budget, canonical amendments and resolutions.

RESPECTFULLY SUBMITTED, VIRTUAL GOVERNANCE TASK FORCE. SEPTEMBER 2021

R-3: Best Practices for Virtual and Hybrid Proceedings by Vestries and Congregations

R-3 as submitted and as adopted.

Whereas, Resolution R-1 of the 226th Annual Convention established the Virtual Governance Task Force to address virtual governance and related issues of accountability, transparency, diversity and inclusion in the midst of the COVID-19 pandemic and the challenges such proceedings posed for our collective governance; and

Whereas, the Virtual Governance Task Force consulted widely about best practices for the fair, successful, and transparent conduct of virtual proceedings, consultations including interviews with the Ecclesiastical Authority, key Diocesan staff, the Chancellor, the Office of the General Convention of The Episcopal Church, and the conduct of surveys and interviews of lay and clergy leaders in this Diocese,

Now, therefore, be it

Resolved, by the 227th Annual Convention of the Diocese of Virginia, that:

3. We gratefully acknowledge and celebrate the hard work, resourcefulness, ingenuity, and resilience of our clergy and lay leaders since February 2020 in successfully conducting virtual vestry meetings, vestry elections, congregational meetings, and in some cases, congregational votes on property matters, in the context of a deadly pandemic, while observing appropriate safety measures; and
4. We adopt the attached best practice recommendations of the Virtual Governance Task Force to guide future virtual, hybrid, and in-person congregational and vestry proceedings while reliably assuring accountability and transparency in these future proceedings and promoting wider inclusion and greater diversity in these future proceedings.

SUBMITTED BY RUSSELL V. RANDLE, CHRIST CHURCH, ALEXANDRIA, CHAIR OF THE VIRTUAL GOVERNANCE TASK FORCE ON BEHALF OF THE VIRTUAL GOVERNANCE TASK FORCE.

**Best Practices for Digital and Hybrid Vestry and Congregational Meetings
Recommended by Virtual Governance Task Force
for Virginia Episcopal Congregations
September 2021**

The R-1 Task Force recommends that the practices below guide congregations and vestries in arranging, publicizing, conducting and reporting the results of their meetings. These are guidelines; they must not be interpreted to override any contrary requirements that are found in the Constitution and Canons of The Episcopal Church, the Constitution and Canons of the Diocese of Virginia or any written congregational by-law. (In general, for historic legal reasons, congregations in Virginia are unincorporated associations. They may adopt by-laws, but are not obliged to do so.)

I. Prior to Meetings

a. Notice

Prior advance notice of the meeting is required under the Canons, preferably several weeks. For special meetings, at least three days advance notice is required of the time, place, and object of the meeting. Canon 11, Section 13.

For congregational meetings, best practice is to give advance notice to all members, which may be by e-mail and orally, as well as in regular congregational publications.

The congregation should also be informed in advance of both regular and special vestry meetings, including virtual and hybrid meetings, with provision made for the members to be able to watch or listen to the proceedings. The presumption is that vestry meetings are open for members of the congregation to attend.

b. Technology

Choose a technology that allows people to attend electronically, for example Zoom, Skype, or a conference call system.

Transmit an electronic link to join the meeting one week prior to meeting by e-mail or other social media platform, with due regard to security against outside disruption.

Include information on how the participants can access the meeting electronically and provide a contact for troubleshooting technical difficulties.

Share notice of the meetings on social media platforms of choice (web site, parish calendar, Facebook, email, text message). Appropriate security steps should be taken to prevent outside parties from interfering or disrupting proceedings (e.g. ZOOM bombing).

Send out electronic/US-Mail/e-mail copy of all documents required for the meeting at least one week prior to regularly scheduled meetings.

Send out any changes or additional information at least three days prior to the meeting.

Request recipients to sign in fifteen minutes prior to meeting to ensure connectivity.

c. Rehearse

Best practice is to conduct a dry run in advance of the meeting to assure that the technology works, that people can be heard, documents shared, and votes can be taken by whatever means has been chosen in advance.

d. Captioning and Interpretation

At least ten days before the meeting, survey the attendees to assess those who are differently abled or for whom English is not the dominant language. Include questions to ascertain whether individuals with impairments have their own technology, i.e., text to speech, speech to text and other accommodation software. We note that ZOOM does have a captioning feature for these who are hard of hearing and that it can accommodate interpretation into different languages.

II. Quorum

All Vestry meetings, whether in person, hybrid, or virtual, require a quorum comprised a majority of the vestry. Canon 11, Section 10. A pending canonical change will clarify that virtual attendance is to be counted in establishing a quorum, provide the virtual participant can hear and be heard, and can see the text of any resolutions or other written action being debated or to be voted upon.

All congregational meetings, whether in person, hybrid, or virtual, require a quorum comprised of at least ten percent of the confirmed adult communicants. Canon 11, Sections 5, 13.

III. Start of Meeting

Assign an experienced administrator(s) to monitor chat/participation features. This person should not be the minute taker.

Assign a well-qualified person to take the minutes of the meeting and arrange for the distribution and posting of the minutes after the meeting, subject to the rules for approving such minutes.

If possible, mute participants, or ask them to mute their microphones unless invited to speak. To take questions, make sure the chat feature is enabled.

Advise participants that meeting is being recorded (if applicable). If the meeting is recorded, determine in advance whether and how the recording is to be retained as part of congregational records.

Confirm that members can hear each other and any exterior participants.

Have participants post their names if participating virtually.

Encourage virtual participants to keep their cameras on so people can see each other.

Note where materials for meeting are available to ensure participants have access. Provide hard copies of materials for those attending in person.

Where members of the congregation are in attendance, introduce vestry members, staff members, and members of the congregation who may be making presentations.

State that meeting will be conducted in accordance with Robert's Rules of Order and canonical requirements.

Cover "ground rules" for participation, such as:

- Speakers must state their name before each presentation, comment, or question.
- Time limits for statements (if applicable)
- All participants must be recognized by the Chair before speaking.

Start with a prayer.

IV. Technical Difficulties

If serious technical difficulties arise, such that it would be unfair to debate or vote upon measures, the meeting should be temporarily suspended (i.e. recess) until issues are resolved.

If technical difficulties cannot be speedily resolved so that the meeting cannot be held in compliance with Rules of Order and Canonical requirements, postpone meeting to a date, time, and place when technical issues are resolved.

Keep accurate minutes noting any disconnections and reconnections of members.

V. Conclusion and After the Meeting

Close in prayer

End hybrid or virtual meeting when the public body formally adjourns.

Post the minutes.

R-4: Supporting the Impact Fund for Racial Justice and Healing

R-4 as submitted.

Resolved, by the 227th Annual Convention of the Diocese of Virginia, that:

1. We acknowledge that our Episcopal Diocese of Virginia, organized in 1785, and with worshipping communities dating to 1607, has benefited from chattel slavery, the effects of which extend far beyond the Emancipation Proclamation of 1863; and
2. We reiterate our commitment to learning about and discerning ways to atone for the sin and repair the damage of failing to live by our theology that we are all created in the image of God and that we are all beloved children of God; and
3. We endorse the creation and management by the Executive Board of an impact investment fund to be called "The Impact Fund for Racial Justice and Healing" with initial investment of \$500,000, comprised of \$295,000 from land sales and \$205,000 in additional resources, with all decisions about the fund's purpose, investment strategy, and disbursements to prioritize opportunities within our Diocese supporting racial justice and healing, and with the fund's impact on mission to be assessed annually for the next ten (10) years; and

4. We request that the Executive Board report to the 228th Annual Convention of the Diocese of Virginia on these matters; and
5. We urge communicants, congregations, regions, and related organizations of the Diocese of Virginia to contribute to The Impact Fund for Racial Justice and Healing.

SUBMITTED BY THE EXECUTIVE BOARD OF THE DIOCESE OF VIRGINIA: THE REV. JO BELSER, MR. GARWAY BRIGHT, THE REV. CATHERINE CAMPBELL, MR. KARL COLDER, MS. MARY ANN COWHERD, THE REV. WEBSTER GIBSON, THE RT. REV. SUSAN GOFF, MS. CHERYL GROCE-WRIGHT, MR. SERGIO GUTIERREZ, MS. CINDY HELTON, MS. SANDRA KIRKPATRICK, THE REV. DAVID LUCEY, THE REV. BARBARA MARQUES, MS. BARBARA McMURRY, THE REV. CHRIS MILLER, THE REV. ANDREW MOORE, THE REV. JAY MORRIS, MR. GEORGE OMOHUNDRO, MR. KEN ROYSTON, MR. PRESTON SUDDUTH, AND MS. ALDA WHITE.

Background

Our Diocese of Virginia has done much work to begin to acknowledge and atone for the racial injustice and harm of our past. The 2013 document *Meet Me in Galilee* (meetmeingalilee.wordpress.com) written by the diocesan Race Relations Committee provides much of this history. Unutilized land owned by our Diocese of Virginia in both New Kent County and Henrico County was recently sold for approximately \$185,000 and approximately \$110,000, respectively. The proceeds of the two unutilized properties were broadly allocated by the Executive Board for racial justice and healing work. An impact investing strategy seeks to generate societal benefit in addition to financial return.

R-4a: Supporting the Impact Fund for Racial Justice and Healing (amended)

R-4a as amended. Strikethrough words were removed. Underlined words were added.

Resolved, by the 227th Annual Convention of the Diocese of Virginia, that:

1. We acknowledge that our Episcopal Diocese of Virginia, organized in 1785, and with worshipping communities dating to 1607, has benefited from chattel slavery, the effects of which extend far beyond the Emancipation Proclamation of 1863; and
2. We reiterate our commitment to learning about and discerning ways to atone for the sin and repair the damage of failing to live by our theology that we are all created in the image of God and that we are all beloved children of God; and
3. We endorse the creation and management by the Executive Board of an impact investment fund to be called “The Impact Fund for Racial Justice and Healing” with initial investment of \$500,000, comprised of \$295,000 from land sales and \$205,000 in additional resources, with all decisions about the fund’s purpose, investment strategy, and disbursements to prioritize opportunities within our Diocese supporting racial justice and healing, and with the fund’s impact on mission to be assessed annually for the next ten (10) years; and
4. We request that the Executive Board report to the 228th Annual Convention of the Diocese of Virginia on these matters; and
5. We urge communicants, congregations, regions, and related organizations of the Diocese of Virginia to contribute to The Impact Fund for Racial Justice and Healing.

R-4a: Supporting the Impact Fund for Racial Justice and Healing

R-4a as adopted.

Resolved, by the 227th Annual Convention of the Diocese of Virginia, that:

1. We acknowledge that our Episcopal Diocese of Virginia, organized in 1785, and with worshipping communities dating to 1607, has benefited from chattel slavery, the effects of which extend far beyond the Emancipation Proclamation of 1863; and
2. We reiterate our commitment to learning about and discerning ways to atone for the sin and repair the damage of failing to live by our theology that we are all created in the image of God and that we are all beloved children of God; and
3. We endorse the creation and management by the Executive Board of an impact investment fund to be called “The Impact Fund for Racial Justice and Healing” with initial investment of \$500,000, with all decisions about the fund’s purpose, investment strategy, and disbursements to prioritize opportunities within our Diocese supporting racial justice and healing, and with the fund’s impact on mission to be assessed annually for the next ten (10) years; and
4. We request that the Executive Board report to the 228th Annual Convention of the Diocese of Virginia on these matters; and
5. We urge communicants, congregations, regions, and related organizations of the Diocese of Virginia to contribute to The Impact Fund for Racial Justice and Healing.

SUBMITTED BY THE EXECUTIVE BOARD OF THE DIOCESE OF VIRGINIA: THE REV. JO BELSER, MR. GARWAY BRIGHT, THE REV. CATHERINE CAMPBELL, MR. KARL COLDER, MS. MARY ANN COWHERD, THE REV. WEBSTER GIBSON, THE RT. REV. SUSAN GOFF, MS. CHERYL GROCE-WRIGHT, MR. SERGIO GUTIERREZ, MS. CINDY HELTON, MS. SANDRA KIRKPATRICK, THE REV. DAVID LUCEY, THE REV. BARBARA MARQUES, MS. BARBARA McMURRY, THE REV. CHRIS MILLER, THE REV. ANDREW MOORE, THE REV. JAY MORRIS, MR. GEORGE OMOHUNDRO, MR. KEN ROYSTON, MR. PRESTON SUDDUTH, AND MS. ALDA WHITE.

Background

Our Diocese of Virginia has done much work to begin to acknowledge and atone for the racial injustice and harm of our past. The 2013 document *Meet Me in Galilee* (meetmeingalilee.wordpress.com) written by the diocesan Race Relations Committee provides much of this history. Unutilized land owned by our Diocese of Virginia in both New Kent County and Henrico County was recently sold for approximately \$185,000 and approximately \$110,000, respectively. The proceeds of the two unutilized properties were broadly allocated by the Executive Board for racial justice and healing work. An impact investing strategy seeks to generate societal benefit in addition to financial return.

R-5: Best Practices Preparation for Persons with Special Needs to Participate in Virtual and Hybrid Governance Meetings

R-5 as submitted and as adopted.

Whereas, Resolution R-1 of the 226th Annual Convention established the Virtual Governance Task Force to address virtual governance and related issues of accountability, transparency, diversity, and inclusion in the midst of the Covid-19 pandemic and the challenges such proceedings posed for our collective governance; and

Whereas, the Virtual Governance Task Force consulted widely about best practices for the fair, successful, and transparent conduct of virtual proceedings, consultations including interviews with the Ecclesiastical Authority, key Diocesan staff, the Chancellor, the Office of the General Convention of The Episcopal Church, and the conduct of surveys and interviews of lay and clergy leaders in this Diocese,

Now, therefore, be it

Resolved, by the 227th Annual Convention of the Diocese of Virginia, that:

1. We gratefully acknowledge and celebrate the hard work, resourcefulness, ingenuity, and resilience of our clergy and lay leaders since February 2020 in successfully conducting virtual Diocesan Convention, Executive Board, vestry meetings, vestry elections, congregational meetings, and in some cases, congregational votes on property matters, in the context of a deadly pandemic, while observing appropriate safety measures; and
2. We adopt the attached best practice recommendations for Meeting Preparation to Include People with Special Needs to help guide future virtual, hybrid, and in-person meetings of Diocesan Convention, Executive Board, Regional Council, congregational, and vestry proceedings while reliably promoting wider inclusion and greater diversity in these future proceedings.

SUBMITTED BY RUSSELL V. RANDLE, CHRIST CHURCH, ALEXANDRIA, CHAIR OF THE VIRTUAL GOVERNANCE TASK FORCE ON BEHALF OF THE VIRTUAL GOVERNANCE TASK FORCE.

Meeting Preparation to Include People with Special Needs

I. Prior to Meeting

Survey the attendees to assess those who are differently abled or for whom English is not the dominant language. Include questions to ascertain whether individuals with impairments have their own technology, i.e., text to speech, speech to text and other accommodation software.

II. Hearing Impaired

- In the meeting invitation, inform the attendees the steps being taken for accessibility provisions and provide an email address they can use to request additional accommodations.
- Assign an “accessibility advocate,” if required, before the meeting to make provisions, inform participants of the protocols and details, monitor live transcriptions, captioning, or other services. Capitalize on Captions if you plan on showing videos during the meeting, make sure the videos are captioned.
- Ensure that these accommodations fulfill the needs of the participants to provide equal access. In addition to captioning, accommodations that can be provided include an in-person American Sign Language (ASL) interpreter, remote ASL interpreter, remote speech-to-text services, large print materials, and presentation slides as handouts with presenter notes.
- If you are using remote interpreters or service providers in a virtual meeting, book them with sufficient time to ensure availability. Provide them with access to your conferencing platform and test prior to the event. Provide interpreters meeting handouts and/or presentations in advance.

III. Visually Impaired

Issue all invitations, documents, etc. in large, non-serif fonts, 16 point is recommended for ADA compliance, use bold or semi-bold not light fonts. Avoid blocks of capital letters, underlined, italicized text. Check the platform you intend to use for accommodation features.

IV. Bilingual Members

If you are using remote interpreters or service providers in a virtual meeting, book them with sufficient time to ensure availability. Provide them with access to your conferencing platform and test prior to the event. Provide interpreters meeting handouts and/or presentations in advance.

- Capitalize on Captions if you plan on showing videos during the meeting. If Vestry members are not proficient English-speakers, make the necessary provisions for language Captions if needed.

R-6: Declaration of Climate Emergency, Commitment to Net-Zero Greenhouse Gas Emissions by 2045, and adoption of Episcopal Covenant for the Care of Creation

R-6 as submitted and as adopted.

Resolved that the 227th Annual Convention of the Diocese of Virginia acknowledge that a Climate and Ecological Emergency threatens our Diocese, the nation, and the delicate balance of all creation, encourages all 179 congregations, six schools, and six retirement communities within the Diocese to recognize this and act to achieve net zero greenhouse gas (GhG) emissions by 2045; and be it further

Resolved that the Convention directs the Diocesan Creation Care Task Force to dedicate itself to researching the most effective policies for helping the Diocese achieve net-zero GhG emissions by 2045, drawing on the best practices of Episcopal parishes and communities within the Diocese and communities across the nation and world, to prioritizing Environmental Justice in each step, and to bringing forth new proposals annually to achieve this zero-emissions goal; and be it further

Resolved that the Convention recognizes that the Church is called to respond in this moment to the unique psychological and spiritual suffering of all people in response to ecological crisis, and the breakdown of preconceived expectations of the future, and urges faith leaders and congregations to welcome the suffering stranger and the poor in spirit through peer groups, listening and support for those confronting and working through Eco-Grief (<https://www.thediocese.net/resources/organizations/committees-and-commissions/committee-on-stewardship-of-creation/#eco-anxiety>); and be it further

Resolved that the Convention in keeping with prior General Convention and our Annual Convention resolution adopt The Episcopal Church Covenant for the Care of Creation (<https://www.episcopalchurch.org/ministries/creation-care/>)¹, thereby engaging in

1. Loving formation by growing our love for the Earth and all of life through preaching, teaching, storytelling & prayer.
2. Liberating advocacy by standing alongside marginalized, vulnerable peoples, and advocating and acting to reduce emissions, repair Creation and seek the liberation and flourishing of all people.
3. Life-giving conservation by adopting practical ways of reducing our climate impact and living more humbly and gently on Earth as individuals, households, congregations, institutions, and as a diocese.

And we urge all this for God's sake.

SUBMITTED BY THE CREATION CARE TASK FORCE.

Background

God created the heavens and the Earth, declared them to be good, and calls us to be good stewards of Creation (Gen. 1:31, 2:15). In the final chapters of Job, God reminds us of the magnificence of His Creation and His delight in the fierceness of His wild creatures in order to remind us of our humility and lack of control. God cares about the fate of all creatures, from the sparrow to the disciple (Luke 12:6) to the Behemoth and to the Leviathan (Job 40:15-41:34). Jesus commands us to care for the least of those who are His family (Mt. 25:40). We are commanded to keep the Sabbath and to seek justice; our faithfulness in this regard will enable us to “live on the land securely and provide for the redemption of the land” (Leviticus 25:18-24). We are to live into our prophetic voice for climate justice as part and parcel of our baptismal commitment to “justice and peace among all people” and to “respect the dignity of every human being” and “renounce the evil powers of this world which corrupt and destroy the creatures of God.” Now, the Earth is suffering on a global scale that humanity has never experienced before, and it is time to live into our theological responsibility to take immediate action to address the climate crisis.

The Cathedral of the Diocese of Virginia, the seat of the Bishop and the heart of the Diocese is Shrine Mont – a chapel in the wilderness, and a sign of our Diocese's commitment to the sanctity of creation, and the truth that the created world is the dwelling place of the divine.

As described in the August 2021 United Nations' Intergovernmental Panel on Climate Change Sixth Assessment Report², it is unequivocal that human influence has warmed the atmosphere, ocean and land. Widespread and rapid changes in the atmosphere, ocean, cryosphere and biosphere have already occurred. Human-induced climate change is already affecting many weather and climate extremes in every region across the globe, including heatwaves, heavy precipitation, droughts, and tropical cyclones. Moreover, global warming of 1.5°C and 2°C will be exceeded during the 21st century unless greenhouse gas emissions are reduced by 45% by 2030, reaching net-zero by 2050 at the latest.² Global temperatures have already risen to 1.1°C above pre-industrial levels. Many changes due to past and future greenhouse gas emissions are irreversible for centuries to millennia, especially changes in the ocean, ice sheets and global sea level.²

In November 2019, the United Nations Environment Programme Gap Emissions Report found that countries have collectively failed to stop the growth in global greenhouse gas emissions since the signing of the Paris Agreement in 2016; at the current rate of emissions, temperatures are expected to rise 3.2 degrees Celsius by the year 2100; and “incremental changes will not be enough and there is a need for rapid and transformational action.”³

The climate crisis is a facet of a larger ecological crisis that manifests also as a rapid acceleration in the rate of species extinctions. A 2019 report by the UN Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES) asserts that human activity is pushing over 1 million species to extinction, and that “the loss of species and habitats (<https://www.nature.com/articles/d41586-018-03891-1>) poses as much a danger to life on Earth as climate change does.”^{4,5}

Frontline communities globally, including people of color, immigrants, indigenous communities, the poor, the disabled and the unhoused are already disproportionately suffering the impacts of climate change, and will continue to bear unjust burdens from increasing temperatures, sea level rise, the spread of disease and the economic consequences of inaction on the climate crisis.⁶

The Centers for Disease Control and Prevention have described climate change as an urgent public health crisis.⁶ The U.S. Department of Defense describes climate change as a “threat multiplier”

connected with conflicts over scarce resources, conditions conducive to violent extremism, and the spread of infectious diseases.⁷

On September 1, 2021, Archbishop Justin Welby, Pope Francis, and Ecumenical Patriarch Bartholomew issued a Joint Statement for the Protection of Creation, urging “everyone, whatever their belief or worldview, to endeavor to listen to the cry of the earth and of people who are poor, examining their behavior and pledging meaningful sacrifices for the sake of the earth which God has given us.”⁸

On October 4, 2021, Archbishop Justin Welby joined Pope Francis, Ecumenical Patriarch Bartholomew and 11 other leaders from all major world religious traditions signed Faith and Science: An Appeal for COP26 urging governments to commit to a rapidly accelerated timetable for emissions reductions at the upcoming UN Climate Conference.⁹

In addition, our Diocese adopted R-15 at its 220th Annual Council in 2015 of “Accepting the Duty of Care for God’s Creation.” In late October 2017, Anglican Archbishops around the world signed an open letter to world leaders urging responsible climate action ahead of the next UN climate change conference opening on 6 November in Bonn, Germany.

The Worldwide Anglican Communion, The Church of England, and the US Dioceses of Massachusetts, Western Massachusetts, and many other Episcopal and Anglican organizations have already declared a state of climate emergency, joining over 2,000 local governments, and 23 national governments representing over 1 billion people.^{10, 11, 12}

The Creation Care Task Force believes it is urgent for everyone in the Diocese to take sacrificial steps to preserve God’s creation, and is committed to building awareness around the steps we can all take to make a difference; assisting to enact the Covenant for the Care of Creation.

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Note: the emissions reduction target of net-zero emissions by 2045 is derived from the Church of England’s Climate Emergency Resolution of 2020, and we refer to the detailed rationale described in their report linked above to justify this specific emissions reduction target as both necessary and actionable.

R-7: Parental Leave Justice

R-7 as submitted and as referred to the Executive Board. The Resolutions Committee recommended the referral of R-7 to the Executive Board to investigate the financial impact of this policy and report to the next Convention.

Resolved, that the Diocese of Virginia requests that vestries ensure paid parental leave for parochial employees, regardless of whether public or private benefits cover some, all, or none of the cost of such paid leave, consistent with the following guidelines:

- A member of the clergy who is giving or has given birth should be granted at least 12 weeks of leave at 100% of their normal pay, consistent with the requirements for benefits to be paid to the parish by the short-term disability policy of the Church Pension Group sponsored by The Episcopal Church.
- All other clergy or lay persons employed by the parish who themselves, or together with their spouse or domestic partner, have welcomed a new minor child into their family by birth, adoption, or foster placement, should be granted at least 8 weeks of leave at 100% of their normal pay, which leave may be taken consecutively or non-consecutively over the 12 months after the child enters the family.

- In addition to the paid leave recommended herein, vestries should approve up to 12 additional weeks of unpaid leave in a twelve-month period, if requested and documented by any parish employee in order to care for a sick or vulnerable family member, including any infant in the first year of their life. Such family leave may be taken consecutively or non-consecutively, and the employee may elect to use any available paid vacation or sick leave during this period.
- “Normal pay” for purposes of this resolution shall be determined as the average compensation paid by the parish to the employee over the six months immediately preceding the beginning of their family leave. If the employee has not yet been employed by the parish for six months prior to beginning their leave, this average shall be determined using zeros for the months or portions of months prior to the employee commencing employment with the parish.
- Non-stipendiary clergy or lay persons serving the church should be entitled to family leave for the same amount of time under the same conditions as lay employees, whether or not they are paid for their service.

Resolved, that the Diocese of Virginia shall ensure paid parental leave for all paid employees of the Diocese, regardless of whether public or private benefits cover some, all, or none of the cost of such paid leave, at least as generous as that which is herein provided for parochial employees.

Resolved, that The Diocese of Virginia Compensation and Benefit Guidelines shall be updated to reflect the minimum family leave standards in this resolution.

Resolved, that the Diocese of Virginia urges state and federal legislators to adopt public policies ensuring paid family and medical leave for all workers, in the interests of justice, peace and dignity for every human being, and in contribution to the common good of our communities.

SUBMITTED BY H.L. VOGL, JD, CFP®, ST. DAVID’S, ASHBURN, ON BEHALF OF THEMSELF AND: THE REV. JO BELSER; THE VERY REV. FRAN GARDNER-SMITH; THE REV. SHIRLEY SMITH GRAHAM; JUDY HALL, GOOD SHEPHERD, BLUEMONT; THE REV. LAURA MINNICH LOCKEY; THE REV. DR. SARAH KYE PRICE; THE REV. KIMBERLY REINHOLZ; AND THE REV. ANNE TURNER.

Background

The Diocese of Virginia has several times in recent years introduced resolutions intended to expand its paid parental leave policies, particularly to include adoptive parents and partners of birth parents, since short-term disability insurance policies only provide benefits for medical occurrences. While there has been broad consensus around the justice of this goal, it has been challenging to coordinate a new parental leave policy with the requirements of the Church Pension Group’s disability policy, which provides parishes across the country with 70% reimbursement for the cost of continuing 100% pay for 12 weeks for clergy giving birth, but does not provide any coverage for lay employees or clergy who adopt, foster, or assist their spouse or domestic partner after the birth of a child. Moreover, state and/or federal programs providing for paid leave for a broader category of employees appear to potentially be on the horizon, making it harder for parishes to make financial commitments to benefits that may or may not become redundant with public benefits in the near future.

The purpose of this resolution is to provide paid parental leave benefits to clergy and lay employees in the Diocese of Virginia today, while supporting and accounting for the possibility of public funding for some or all of these benefits in the future. Parish vestries are asked to “ensure” full pay for at least 12 weeks (for clergy giving birth) or 8 weeks (for all other parents), and the funding for such assurance may come from any combination of the Church Pension Fund, public or private benefits, and the parish operating budget. The longer period afforded to clergy giving birth is required to ensure that no one’s existing benefits are diminished; 8 weeks of paid leave is an expansion of benefits

for other employees of most parishes of the Diocese. Parishes willing and able to commit to leave parity between their clergy and lay employees are certainly welcome to do so.

The resolution also recommends up to 12 weeks of additional unpaid leave for a broader category of parish and diocesan employees, including new parents who would like to take additional time to bond with their infant in the first year of life. This unpaid leave would also be available for caretaking of other family members, such as an elderly parent or sick spouse. This unpaid leave provision generally follows the parameters of the Family and Medical Leave Act (FMLA), even though FMLA technically does not apply to any organization with fewer than 50 employees.

“Regular pay” is defined as average compensation paid by the parish to the employee over the six months immediately before the leave begins. Many policies require twelve months of employment before paid leave is available, but this puts parents who become pregnant shortly before or after a parish transfer or starting a new job in a terrible bind. By averaging six months of pay (including zeroes for months or portions of months before the employee was employed by the parish), draconian all-or-nothing benefit cut-offs are avoided. At the same time, the benefit calculation will discourage transfers shortly before birth or adoption, which would leave the parish with little time to get acquainted with their new clergy or lay employee before they take extended leave. Non-stipendiary clergy and lay persons would be entitled to the same amount of time off as paid employees, though their regular pay rate may be zero.

The Diocese of Virginia requests that all parishes adopt these minimum paid and unpaid family leave policies, but in recognition of the unique needs and resources of each parish, does not mandate them. The Diocese itself would lead by example and make a firm commitment to its own employees to provide these benefits. In addition, the Diocese reiterates its belief that public policies should be legislated and established to ensure that all workers have access to paid parental leave.

R-8: Deacon Compensation

R-8 as submitted and as adopted.

Resolved, by the 227th Annual Convention of the Diocese of Virginia, that beginning January 1, 2022, parishes with deacons assigned to said parishes shall pay deacons at the rate of \$25 a month and pay the applicable assessment to Church Pension Group (CPG) and

Be it further resolved, that deacons may decline the monthly compensation.

SUBMITTED BY THE VEN. DAVID CURTIS. ENDORSED BY: THE REV. DEACON BARBARA AMBROSE, THE REV. DEACON LOGAN AUGUSTINE, THE REV. DEACON EMMETRI BEANE, THE REV. STEVE BUSCH, THE REV. DEACON FRANK CASTELLON, THE REV. DEACON CHRISTINE GARCIA, THE REV. DEACON KARLA WESTFALL HUNT, THE REV. DEACON KARULYNN KOELLIKER, THE REV. DEACON JOSEPH KLENZMANN, THE REV. DEACON THERESA LEWALLEN, AND THE REV. DEACON KATHRYN THOMAS.

Background

Those called to the diaconate serve in congregations without compensation. Typically, deacons contribute time and talent of about 10-12 hours a week in ministry, in worship, and other activities. It is intended that deacons will serve without compensation from parishes.

However, the lack of compensation prevents deacons from access to benefits through the Church Pension Group (CPG), benefits such as Credo conferences that address spiritual, physical, and financial well-being, life insurance, and resettlement compensation.

The total amount paid per month per deacon per parish will be approximately \$30 a month, or \$360 a year (compensation plus pension amount).

The Dioceses of Vermont, New York, and Connecticut passed similar resolutions in 2019, 2020, and 2021 respectively. Similar resolutions will be debated at 2021 Annual Conventions in the Dioceses of Long Island, Rhode Island, and Western Massachusetts. Additionally, the Association for Episcopal Deacons and the Church Pension Group have worked together to make enrollment into CPG possible.

Compensation will be provided to any deacon serving, unless declined by the deacon. Deacons may decline the compensation for a variety of reasons (e.g. a theological understanding that deacons serve without compensation or possible impact on other retirement benefits being received). However, per CPG rules, retirement contributions cannot be made for any clergy age 72 or older.

An example from CPG:

Outlined below are some of the benefits provided to eligible Active and Retired clergy. The example shown is based on a cleric having Total Assessable Compensation (TAC) of \$300 per year, or \$25 per month, with 10 years of earned Credited Service (CS) at the time of retirement. The assumed Highest Average Compensation (HAC) is \$300. Total assessments paid over the cleric's career is \$540.

- While Active, life insurance benefit (6 x TAC): \$1,800
- When Retired, life insurance benefit (6 x HAC): \$1,800
- Annual pension benefit (2.75% x HAC x CS): \$82.50
- Annual Christmas benefit (\$25 x CS): \$250
- Resettlement benefit (one-time payment at the time of retirement equal to 12 times the monthly retirement benefit with a minimum of \$2,000): \$2,000
- Invitation to CREDO and Planning for Wellness Conferences

R-9: Spanish Language LatinX/Hispanic Centered Discernment to Ordained Ministry

R-9 as submitted.

Resolved, that the 227th Convention of the Diocese of Virginia recognizes that despite repeated efforts at racial justice and racial reconciliation initiatives, the Diocese of Virginia does not currently provide formal discernment events, workshops, or materials in Spanish focused on the specific cultural and linguistic needs of congregations with LatinX/Hispanic ministries and Spanish-speaking individuals who may be called to ordained ministry; and

Resolved, that this Convention requests the appointment of an information gathering and discernment team composed of an equal balance of LatinX/Hispanic lay leaders and clergy who are monolingual Spanish-speakers, bilingual, or monolingual English-speakers as well as multicultural lay leaders and clergy who do not identify as LatinX/Hispanic to explore pathways for discernment and formation in Spanish for LatinX/Hispanic communities of the Diocese; identify concerns of LatinX/Hispanic seekers, consider the benefit of future consultation and/or staffing needs within the diocese, and recommend future pathways for discernment and formation in Spanish to the Commission on Ministry.

Resolved, that the team be charged to offer programmatic and budgetary recommendations by August, 2022 for inclusion in 2023 budget planning and to prepare a full report with more detailed recommendations delivered to the Commission on Ministry before the 228th Convention of the Diocese of Virginia.

Resolved, that this Convention requests the Commission on Ministry to receive the recommendations of a task group appointed by the bishop with ecclesiastical authority and that the group's

recommendations be provided to the 228th Convention of the Diocese of Virginia for approval.

SUBMITTED BY: THE REV. DR. SARAH KYE PRICE, ST. MARK'S, RICHMOND, AND ST. PHOEBE SCHOOL FOR DEACONS; THE REV. DANIEL VÉLEZ-RIVERA, ST. GABRIEL'S EPISCOPAL CHURCH - IGLESIA SAN GABRIEL, LEESBURG.

ENDORSED BY: THE REV. PEDRO CUEVAS, SAN MARCOS, ALEXANDRIA; THE REV. ANNE MICHELE TURNER, GRACE, ALEXANDRIA; THE REV. NINA BACAS, GRACE, ALEXANDRIA; THE REV. DEACON KATHERINE FERGUSON, LA IGLESIA DE SANTA MARIA, FALLS CHURCH; THE REV. MARY KAY BROWN, ST. DAVID'S, ASHBURN; THE VEN. HOLLY HANBACK, ARCHDEACON, THE DIOCESE OF VIRGINIA, AND ST. GABRIEL'S EPISCOPAL CHURCH - IGLESIA SAN GABRIEL, LEESBURG; THE VEN. DAVID CURTIS, ARCHDEACON, THE DIOCESE OF VIRGINIA, AND ST. JOHN'S, RICHMOND; THE REV. DEACON THERESA LEWALLEN, CHAIR, COMMITTEE ON THE DIACONATE, AND ST. ALBAN'S, ANNANDALE; THE REV. DR. HILARY BORBÓN SMITH, COMMITTEE ON THE DIACONATE AND HOLY COMFORTER, RICHMOND; THE REV. ROCK HIGGINS, DISCERNMENT RETREAT LEADER AND ST. JAMES THE LESS, ASHLAND; THE REV. DR. DOROTHY A. WHITE, DISCERNMENT RETREAT LEADER AND ST. PETER'S, RICHMOND; THE REV. DEACON SHEA GODWIN, CALVARY, FRONT ROYAL; THE REV. DEACON KARLA WESTFALL HUNT, ST. PETER'S, RICHMOND; THE REV. DEACON EMMETRI MONICA BEANE, ST. STEPHEN'S, CULPEPPER; THE REV. DEACON STEVEN BUSCH, ST. JOHN'S, CENTREVILLE; THE REV. DEACON STEVE PACE, CHURCH OF OUR SAVIOUR, MONTPELIER; THE REV. DEACON KATHRYN THOMAS, GRACE, STANARDSVILLE, AND PIEDMONT, MADISON.

Explanation

The terms Latino, LatinX, Hispano, Latine, and Hispanic are often used interchangeably to describe the Spanish-speaking demographic commonly known as Latino/Hispanic. Members of this population differ in terms of which of these designations they use to self-identify. The choice for self-identification is based on regions, context, history, political perspective, personal preference, and other variables. This process, one of self-determination, is another indication of the beautiful diversity and self-agency of this vibrant population. For the purposes of this resolution and the accompanying explanation the term LatinX/Hispanic will be used when referring to this population in our communities in the Diocese of Virginia.

There are six congregations in the Diocese of Virginia with recognized LatinX/Hispanic ministries, five of which are mission congregations, and all of which are located in Northern Virginia (San José, Arlington; Cristo Rey, Arlington; Grace-La Gracia, Alexandria; Santa María, Falls Church; San Marcos, Alexandria; St. Gabriel's - San Gabriel, Leesburg). In addition, there is a LatinX/Hispanic gathered community at St. Timothy's, Herndon. The concentration of LatinX/Hispanic people in Northern Virginia is due to business development, educational opportunities, employment opportunities for documented and undocumented persons, and the proximity to the nation's capital.

There are likely other parishes and areas of the Diocese of Virginia serving LatinX/Hispanic communities with social needs programming although not with trained Spanish-speaking clergy exercising ordained ministry. Clergy staffing at both recognized congregations and gathered communities has been challenging to maintain. Currently, one priest is vicar of two congregations, two priests are full-time in their congregations, one priest serves part-time, and a special supply priest serves part-time in one congregation as well as a gathered community. Similarly, there is a need and desire for monolingual Spanish and bilingual (English-Spanish) deacons called to serve these contexts and translate the needs of these communities to the parish, Diocese, and wider church.

The LatinX/Hispanic population is the fastest growing non-English speaking demographic in the United States, the Commonwealth of Virginia, and Northern Virginia. Seven Northern Virginia towns and cities are in the top ten locations in the Diocese of Virginia with the LatinX/Hispanic

population ranging from 16.69% of the total population in Alexandria to 39.73% in Manassas Park, VA.¹ Thus, it is likely that the concentrations of gathered communities and parishes seeking monolingual Spanish or bilingual English-Spanish speakers will continue to expand, necessitating attention to discernment and formation in Spanish for clergy called to serve these contexts.

The LatinX/Hispanic community contributes vastly to the economic, social, and more recently political structures that are the bedrock of the Commonwealth of Virginia, and especially in Northern Virginia. Notwithstanding their contributions and presence in the area, they are treated as second class citizens and experience racial discrimination, xenophobia, and linguistic discrimination.

The Diocese recognizes the importance of enriching personal practices of discernment, and the importance of congregants being able to be part of a local discernment committee, expand their expertise, explore the call to Holy Orders, learn tools for spiritual development that are grounded in the baptismal covenant, and explore spiritual paradigms that help to frame their daily lives and current and future vocations. It is equally important to provide culturally and linguistically informed discernment opportunities and resources for the LatinX/Hispanic populations in our churches and Diocese.

As we strive to promote racial, social and economic justice throughout our Diocese and communities, we are compelled to examine the cultural and linguistic competence in our discernment and formation processes for ordination as well. We recognize that people experience a call to serve the church through their local context, and as a Diocese, we feel compelled to offer the resources necessary to discern vocation and call in a culturally and linguistically relevant manner. We feel that the support and endorsement of the Convention of the Diocese of Virginia is vital to this process at this stage of exploration and program development and will benefit diocesan staff and Commission on Ministry members who are already beginning this important work.

2015-2019 American Community Survey data from the US Census. 2015-2019 American Community Survey data from the US Census. <https://data.census.gov/cedsci/table?tid=ACSDT5Y2019.B03002&q=ACSDT5Y2019.B03002>

R-9a: Spanish Language LatinX/Hispanic Centered Discernment to Ordained Ministry (amended)

R-9 as amended. Strikethrough words were removed. Underlined words were added.

Resolved, that the 227th Convention of the Diocese of Virginia recognizes that despite repeated efforts at racial justice and racial reconciliation initiatives, the Diocese of Virginia does not currently provide formal discernment events, workshops, or materials in Spanish focused on the specific cultural and linguistic needs of congregations with LatinX/Hispanic ministries and Spanish-speaking individuals who may be called to ordained ministry; and

Resolved, that this Convention requests the appointment of an information gathering and discernment team composed of ~~an equal balance~~ balanced representation of LatinX/Hispanic lay leaders and clergy who are monolingual Spanish-speakers, bilingual, or monolingual English-speakers as well as multicultural lay leaders and clergy who do not identify as LatinX/Hispanic to explore pathways for discernment and formation in Spanish for LatinX/Hispanic communities of the Diocese; identify concerns of LatinX/Hispanic seekers, consider the benefit of future consultation and/or staffing needs within the diocese, and recommend future pathways for discernment and formation in Spanish to the Commission on Ministry.

Resolved, that the team be charged to offer programmatic and budgetary recommendations by August, 2022 for inclusion in 2023 budget planning and to prepare a full report with more detailed recommendations delivered to the Commission on Ministry before the 228th Convention of the Diocese of Virginia.

Resolved, that this Convention requests the Commission on Ministry to receive the recommendations of a task group appointed by the bishop with ecclesiastical authority and that the group's recommendations be provided to the 228th Convention of the Diocese of Virginia for approval.

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Explanation

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There are likely other parishes and areas of the Diocese of Virginia serving LatinX/Hispanic communities with social needs programming although not with trained Spanish-speaking clergy exercising ordained ministry. Clergy staffing at both recognized congregations and gathered communities has been challenging to maintain. Currently, one priest is vicar of two congregations, two priests are full-time in their congregations, one priest serves part-time, and a special supply priest serves part-time in one congregation as well as a gathered community. Similarly, there is a need and desire for monolingual Spanish and bilingual (English-Spanish) deacons called to serve these contexts and translate the needs of these communities to the parish, Diocese, and wider church.

The LatinX/Hispanic population is the fastest growing non-English speaking demographic in the United States, the Commonwealth of Virginia, and Northern Virginia. Seven Northern Virginia towns and cities are in the top ten locations in the Diocese of Virginia with the LatinX/Hispanic population ranging from 16.69% of the total population in Alexandria to 39.73% in Manassas Park, VA.¹ Thus, it is likely that the concentrations of gathered communities and parishes seeking monolingual Spanish or bilingual English-Spanish speakers will continue to expand, necessitating attention to discernment and formation in Spanish for clergy called to serve these contexts.

The LatinX/Hispanic community contributes vastly to the economic, social, and more recently political structures that are the bedrock of the Commonwealth of Virginia, and especially in Northern Virginia. Notwithstanding their contributions and presence in the area, they are treated as second class citizens and experience racial discrimination, xenophobia, and linguistic discrimination.

The Diocese recognizes the importance of enriching personal practices of discernment, and the importance of congregants being able to be part of a local discernment committee, expand their expertise, explore the call to Holy Orders, learn tools for spiritual development that are grounded in the baptismal covenant, and explore spiritual paradigms that help to frame their daily lives and current and future vocations. It is equally important to provide culturally and linguistically informed discernment opportunities and resources for the LatinX/Hispanic populations in our churches and Diocese.

As we strive to promote racial, social and economic justice throughout our Diocese and communities, we are compelled to examine the cultural and linguistic competence in our discernment and formation processes for ordination as well. We recognize that people experience a call to serve the church through their local context, and as a Diocese, we feel compelled to offer the resources necessary to discern vocation and call in a culturally and linguistically relevant manner. We feel that the support and endorsement of the Convention of the Diocese of Virginia is vital to this process at

this stage of exploration and program development and will benefit diocesan staff and Commission on Ministry members who are already beginning this important work.

2015-2019 American Community Survey data from the US Census. 2015-2019 American Community Survey data from the US Census. <https://data.census.gov/cedsci/table?tid=ACSDT5Y2019.B03002&q=ACSDT5Y2019.B03002>

R-10: A Resolution to Begin the Work of Reparations in the Diocese of Virginia

R-10 as submitted.

Whereas, in our Baptismal Covenant we have promised to strive for justice and peace among all people, to seek and serve Christ in all persons, to love our neighbor as ourselves, and to respect the dignity of every human being; and

Whereas, the Episcopal church and the Diocese of Virginia have a long history of support for and complicity with chattel slavery, violence against Indigenous peoples and land, segregation and other racist systems, including slave ownership by our first four diocesan bishops and 82% of priests by 1860, chapels built on stolen Native lands, parishes that rented and gifted slaves, parishioners whose wealth, tithes, and offerings came from the slave economy, deliberate diocesan measures to segregate Black Episcopalians and block Black churches from being full and equal members and leaders of the diocese, and more - all directly affecting the lives of the people and communities they serve; and

Whereas, the Diocese of Virginia, as the site of the “chapel of the Confederacy” and the “capital of the Confederacy”, is home to numerous church buildings constructed by enslaved people and many parishes within the Diocese of Virginia are grappling with their history of support for slavery and white supremacy, and their ongoing complicity in racial injustice; and

Whereas, repentance and repair are necessary steps toward the racial reconciliation that we, the Diocese of Virginia have stated as a primary focus of our Diocesan ministry and the people whom we have wronged through our offenses against God and our neighbor, particularly enslaved people of color, indigenous peoples, and their descendants, have not received just amends; and

Whereas, according to the diocesan treasurer, various options exist for funding reparations work without any negative impact on current or future operating budgets of the Diocese, including as one example, using a portion of the approximately \$19 million in existing unoccupied diocesan real estate assets which currently generate little or no income; and

Whereas, the General Convention has passed no fewer than (10) resolutions in the last 70 years, opposing discrimination, expressing regret for its past and present discrimination, prohibiting racial discrimination in churches, proclaiming that racism is inconsistent with the Gospel and a sin that must be eradicated, apologizing for the complicity of the Church in the slave trade, and seeking to repair these injustices “both materially and relationally; and

Whereas, the Episcopal Church Racial Justice Audit recommends the church institute reparations on a churchwide level for communities directly affected by the exploitation of and profiting from the “free” labor of people of color; and

Whereas, the dioceses of Maryland, Long Island, New York, Georgia, and Texas as well as Virginia Theological Seminary, Princeton Seminary, Georgetown University, and others, have begun the work of reparations through substantial investments of human, material, and financial resources, providing examples for others to follow; and

Whereas, reparations can be defined as bringing repair and healing to those who have been wronged in processes of historical reckoning to repent, restore, and work toward reconciliation, and reparations should be determined by and made to people directly affected by such evils and may include but are not limited to honoring and recognizing those we attempted to erase; mental health, counseling, care, and renewal; educational opportunities, scholarships, and job training; homebuying and housing assistance; funding BIPOC owned and focused institutions; investing in existing communities; or direct monetary payments;

Now be it resolved...

1. This 227th Convention of the Episcopal Diocese of Virginia convene a Reparations Task Force to identify and propose means by which repair may begin for those areas of our structures, patterns, and common life by which Black, Indigenous, People of Color (BIPOC) within the original bounds of our diocese still carry the burden of theological, social, cultural, economic, and legal injustices, exclusions, and biases born out of white supremacy and the legacy of slavery.
2. This task force be identified no later than Dec 31st, 2021, and work to carry out its mandate over the next five years, reporting quarterly to the Executive Board and Annually to the Convention, reporting their findings, actions, financial status, and further recommendations for actions, including but not limited to additional and ongoing funding, institutional change, and theological revision.
3. The task force be appointed by the Standing Committee and approved by the Bishop, with a mix of lay and clergy representatives including, BIPOC Community Leaders, The Diocesan Minister for Racial Justice & Healing, representatives from Historically Black, Latinx, and Indigenous congregations and communities, liaisons from the Diocese of SW VA and Southern VA, one member of the Standing Committee, and one member of the Executive Board.
4. This Convention directs the Trustees of the Diocese of Virginia to establish an endowment over the next five years of \$10 million to be set aside as an initial investment for such actions as decided by the task force to begin reparations. The process by which this endowment is created shall be established by the Task Force with the advice and planning of the Diocesan Treasurer.
5. The proceeds of the endowment be disbursed at the direction of the Task Force for such reparations which directly benefit BIPOC communities, people, programs, business, and institutions, and the operational aspects of the Task Force's work to be funded through the annual operational budget of the Diocese.

SUBMITTED BY: MS. ERNESTINE ARMSTRONG; THE REV. DAVID P. CASEY, OP; MR. LARRY CLARK; THE REV. MARLENE FORREST; THE REV. DEACON SHEA GODWIN; THE REV. VALERIE HAYES; MS. EDWINA MASON; THE REV. B. CAYCE RAMEY; THE REV. COLLEEN SCHIEFELBEIN; MS. JEAN MARY TAYLOR; MS. BEKA WUESTE.

Background

The Church in Virginia in the 17th and 18th Centuries

- The Church of England is the established church of the Virginia colony. All free residents are members by default. In 1619, 20 Africans are brought to the Virginia colony and sold in Jamestown.
- By 1640 chattel slavery is embedded in the law.
- In 1667, the Virginia General Assembly decides that baptism does not alter a slave's status.
- The Church is dependent on a tobacco-based economy supported by slave labor. Tobacco

is taxed to provide support for parishes and clergy. Church buildings are constructed with slave labor. There is no way to benefit from the economy without also benefitting from the institution of slavery.

- Per 1860 U.S. Census records, 82% of Episcopal clergy in Virginia and most laymen own slaves. U.S. Census records also document slave ownership by the first four bishops of Virginia.

The Episcopal Church and the Diocese of Virginia in the 20th Century

- 1910 – Canon law is amended, without mention of race or color, to permit the election of suffragan bishops. Two bishops are elected for ministry to Black parishes.
- 1919 – The General Convention adopts the first churchwide anti-lynching resolution.
- 1931 – The Diocesan Council amends its Constitution to give Black clergy seat and vote.
- 1936 – Black congregations obtain the same right of lay representation as White congregations.
- 1952 – The General Convention adopts a resolution opposing any form of discrimination based on color or race in the Church, country, and world.
- 1955 – The Roslyn Board of Trustees votes to integrate camps for pre-college-age campers.
- 1955 – The Diocese’s Department of Christian Education votes to integrate the 1956 Family Conference at Shrine Mont.
- 1956 – Virginia’s U.S. Senator Harry Byrd calls for Massive Resistance to the U.S. Supreme Court’s ruling that public schools be desegregated. Virginia passes laws to prevent this. The governor has authority to close schools rather than integrate them. The Calvary Episcopal Church Vestry in Front Royal offers parish classrooms to White students when Warren County High School is closed.
- 1958 – The General Convention approves a resolution supporting equal opportunity in education, housing, employment, and public accommodations.
- 1961 – The General Convention adopts a resolution declaring that prejudice is inconsistent with the Gospel, expressing regret for past and present discrimination within the Church, and encouraging all parts of the Church to establish worship and study programs addressing these issues.
- 1964 – The General Convention adopts a policy prohibiting racial discrimination in churches.
- 1966 – The Episcopal Society for Cultural and Racial Unity (ESCRU) charges the Church with heresy for racism in the parish system, clergy placement, religious education, and church investments.
- 1968 – The Union of Black Clergy and Laity (now the Union of Black Episcopalians) is formed to oppose racism in the Church.
- 1982 – The Church takes its first action on institutional racism through the recommendations of a churchwide Conference on Racism.
- 1982 – Virginia’s Bishop Robert Bruce Hall appoints a diocesan Racial Audit Committee (later called the Committee on Race).
- 1984 – The Committee reports on the audit at the Annual Council and makes twelve comprehensive recommendations which are approved by the Council.
- 1991 – The Commission on Race reports to the General Convention that it will focus on developing resources and assisting dioceses in creating anti-racism and affirmative action programs.
- 1994 – The House of Bishops issues a pastoral letter entitled “The Sin of Racism.”

The Episcopal Church and Diocese of Virginia in the 21st Century

- 2006 – The General Convention affirms the Church’s commitment to become an anti-racist church and urges support for legislation initiating study and dialogue regarding the legacy of slavery and proposals for monetary and non-monetary reparations to the descendants of slaves.
- 2006 – The General Convention also approves a resolution apologizing for the Church’s complicity in slave trading and seeking to repair the injustice “both materially and relationally.” It directs the Executive Council to initiate a program where each diocese collects and documents the Church’s complicity in slavery, the economic benefits, and the subsequent discrimination and segregation. It also directs the Committee on Anti-Racism to monitor and report on each diocese’s progress.

- 2007 – The Rt. Rev. M. Thomas Shaw (Diocese of Massachusetts) represents Presiding Bishop Katharine Jefferts Schori in testifying before Congress on behalf of H.R. 40, calling for the establishment of a federal Commission to Study Reparations Proposals for African Americans.
- 2008 – The Episcopal Church holds a Day of Repentance and publicly apologizes for its complicity in slavery.
- 2009 – The General Convention passes a resolution repudiating the Doctrine of Discovery.
- 2009 – The General Convention extends the 2006 resolution through the 2013-2015 triennium and instructs each diocese to consult with the Church’s anti-racism officer for help with implementation, hold a Day of Repentance, and report results to the next two General Conventions.
- 2016 – The Church implements “Becoming Beloved Community,” an anti-racism resource tying racial justice and reconciliation to the Baptismal Covenant. It includes “repairing the breach” as part of the program’s framework.
- 2018 – The Annual Convention passes Resolution R-1: Adoption of the “Way of Love” Rule of Life, resolving to ask: a) all parish vestry members, convention delegates, rectors and vicars to publicly commit to following the Way of Love Rule of Life, b) parishes to focus congregational work and ministry on the Rule in the coming year, and c) the Office of the Bishop to designate a Diocesan staff person to assist congregations in implementing the Rule of Life.
- 2020 – The House of Bishops Theology Committee decides to focus its work on reparations. The committee presents a paper entitled “White Supremacy, the Beloved Community, and Learning to Listen” in 2020 and follows it up in 2021 with “Reparations and Beloved Community.”
- The Episcopal Church Racial Justice Audit recommends that, “the church institute reparations on the churchwide level for communities directly affected by the exploitation of or profiting from the labor and resources of Black and Indigenous people.”

A partial list of parishes and dioceses making substantial progress specifically toward reparations include: The Episcopal Dioceses of Massachusetts, New York, Maryland, Long Island, Texas, and Georgia; Virginia Theological Seminary; Memorial Episcopal Church, Baltimore; St. James Episcopal Church, NYC; St. Luke’s Episcopal Church, Annapolis.

R-10a: A Resolution to Begin the Work of Reparations in the Diocese of Virginia (amended)

R-10a as amended. Strikethrough words were removed. Underlined words were added.

Whereas, in our Baptismal Covenant we have promised to strive for justice and peace among all people, to seek and serve Christ in all persons, to love our neighbor as ourselves, and to respect the dignity of every human being; and

Whereas, the Episcopal church and the Diocese of Virginia have a long history of support for and complicity with chattel slavery, violence against Indigenous peoples and land, segregation and other racist systems, including slave ownership by our first four diocesan bishops and 82% of priests by 1860, chapels built on stolen Native lands, parishes that rented and gifted slaves, parishioners whose wealth, tithes, and offerings came from the slave economy, deliberate diocesan measures to segregate Black Episcopalians and block Black churches from being full and equal members and leaders of the diocese, and more - all directly affecting the lives of the people and communities they serve; and

Whereas, the Diocese of Virginia, as the site of the “chapel of the Confederacy” and the “capital of the Confederacy”, is home to numerous church buildings constructed by enslaved people and many parishes within the Diocese of Virginia are grappling with their history of support for slavery and white supremacy, and their ongoing complicity in racial injustice; and

Whereas, repentance and repair are necessary steps toward the racial reconciliation that we, the Diocese of Virginia have stated as a primary focus of our Diocesan ministry and the people whom we have wronged through our offenses against God and our neighbor, particularly enslaved people of color, indigenous peoples, and their descendants, have not received just amends; and

Whereas ~~Whereas~~, according to the diocesan treasurer, various options exist for funding reparations work without any negative impact on current or future operating budgets of the Diocese, including as one example, using a portion of the approximately \$19 million in existing unoccupied diocesan real estate assets which currently generate little or no income; and

Whereas, the General Convention has passed no fewer than (10) resolutions in the last 70 years, opposing discrimination, expressing regret for its past and present discrimination, prohibiting racial discrimination in churches, proclaiming that racism is inconsistent with the Gospel and a sin that must be eradicated, apologizing for the complicity of the Church in the slave trade, and seeking to repair these injustices “both materially and relationally; and

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Whereas, the dioceses of Maryland, Long Island, New York, Georgia, and Texas as well as Virginia Theological Seminary, Princeton Seminary, Georgetown University, and others, have begun the work of reparations through substantial investments of human, material, and financial resources, providing examples for others to follow; and

Whereas, reparations can be defined as bringing repair and healing to those who have been wronged in processes of historical reckoning to repent, restore, and work toward reconciliation, and reparations should be determined by and made to people directly affected by such evils and may include but are not limited to honoring and recognizing those we attempted to erase; mental health, counseling, care, and renewal; educational opportunities, scholarships, and job training; homebuying and housing assistance; funding BIPOC owned and focused institutions; investing in existing communities; or direct monetary payments;

Now be it resolved...

1. This 227th Convention of the Episcopal Diocese of Virginia ~~convene~~ direct the Ecclesiastical Authority to appoint a Reparations Task Force to identify and propose means by which repair may begin for those areas of our structures, patterns, and common life by which Black, Indigenous, People of Color (BIPOC) within the original bounds of our diocese still carry the burden of theological, social, cultural, economic, and legal injustices, exclusions, and biases born out of white supremacy and the legacy of slavery.
2. This task force shall be identified appointed no later than Dec 31st, 2021, and work to carry out its mandate over the next five years, reporting quarterly to the Executive Board and ~~Annually~~ annually to the Convention, reporting their findings, proposed actions, financial status of the endowment fund, and any further recommendations for actions, including but not limited to additional and ongoing funding, institutional change, and theological revision.
3. The Ecclesiastical Authority shall appoint the Task Force members subject to approval ~~task force be appointed by the Standing Committee and approved by the Bishop~~, with a mix of lay and clergy representatives including, to the extent feasible, BIPOC Community Leaders, The Diocesan Minister for Racial Justice & Healing, representatives from Historically Black,

Latinx, and Indigenous congregations and communities, liaisons from the Diocese of SW VA, and Southern VA Dioceses of Southern Virginia, Southwestern Virginia, and West Virginia, one member of the Standing Committee, and one member of the Executive Board.

4. This Convention directs requests the Executive Board the Trustees of the Diocese of Virginia to establish with the Trustees of the Funds an endowment over the next five years of \$10 million to be set aside as an initial investment for such Executive Board actions to begin reparations, after due consideration of Task Force recommendations, as decided by the task force to begin reparations. The process by which this endowment is created shall be established by the Task Force with the advice and planning of the Diocesan Treasurer. The Trustees of the Funds shall, acting with their legal obligations as fiduciaries, and in consultation with the Task Force, the Executive Board, and the Bishop, take the necessary steps to establish such an endowment.
5. The proceeds of the endowment shall be disbursed by the Executive Board, after due consideration at the direction of the Task Force's recommendations for grants and loans in furtherance of such reparations, for such reparations which directly benefit The objective of such reparation grants and loans is to provide direct benefits to BIPOC communities, people, programs, business, and institutions, and the operational aspects of the Task Force's work to be funded through the annual operational budget of the Diocese with preference for any which may have been specifically harmed by past unjust actions by the Diocese of Virginia, its institutions, or churches.

R-10a: A Resolution to Begin the Work of Reparations in the Diocese of Virginia (amended)

R-10a as adopted.

Whereas, in our Baptismal Covenant we have promised to strive for justice and peace among all people, to seek and serve Christ in all persons, to love our neighbor as ourselves, and to respect the dignity of every human being; and

Whereas, the Episcopal church and the Diocese of Virginia have a long history of support for and complicity with chattel slavery, violence against Indigenous peoples and land, segregation and other racist systems, including slave ownership by our first four diocesan bishops and 82% of priests by 1860, chapels built on stolen Native lands, parishes that rented and gifted slaves, parishioners whose wealth, tithes, and offerings came from the slave economy, deliberate diocesan measures to segregate Black Episcopalians and block Black churches from being full and equal members and leaders of the diocese, and more - all directly affecting the lives of the people and communities they serve; and

Whereas, the Diocese of Virginia, as the site of the “chapel of the Confederacy” and the “capital of the Confederacy”, is home to numerous church buildings constructed by enslaved people and many parishes within the Diocese of Virginia are grappling with their history of support for slavery and white supremacy, and their ongoing complicity in racial injustice; and

Whereas, repentance and repair are necessary steps toward the racial reconciliation that we, the Diocese of Virginia have stated as a primary focus of our Diocesan ministry and the people whom we have wronged through our offenses against God and our neighbor, particularly enslaved people of color, indigenous peoples, and their descendants, have not received just amends; and

Whereas, various options exist for funding reparations work without any negative impact on current or future operating budgets of the Diocese, including as one example, using a portion of the

approximately \$19 million in existing unoccupied diocesan real estate assets which currently generate little or no income; and

Whereas, the General Convention has passed no fewer than (10) resolutions in the last 70 years, opposing discrimination, expressing regret for its past and present discrimination, prohibiting racial discrimination in churches, proclaiming that racism is inconsistent with the Gospel and a sin that must be eradicated, apologizing for the complicity of the Church in the slave trade, and seeking to repair these injustices “both materially and relationally; and

Whereas, the Episcopal Church Racial Justice Audit recommends the church institute reparations on a churchwide level for communities directly affected by the exploitation of and profiting from the “free” labor of people of color; and

Whereas, the dioceses of Maryland, Long Island, New York, Georgia, and Texas as well as Virginia Theological Seminary, Princeton Seminary, Georgetown University, and others, have begun the work of reparations through substantial investments of human, material, and financial resources, providing examples for others to follow; and

Whereas, reparations can be defined as bringing repair and healing to those who have been wronged in processes of historical reckoning to repent, restore, and work toward reconciliation, and reparations should be determined by and made to people directly affected by such evils and may include but are not limited to honoring and recognizing those we attempted to erase; mental health, counseling, care, and renewal; educational opportunities, scholarships, and job training; homebuying and housing assistance; funding BIPOC owned and focused institutions; investing in existing communities; or direct monetary payments;

Now be it resolved...

1. This 227th Convention of the Episcopal Diocese of Virginia direct the Ecclesiastical Authority to appoint a Reparations Task Force to identify and propose means by which repair may begin for those areas of our structures, patterns, and common life by which Black, Indigenous, People of Color (BIPOC) within the original bounds of our diocese still carry the burden of theological, social, cultural, economic, and legal injustices, exclusions, and biases born out of white supremacy and the legacy of slavery.
2. This task force shall be appointed no later than Dec 31, 2021, and work to carry out its mandate over the next five years, reporting quarterly to the Executive Board and annually to the Convention, reporting their findings, actions, financial status of the endowment fund, and any further recommendations for actions, including but not limited to additional and ongoing funding, institutional change, and theological revision.
3. The Ecclesiastical Authority shall appoint the Task Force members subject to approval by the Standing Committee, with a mix of lay and clergy representatives including, to the extent feasible, BIPOC Community Leaders, The Diocesan Minister for Racial Justice & Healing, representatives from Historically Black, Latinx, and Indigenous congregations and communities, liaisons from the Dioceses of Southern Virginia, Southwestern Virginia, and West Virginia, one member of the Standing Committee, and one member of the Executive Board.
4. This Convention requests the Executive Board to establish with the Trustees of the Funds an endowment over the next five years of \$10 million to be set aside as an initial investment to begin reparations. The Trustees of the Funds shall, acting with their legal obligations as fiduciaries, and in consultation with the Task Force, the Executive Board, and the Bishop, take the necessary steps to establish such an endowment.

5. The proceeds of the endowment shall be disbursed by the Task Force, subject to review and veto by the Executive Board for grants and loans in furtherance of such reparations. The objective of such reparation grants and loans is to provide direct benefits to BIPOC communities, people, programs, business, and institutions with preference for any which may have been specifically harmed by past unjust actions by the Diocese of Virginia, its institutions, or churches.

SUBMITTED BY: MS. ERNESTINE ARMSTRONG; THE REV. DAVID P. CASEY, OP; MR. LARRY CLARK; THE REV. MARLENE FORREST; THE REV. DEACON SHEA GODWIN; THE REV. VALERIE HAYES; MS. EDWINA MASON; THE REV. B. CAYCE RAMEY; THE REV. COLLEEN SCHIEFELBEIN; MS. JEAN MARY TAYLOR; MS. BEKA WUESTE.

Background

The Church in Virginia in the 17th and 18th Centuries

- The Church of England is the established church of the Virginia colony. All free residents are members by default. In 1619, 20 Africans are brought to the Virginia colony and sold in Jamestown.
- By 1640 chattel slavery is embedded in the law.
- In 1667, the Virginia General Assembly decides that baptism does not alter a slave's status.
- The Church is dependent on a tobacco-based economy supported by slave labor. Tobacco is taxed to provide support for parishes and clergy. Church buildings are constructed with slave labor. There is no way to benefit from the economy without also benefitting from the institution of slavery.
- Per 1860 U.S. Census records, 82% of Episcopal clergy in Virginia and most laymen own slaves. U.S. Census records also document slave ownership by the first four bishops of Virginia.

The Episcopal Church and the Diocese of Virginia in the 20th Century

- 1910 – Canon law is amended, without mention of race or color, to permit the election of suffragan bishops. Two bishops are elected for ministry to Black parishes.
- 1919 – The General Convention adopts the first churchwide anti-lynching resolution.
- 1931 – The Diocesan Council amends its Constitution to give Black clergy seat and vote.
- 1936 – Black congregations obtain the same right of lay representation as White congregations.
- 1952 – The General Convention adopts a resolution opposing any form of discrimination based on color or race in the Church, country, and world.
- 1955 – The Roslyn Board of Trustees votes to integrate camps for pre-college-age campers.
- 1955 – The Diocese's Department of Christian Education votes to integrate the 1956 Family Conference at Shrine Mont.
- 1956 – Virginia's U.S. Senator Harry Byrd calls for Massive Resistance to the U.S. Supreme Court's ruling that public schools be desegregated. Virginia passes laws to prevent this. The governor has authority to close schools rather than integrate them. The Calvary Episcopal Church Vestry in Front Royal offers parish classrooms to White students when Warren County High School is closed.
- 1958 – The General Convention approves a resolution supporting equal opportunity in education, housing, employment, and public accommodations.
- 1961 – The General Convention adopts a resolution declaring that prejudice is inconsistent with the Gospel, expressing regret for past and present discrimination within the Church, and encouraging all parts of the Church to establish worship and study programs addressing these issues.
- 1964 – The General Convention adopts a policy prohibiting racial discrimination in churches.
- 1966 – The Episcopal Society for Cultural and Racial Unity (ESCRU) charges the Church with heresy for racism in the parish system, clergy placement, religious education, and church investments.
- 1968 – The Union of Black Clergy and Laity (now the Union of Black Episcopalians) is formed to oppose racism in the Church.

- 1982 – The Church takes its first action on institutional racism through the recommendations of a churchwide Conference on Racism.
- 1982 – Virginia’s Bishop Robert Bruce Hall appoints a diocesan Racial Audit Committee (later called the Committee on Race).
- 1984 – The Committee reports on the audit at the Annual Council and makes twelve comprehensive recommendations which are approved by the Council.
- 1991 – The Commission on Race reports to the General Convention that it will focus on developing resources and assisting dioceses in creating anti-racism and affirmative action programs.
- 1994 – The House of Bishops issues a pastoral letter entitled “The Sin of Racism.”

The Episcopal Church and Diocese of Virginia in the 21st Century

- 2006 – The General Convention affirms the Church’s commitment to become an anti-racist church and urges support for legislation initiating study and dialogue regarding the legacy of slavery and proposals for monetary and non-monetary reparations to the descendants of slaves.
- 2006 – The General Convention also approves a resolution apologizing for the Church’s complicity in slave trading and seeking to repair the injustice “both materially and relationally.” It directs the Executive Council to initiate a program where each diocese collects and documents the Church’s complicity in slavery, the economic benefits, and the subsequent discrimination and segregation. It also directs the Committee on Anti-Racism to monitor and report on each diocese’s progress.
- 2007 – The Rt. Rev. M. Thomas Shaw (Diocese of Massachusetts) represents Presiding Bishop Katharine Jefferts Schori in testifying before Congress on behalf of H.R. 40, calling for the establishment of a federal Commission to Study Reparations Proposals for African Americans.
- 2008 – The Episcopal Church holds a Day of Repentance and publicly apologizes for its complicity in slavery.
- 2009 – The General Convention passes a resolution repudiating the Doctrine of Discovery.
- 2009 – The General Convention extends the 2006 resolution through the 2013-2015 triennium and instructs each diocese to consult with the Church’s anti-racism officer for help with implementation, hold a Day of Repentance, and report results to the next two General Conventions.
- 2016 – The Church implements “Becoming Beloved Community,” an anti-racism resource tying racial justice and reconciliation to the Baptismal Covenant. It includes “repairing the breach” as part of the program’s framework.
- 2018 – The Annual Convention passes Resolution R-1: Adoption of the “Way of Love” Rule of Life, resolving to ask: a) all parish vestry members, convention delegates, rectors and vicars to publicly commit to following the Way of Love Rule of Life, b) parishes to focus congregational work and ministry on the Rule in the coming year, and c) the Office of the Bishop to designate a Diocesan staff person to assist congregations in implementing the Rule of Life.
- 2020 – The House of Bishops Theology Committee decides to focus its work on reparations. The committee presents a paper entitled “White Supremacy, the Beloved Community, and Learning to Listen” in 2020 and follows it up in 2021 with “Reparations and Beloved Community.”
- The Episcopal Church Racial Justice Audit recommends that, “the church institute reparations on the churchwide level for communities directly affected by the exploitation of or profiting from the labor and resources of Black and Indigenous people.”

A partial list of parishes and dioceses making substantial progress specifically toward reparations include: The Episcopal Dioceses of Massachusetts, New York, Maryland, Long Island, Texas, and Georgia; Virginia Theological Seminary; Memorial Episcopal Church, Baltimore; St. James Episcopal Church, NYC; St. Luke’s Episcopal Church, Annapolis.

R-11: Approval of Creation of Additional Assistant Bishop

R-11 as submitted and as adopted.

Resolved, that the 227th Annual Convention of the Diocese of Virginia, receiving the opinion of its Bishop that additional episcopal services are required for The Diocese, with the consent of the Standing Committee, approve the creation of the position of an additional Assistant Bishop, and authorize the Bishop, with the consent of the Standing Committee, to appoint a bishop for the position under such conditions as the Bishop may determine.

SUBMITTED BY THE STANDING COMMITTEE.

Background

Under the authority of General Convention Canon III.12.5, the Standing Committee of the Diocese recommends approval of Resolution R-11, which provides authorization to the Bishop and Ecclesiastical Authority, with the consent of the Standing Committee, to appoint an additional Assistant Bishop for a short-term period.

Bishop Porter Taylor will end his service with the Diocese in June 2022, and his departure will necessarily leave a leadership and resource gap. Passing this Resolution would provide the Bishop with the needed flexibility to bring on an additional full-time person, whose tenure would end effective with the consecration of the new Bishop Diocesan in December 2022.

R-12: Trial use of the “Expanded Revised Common Lectionary Daily Readings”

R-12 as submitted and as adopted.

Resolved, by the 227th Annual Convention of the Diocese of Virginia, that the following resolution be presented to the 80th General Convention:

Resolved, the House of _____ concurring, That the 80th General Convention direct the Standing Commission on Liturgy and Music to study the “Expanded Revised Common Lectionary Daily Readings,” which has been prepared by the Consultation on Common Texts (CCT), and to make recommendations to the 81st General Convention about trial use.

SUBMITTED BY THE REV. DR. ROBERT W. PRICHARD, CHRIST CHURCH, SALUDA, AND SECRETARY OF THE CONSULTATION ON COMMON TEXTS; MS. CYNTHIA BARTOL, CHRIST CHURCH, ALEXANDRIA; THE REV. SHEARON WILLIAMS, ST. GEORGE’S, ARLINGTON; THE REV. STUART WOOD, CHRIST CHURCH, SALUDA.

Background

This resolution asks General Convention to instruct the Standing Commission on Liturgy and Music to consider trial use of the “Expanded Revised Common Lectionary Daily Readings.” Trial use is a first step that may or may not lead to later adoption for permanent use.

The Consultation on Common Texts (CCT) is an ecumenical body in which the Episcopal Church participates. It prepared the Revised Common Lectionary for Sundays and Holy Days (1992), which the General Convention approved for trial use (1994-2006) and for inclusion in the Book of Common Prayer (2006). In 2005 the CCT also approved the Revised Common Lectionary Daily Readings and commended it for trial use. The Evangelical Lutheran Church’s Evangelical Lutheran Worship (2006) and the Presbyterian Church (U.S.A.)’s Book of Common Worship (2018) include that daily lectionary, and the Anglican Church of Canada is now considering possible adoption. The 2018

General Convention asked the Standing Commission on Liturgy and Music (SCLM) to consider trial use for the Episcopal Church, but it declined to recommend it to the 2022 convention, out of a concern that it might distract the convention from its report on the revision of the calendar for lesser feasts and fasts. This resolution would send an expanded version of the daily readings back to the SCLM for consideration after the 2022 General Convention acts on the revision of the saints' calendar.

The expanded version of Revised Common Lectionary Daily Readings, which the CCT adopted for trial use in 2021, differs from the 2005 edition in that it includes four daily lessons (OT, Psalm, New Testament, and Gospel), making possible use for a daily Eucharist. It follows the earlier 2005 version in that it: (a) relates weekday and Saturday lessons to the Revised Common Lectionary's Sunday and major holy day lessons, (b) follows the three-year cycle of the Revised Common Lectionary, and (c) includes a broader representation of Biblical women than that in Weekday Eucharistic Propers (adopted in seasonal portions by General Conventions from 1973 to 1997).

Augsburg Fortress Press is working on a print version. In the meantime, a listing of lessons can be found at <https://vts.edu/faculty-research-project-expanded-revised-common-lectionary-daily-readings/>.

R-13: Resolution in Support of Shrine Mont Camps

R-13 as submitted.

Whereas, our Shrine Mont Camps provide a vital tool for spreading good news, connecting our children, youth, and families to the Gospel of Jesus Christ and the Diocese of Virginia, and

Whereas, our Shrine Mont Camps are a source of unity within the body of Christ in this diocese, and that the Holy Spirit animates, leads, and encourages that body with particular enthusiasm at Shrine Mont, and

Whereas, the staff of the Diocese of Virginia has worked diligently and commendably to provide excellent summer camp programs for our children, youth, and families at Shrine Mont, and

Whereas, our Shrine Mont Camps are and have been one of the core ministries and strengths of this diocese for nearly 60 years, an engine for mission, one of the signature components of our diocesan youth ministries, and have declared with one voice that "God loves the world," and

Whereas, the unique identities of each of our Shrine Mont Camps have been a key element in the way our camps have nurtured a robust Christian faith for the thousands of campers they have served and have resulted in the sustained Christian formation of many Episcopal clergy and lay leaders throughout the Diocese and beyond, and

Whereas, there has been a steady decline in Shrine Mont Camp enrollments, there was no in-person camp program in the summer of 2020 as a result of the COVID-19 pandemic, and there was a modified camp program in the summer of 2021, this Convention expresses our concern for the continued strength and health of this critical ministry if we lose the continuity of our camp programs for a third summer, and

Whereas, there are many parents, youth, clergy, and former staff, chaplains, and directors of Shrine Mont Camps who have expressed an eagerness to volunteer to assist the staff of our Diocese with the promotion, preparation, and organization of Shrine Mont Camps for the summer of 2022 and into the future.

Therefore, be it resolved, that the 227th Convention of the Episcopal Diocese of Virginia expresses its deepest thanks to the Bishops and the staff of our Diocese for their dedication to leading Shrine Mont Camps, and

Be it further resolved, that this Convention calls upon our Bishop to seek input and a broad consensus from interested stakeholders on a strategic plan that honors our camps' historic strengths and supports their long-term health for future generations, and

Be it further resolved, that this Convention requests that after the conclusion of this convention the Bishop and Executive Board immediately appoint an ad hoc committee on Shrine Mont Camps, including parents, youth, clergy, and former staff, chaplains, and directors of Shrine Mont Camps, to both support the promotion and organization of the camps for the summer of 2022, and to prepare a report to be submitted to the Annual Convention of this Diocese providing specific recommendations for the future development of each of the Shrine Mont Camps, and

Be it further resolved, that this Convention acknowledges the importance of both continuity and innovation for development and growth, and, in that spirit, expresses its desire to maintain the individual identities, age-specific sessions, and unique programs of Explorers Camp, Music and Theatre Camp, St. Andrew's Camp, St. Elizabeth's Camp, Family Camp, St. George's Camp, Senior High Youth Conference, St. Sebastian's Sports Camp, and Art Camp in the summer of 2022, and until a report generated by the ad hoc committee is submitted to the Annual Convention of this Diocese, and

Be it further resolved, that this Convention asks the Bishop and Executive Board to strongly consider the formation of a permanent Shrine Mont Camps Committee to support the staff of our Diocese in this vital work for the future.

SUBMITTED BY: THE REV. BETH MAGILL FRANKLIN, ST. MICHAEL'S, ARLINGTON; THE REV. PETE NUNNALLY, ST. MARY'S, ARLINGTON; THE REV. BEN CAMPBELL, ST. PAUL'S, RICHMOND; THE REV. CHARLES COWHERD, GOOD SHEPHERD, BURKE; MS. MARY ANN COWHERD, ST. STEPHEN'S, CULPEPER, MEMBER OF THE EXECUTIVE BOARD; MS. BARBIE FRANK, EMMANUEL, ALEXANDRIA; THE REV. ANDREW T. P. MERROW, ST. MARY'S, ARLINGTON; THE REV. DR. JOHN MCCARD, ST. JAMES'S, RICHMOND; THE REV. CHARLES E. MCCOART, JR., EMMANUEL, ALEXANDRIA; THE REV. STACY WILLIAMS-DUNCAN, LITTLE FORK, RIXEYVILLE; THE REV. NOELLE YORK-SIMMONS, CHRIST CHURCH, ALEXANDRIA.

R-13a: Resolution in Support of Shrine Mont Camps (amended)

R-13a as amended. Strikethrough words were removed.

Whereas, our Shrine Mont Camps provide a vital tool for spreading good news, connecting our children, youth, and families to the Gospel of Jesus Christ and the Diocese of Virginia, and

Whereas, our Shrine Mont Camps are a source of unity within the body of Christ in this diocese, and that the Holy Spirit animates, leads, and encourages that body with particular enthusiasm at Shrine Mont, and

Whereas, the staff of the Diocese of Virginia has worked diligently and commendably to provide excellent summer camp programs for our children, youth, and families at Shrine Mont, and

Whereas, our Shrine Mont Camps are and have been one of the core ministries and strengths of this diocese for nearly 60 years, an engine for mission, one of the signature components of our diocesan

youth ministries, and have declared with one voice that “God loves the world,” and

Whereas, the unique identities of each of our Shrine Mont Camps have been a key element in the way our camps have nurtured a robust Christian faith for the thousands of campers they have served and have resulted in the sustained Christian formation of many Episcopal clergy and lay leaders throughout the Diocese and beyond, and

Whereas, there has been a steady decline in Shrine Mont Camp enrollments, there was no in-person camp program in the summer of 2020 as a result of the COVID-19 pandemic, and there was a modified camp program in the summer of 2021, this Convention expresses our concern for the continued strength and health of this critical ministry if we lose the continuity of our camp programs for a third summer, and

Whereas, there are many parents, youth, clergy, and former staff, chaplains, and directors of Shrine Mont Camps who have expressed an eagerness to volunteer to assist the staff of our Diocese with the promotion, preparation, and organization of Shrine Mont Camps for the summer of 2022 and into the future.

Therefore, be it resolved, that the 227th Convention of the Episcopal Diocese of Virginia expresses its deepest thanks to the Bishops and the staff of our Diocese for their dedication to leading Shrine Mont Camps, and

Be it further resolved, that this Convention calls upon our Bishop to seek input and a broad consensus from interested stakeholders on a strategic plan that honors our camps’ historic strengths and supports their long-term health for future generations, and

Be it further resolved, that this Convention requests that after the conclusion of this convention the Bishop and Executive Board immediately appoint an ad hoc committee on Shrine Mont Camps, including parents, youth, clergy, and former staff, chaplains, and directors of Shrine Mont Camps, to both support the promotion and organization of the camps for the summer of 2022, and to prepare a report to be submitted to the Annual Convention of this Diocese providing specific recommendations for the future development of each of the Shrine Mont Camps, and

Be it further resolved, that this Convention acknowledges the importance of both continuity and innovation for development and growth, and, in that spirit, expresses its desire to maintain the individual identities, age-specific sessions, and unique programs of Explorers Camp, Music and Theatre Camp, St. Andrew’s Camp, St. Elizabeth’s Camp, Family Camp, St. George’s Camp, Senior High Youth Conference, St. Sebastian’s Sports Camp, and Art Camp in the summer of 2022, and until a report generated by the ad hoc committee is submitted to the Annual Convention of this Diocese, and

Be it further resolved, that this Convention asks the Bishop and Executive Board to strongly consider the formation of a permanent Shrine Mont Camps Committee to support the staff of our Diocese in this vital work for the future.

R-13a: Resolution in Support of Shrine Mont Camps (amended)

R-13a as adopted.

Whereas, our Shrine Mont Camps provide a vital tool for spreading good news, connecting our children, youth, and families to the Gospel of Jesus Christ and the Diocese of Virginia, and

Whereas, our Shrine Mont Camps are a source of unity within the body of Christ in this diocese,

and that the Holy Spirit animates, leads, and encourages that body with particular enthusiasm at Shrine Mont, and

Whereas, the staff of the Diocese of Virginia has worked diligently and commendably to provide excellent summer camp programs for our children, youth, and families at Shrine Mont, and

Whereas, our Shrine Mont Camps are and have been one of the core ministries and strengths of this diocese for nearly 60 years, an engine for mission, one of the signature components of our diocesan youth ministries, and have declared with one voice that “God loves the world,” and

Whereas, the unique identities of each of our Shrine Mont Camps have been a key element in the way our camps have nurtured a robust Christian faith for the thousands of campers they have served and have resulted in the sustained Christian formation of many Episcopal clergy and lay leaders throughout the Diocese and beyond, and

Whereas, there has been a steady decline in Shrine Mont Camp enrollments, there was no in-person camp program in the summer of 2020 as a result of the COVID-19 pandemic, and there was a modified camp program in the summer of 2021, this Convention expresses our concern for the continued strength and health of this critical ministry if we lose the continuity of our camp programs for a third summer, and

Whereas, there are many parents, youth, clergy, and former staff, chaplains, and directors of Shrine Mont Camps who have expressed an eagerness to volunteer to assist the staff of our Diocese with the promotion, preparation, and organization of Shrine Mont Camps for the summer of 2022 and into the future.

Therefore, be it resolved, that the 227th Convention of the Episcopal Diocese of Virginia expresses its deepest thanks to the Bishops and the staff of our Diocese for their dedication to leading Shrine Mont Camps, and

Be it further resolved, that this Convention calls upon our Bishop to seek input and a broad consensus from interested stakeholders on a strategic plan that honors our camps’ historic strengths and supports their long-term health for future generations, and

Be it further resolved, that this Convention requests that after the conclusion of this convention the Bishop and Executive Board immediately appoint an ad hoc committee on Shrine Mont Camps, including parents, youth, clergy, and former staff, chaplains, and directors of Shrine Mont Camps, to both support the promotion and organization of the camps for the summer of 2022, and to prepare a report to be submitted to the Annual Convention of this Diocese providing specific recommendations for the future development of each of the Shrine Mont Camps, and

Be it further resolved, that this Convention acknowledges the importance of both continuity and innovation for development and growth, and, in that spirit, expresses its desire to maintain the individual identities, age-specific sessions, and unique programs of Explorers Camp, Music and Theatre Camp, St. Andrew’s Camp, St. Elizabeth’s Camp, Family Camp, St. George’s Camp, Senior High Youth Conference, St. Sebastian’s Sports Camp, and Art Camp in the summer of 2022, and until a report generated by the ad hoc committee is submitted to the Annual Convention of this Diocese, and

Be it further resolved, that this Convention asks the Bishop and Executive Board to strongly consider the formation of a permanent Shrine Mont Camps Committee to support the staff of our Diocese in this vital work for the future.

SUBMITTED BY: THE REV. BETH MAGILL FRANKLIN, ST. MICHAEL'S, ARLINGTON; THE REV. PETE NUNNALLY, ST. MARY'S, ARLINGTON; THE REV. BEN CAMPBELL, ST. PAUL'S, RICHMOND; THE REV. CHARLES COWHERD, GOOD SHEPHERD, BURKE; MS. MARY ANN COWHERD, ST. STEPHEN'S, CULPEPER, MEMBER OF THE EXECUTIVE BOARD; MS. BARBIE FRANK, EMMANUEL, ALEXANDRIA; THE REV. ANDREW T. P. MERROW, ST. MARY'S, ARLINGTON; THE REV. DR. JOHN MCCARD, ST. JAMES'S, RICHMOND.

CR-1: David Holland Charlton

CR-1 as submitted and adopted.

Whereas, Dr. David Holland Charlton has served as President of Church Schools in the Diocese of Virginia from 1988-1998 and again since 2000; and

Whereas, Dr. Charlton plans to retire as President during 2022 before the next Annual Convention of the Diocese of Virginia; and

Whereas, Dr. Charlton previously served as Headmaster of Christchurch School from 1995-2000; and

Whereas, Dr. Charlton previously served as Vice-President of Finance and Administration at Virginia Theological Seminary from 1984-1988; and

Whereas, Dr. Charlton has served in numerous staff and volunteer positions in the Diocese of Virginia including Treasurer, Secretary of the Diocese, the Shrine Mont Corporation Board of Directors, Roslyn Managers Corporation, Memorial Trustees of the Virginia Diocesan Center/Roslyn Memorial Trustees, and Trustees of the Funds, and

Whereas, Dr. Charlton has served as Board President of the National Association of Episcopal Schools and is currently Chair of the Board of Virginia Theological Seminary; and

Whereas, Dr. Charlton holds a Bachelor of Arts, a Master of Education, and a Doctor of Education from the College of William & Mary; and

Whereas, Dr. Charlton has been honored in recent years for his long and distinguished career in education with the degree Doctor of Humane Letters from the University of the South in 2013 and with the John Verdery Award by the National Association of Episcopal Schools in 2016; and

Whereas, Dr. Charlton has lived into his baptismal covenant both within and beyond the Episcopal Church, and

Whereas, Dr. Charlton has demonstrated remarkable gifts of insight into effective responses to challenges and crises, dedication in recruiting and supporting committed volunteer leaders, forbearance in guiding the leaders of each of the Church Schools, wisdom in understanding the needs of students and educators, and foresight in assuring the long-term vitality of institutions; and

Whereas, all associated with Church Schools in the Diocese of Virginia will miss his wise counsel while remaining grateful for his irreplaceable impact on the well-being of individuals and schools, now, therefore, be it

Resolved, that the 227th Annual Convention of the Diocese of Virginia honors and thanks Dr. David Holland Charlton for his long, varied, and distinguished career and ministry in the Diocese of Virginia, in education, and as President of Church Schools in the Diocese of Virginia as he prepares to retire; and

Resolutions

Be it further resolved, that additional gratitude be conveyed to his spouse, Wendy, and their family for their support of Dr. Charlton's vocation; and

Be it further resolved, that a copy of this resolution be provided to Dr. Charlton and that it be recorded in the minutes of the 227th Annual Convention.

SUBMITTED BY: THE REV. EDWARD O. MILLER, JR., CHAIR OF THE TRUSTEES OF CHURCH SCHOOLS IN THE DIOCESE OF VIRGINIA ON BEHALF OF THE OFFICERS AND TRUSTEES OF CHURCH SCHOOLS WHICH INCLUDES CHRISTCHURCH SCHOOL, ST. CATHERINE'S SCHOOL, ST. CHRISTOPHER'S SCHOOL, ST. MARGARET'S SCHOOL, ST. STEPHEN'S & ST. AGNES SCHOOL, AND STUART HALL SCHOOL.

Amendments to the Constitution and Canons

Strikethrough words are sections to be omitted. Underlined words are sections to be added.

C-1: An amendment to Article I of the Constitution as to the name of The Diocese on second reading.

C-1 as submitted and as adopted.

C-1 SECOND READING

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.

C-2: An amendment to Canon 13.2 to update references to sections of the Code of Virginia.

C-2 as submitted and as adopted.

C-2 Amend Section 2 of Canon 13 as follows:

CANON 13. BUSINESS METHODS IN CHURCH AFFAIRS.

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 64.2, Subtitle III, Chapter 3 Z, (Sections 26-45.3 64.2-780 through 26-45.14 64.2-791) 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

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

Rationale

This amendment updates the reference to sections of the Code of Virginia as to the investment of funds. Although the canon provides that the Code section applies “as it may be amended from time to time,” the Code was amended by rescinding the Title 26 sections and adopting the Uniform Prudent Investor Act, with the new relevant provisions moved to a different title and sections of the Code.

C-3: Open Meeting Canon

C-3 as submitted.

Resolved, by the 227th Convention of the Diocese of Virginia, that the following Canon be added to the Canons of the Diocese, in order to confirm and clarify long standing practice and to assure accountability and transparency in making our decisions:

OPEN MEETINGS CANON

- (a) **Presumption of Open Meetings.** Unless closed pursuant to subsection (b), the meetings of vestries, regional councils, the Executive Board, and Diocesan Convention, shall be open to communicants of the member congregations. The meetings of Diocesan Convention shall also be open to the public and the press.
- (b) **Closed Meetings.** A meeting of a vestry, regional council, or the Executive Board may only be closed by vote of the body for the following discussions:
 1. Personnel matters;
 2. Discussing legal matters with counsel;
 3. Commercial negotiations.
- (c) **Standing Committee and Commission on Ministry.** In order to preserve confidentiality of personnel and finance matters, and in recognition of their advisory role to the Ecclesiastical Authority, attendance at the meetings of the Standing Committee and the Commission on Ministry shall be limited to members of those bodies and to those other persons invited to attend.

SUBMITTED BY: RUSSELL V. RANDLE, CHRIST CHURCH, ALEXANDRIA, AND CHAIR, VIRTUAL GOVERNANCE TASK FORCE ON BEHALF OF THE TASK FORCE.

C-3s: A proposed new Canon to address open meetings.

C-3s as amended and adopted.

C-3s

Resolved by the 227th Annual Convention of The Diocese of Virginia that:

1. The Convention endorses the presumption that meetings of vestries, vestry committees, congregations, regional councils, the Executive Board and the Convention should be

accessible for their respective constituencies to observe, but not participate in without the consent of the body, their meetings, and, further resolved that

2. The meetings of Diocesan Convention shall be observable by the public and the press either in person at the Convention venue or by livestream, or both. The methods and details of such access are in at the discretion of the presiding officer, and further resolved that
3. Each of such bodies shall undertake to conduct its meetings in ways which minimize closed, or executive, sessions when their non-member constituencies are excluded from observing the meeting.

C-4: Resolution to Adopt Canon for Remote Participation in Meetings by Electronic Means

C-4 as submitted.

Resolved, by the 227th Annual Convention of the Diocese of Virginia, for the avoidance of any doubt about the regularity of proceedings during the pandemic beginning in early 2020, and to provide guidance in the future, that the following new canonical provision is added:

ELECTRONIC MEETING AUTHORIZATION.

Consistent with the provisions of Va. Code Section 13.1-844.2, concerning remote participation in annual and special meetings of Virginia Non-stock Corporations, this canon provides that meetings of congregations, vestries, regional councils, the Executive Board, the Standing Committee, and Convention, including elections to offices in these bodies and votes concerning the disposition or encumbrance of property, may be conducted by electronic means (including where appropriate, telephonic means), provided that the following standards are met:

- adequate notice (as defined in these canons) is provided
- the presence of a quorum is verified
- each member entitled to vote can hear clearly and can be heard
- reasonable means are provided for each member to review the written terms of matters on which the body is voting before voting occurs
- in advance of voting, the names of members eligible to vote is verified
- the results of votes are promptly made available to voting members.

Adoption of this canon shall not be construed to invalidate prior actions of these constitutional and canonical bodies.

SUBMITTED BY: RUSSELL V. RANDLE, CHRIST CHURCH, ALEXANDRIA, AND CHAIR, VIRTUAL GOVERNANCE TASK FORCE ON BEHALF OF THE TASK FORCE.

C-4a: A proposed new Canon for remote participation in meetings by electronic means.

C-4a as amended.

C-4A

Resolved, by the 227th Annual Convention of the Diocese of Virginia, for the avoidance of any doubt about the regularity of proceedings during the pandemic beginning in early 2020, and to provide

guidance in the future, that the following new canonical provision is added:

ELECTRONIC MEETINGS AUTHORIZATION.

Consistent with the provisions of Va. Code Section 13.1-844.2, concerning remote participation in annual and special meetings of Virginia Non-stock Corporations, this canon provides that Meetings of congregations, vestries, vestry committees, regional councils, the Executive Board, the Standing Committee, and Convention, including elections to offices in these bodies and votes concerning the disposition or encumbrance of property, may be conducted by electronic means (including where appropriate, telephonic means), provided that the following standards are met:

- (a) adequate notice (as defined in these canons) is provided
- (b) the presence of a quorum is verified
- (c) each member entitled to vote can hear clearly and can be heard by the other attendees
- (d) reasonable means are provided for each member in attendance to review the written terms of matters on which the body is voting before voting occurs
- (e) in advance of voting, the names of members in attendance and eligible to vote is verified
- (f) the results of votes are promptly made available to voting members.

Adoption of this canon shall not be construed to invalidate prior actions of these constitutional and canonical bodies.

C-4a: A proposed new Canon for remote participation in meetings by electronic means.

C-4a as adopted.

Resolved, by the 227th Annual Convention of the Diocese of Virginia, for the avoidance of any doubt about the regularity of proceedings during the pandemic beginning in early 2020, and to provide guidance in the future, that the following new canonical provision is added:

ELECTRONIC MEETINGS AUTHORIZATION.

Meetings of congregations, vestries, vestry committees, regional councils, the Executive Board, the Standing Committee, and Convention, including elections to offices in these bodies and votes concerning the disposition or encumbrance of property, may be conducted by electronic means (including where appropriate, telephonic means), provided that the following standards are met:

- (a) adequate notice (as defined in these canons) is provided
- (b) the presence of a quorum is verified
- (c) each member entitled to vote can hear clearly and can be heard by the other attendees
- (d) reasonable means are provided for each member in attendance to review the written terms of matters on which the body is voting before voting occurs
- (e) in advance of voting, the names of members in attendance and eligible to vote is verified
- (f) the results of votes are promptly made available to voting members.

Adoption of this canon shall not be construed to invalidate prior actions of these constitutional and canonical bodies.

C-5: Resolution Providing for Posted Contact Information for Elected Diocesan Leaders

C-5 as submitted.

Resolved, by the 227th Annual Convention of the Diocese of Virginia, in order to help assure effective communication with our elected leaders, adopts the following Canon:

Each member of the Executive Board and the Standing Committee, and each General Convention and Provincial Synod Deputy and Alternate, shall provide the Secretary of the Diocese a current e-mail or surface mail address to receive communications from the clergy and people of the Diocese, which addresses shall be promptly posted electronically and updated as needed by the Secretary of the Diocese. Each Member, Deputy, or Alternate, as the case may be, shall make reasonable efforts to respond in a timely way to such communications.

SUBMITTED BY: RUSSELL V. RANDLE, CHRIST CHURCH, ALEXANDRIA, AND CHAIR, VIRTUAL GOVERNANCE TASK FORCE ON BEHALF OF THE TASK FORCE.

Explanation: In order to assure that our people can communicate effectively with our elected leaders, particularly as General Convention approaches, it is very important that there be direct contact information to reach these elected leaders, and not simply reliance on a collective e-mail or postal box. This contact information will help assure accountability and transparency, and remove an obstacle that has in recent years to effective communication with the leadership. Leaders are expected to make reasonable efforts to respond in a timely way to our people.

C-5a: A proposed new Canon to provide for posted contact information for elected Diocesan leaders.

C-5a as amended. C-5a was defeated.

The Committee recommends amendments to C-5 as follows:

C-5A

Resolved, by the 227th Annual Convention of the Diocese of Virginia, in order to help assure effective communication with our elected leaders, adopts the following Canon:

Each member of the Executive Board and the Standing Committee, and each General Convention and Provincial Synod Deputy and Alternate, shall provide the Secretary of the Diocese a current e-mail or surface mail address to receive communications ~~from the clergy and people of the Diocese,~~ which addresses shall be promptly posted electronically and updated as needed by the Secretary of the Diocese. Each Member, Deputy, or Alternate, as the case may be, shall make reasonable efforts to respond in a timely way to such communications.

C-6: Resolution to Amend Rules of Convention (Effective January 1, 2022)

C-6 as submitted.

Resolved by the 227th Annual Convention of the Diocese of Virginia that the Rules of Order for Conventions occurring after January 1, 2022 shall contain the following provisions, to be added at the appropriate places when rules for such conventions are posted:

1. **Open Meetings.** The meetings of Convention and the hearings by Committees of Convention shall be open to watch for members of the diocese, for the public, and for the press.
2. **Amendments to Constitution and Canons.** The Committee on Constitution and Canons shall conduct an open hearing not less than fourteen (14) days before the day votes are scheduled at Convention and shall make its report, including any text amending the Constitution or Canons, not less than seven (7) days before the day votes are scheduled at Convention. Notice of the open hearing shall be announced at least six weeks prior to the scheduled opening day of Convention.

Any delegate proposing a first-degree amendment to the Committee's proposed canonical or constitutional language changes must submit the proposed amendment in writing in a form suitable for electronic posting (as specified by the Secretary of the Diocese) no later than 48 hours before proposed votes on the Committee's recommended canonical or constitutional changes. The Secretary shall promptly post such amendments for downloading and review by delegates. If more than one first-degree amendment is received, the Presiding Officer shall give the earliest submitted amendment priority in the order by which Convention debates such amendments.

No amendment first proposed less than 48 hours before proposed votes shall be in order unless the subject matter of the amendment is germane to a timely filed first-degree amendment.

3. **Resolutions and Amendments to Them.** Committee on Resolutions shall conduct an open hearing at or not less than fourteen (14) days prior to the day votes are scheduled at Convention and shall make its report not less than seven (7) days before the day votes are scheduled at Convention. Notice of the open hearing shall be announced at least six weeks prior to the scheduled opening day of Convention.

Any delegate proposing a first-degree amendment to the Committee's proposed resolution language must submit the proposed amendment in writing in a form suitable for electronic posting (as specified by the Secretary of the Diocese) no later than 48 hours before proposed votes on the Committee's recommended resolution. The Secretary shall promptly post such amendments for downloading and review by delegates. If more than one first-degree amendment is received, the Presiding Officer shall give the earliest submitted amendment priority in the order by which Convention debates such proposed amendments.

No amendment first proposed less than 48 hours before proposed votes shall be in order unless the subject matter of the amendment is germane to a timely filed first-degree amendment to a timely filed resolution.

4. **Budget Committee and Budget Amendments.** The Committee on Budget shall conduct a hearing not less than fourteen days prior to the day votes are scheduled at Convention. Notice of the open hearing shall be announced at least six weeks days prior to the Convention. Committee revisions to the proposed budget shall be posted seven days before the day votes are scheduled at Convention.
5. **Diocesan Journal Posting Date.** The Journal of Convention shall be posted electronically by September 30 in the year following Convention, or 60 days after Diocesan receipt of the audits of Diocesan accounts, whichever date is earlier.
6. **Posting of Election Results.** When Convention holds a contested election for office, the numerical results of each ballot shall be announced and posted for Convention before voting begins on the next ballot and shall be part of the public record of Convention.

SUBMITTED BY: RUSSELL V. RANDLE, CHRIST CHURCH, ALEXANDRIA, AND CHAIR, VIRTUAL GOVERNANCE TASK FORCE, ON BEHALF OF THE TASK FORCE.

Explanation: These amendments provide for:

- (1) **Open meetings.**
- (2) **More time for the Constitution and Canons, Resolutions, and Budget Committees** to consider the testimony provided at hearings and to make appropriate amendments
- (3) **Seven days** advance notice of proposed changes by the committees so that delegates have adequate time to consider the changes.
- (4) **Forty-eight hours advance posting of amendments** to the committee texts of canonical changes and resolutions, so that delegates will have adequate time to consider the merits of such changes.
- (5) **Diocesan Journal Posting by September 30 of the following year.**
- (6) **Posting of Election Results in contested elections.**

These amendments are offered to make our proceedings more transparent to our people. Thus, the amendments confirm that Convention proceedings are open, that the Journal of Convention must be published before the next convention meets, and that election results are posted in contested elections before the next ballot is taken. These changes also help assure accountability and compliance with the canons, such as the requirement that parishes submit audits of their accounts annually to the Diocese.

The Task Force learned from polling our diocesan convention delegates that there is a very strong preference for much more time to consider committee amendments to proposed canonical changes and resolutions. These poll results also show a strong preference for first-degree amendments to the committee's proposal to be posted at least 48 hours before votes, so that delegates can carefully read and consider these issues.

We assemble about 500 clergy and lay leaders for Convention, a big investment in time and money to assure we carefully address the important business of this Diocese. Accountability and transparency require us to provide our delegates (and people in our congregations) adequate notice of the precise terms of what delegates will consider and vote upon.

C-6a: A resolution to amend the Rules of Order of Conventions (effective January 1, 2022).

C-6a as amended.

C-6A

Resolution to Amend Rules of Convention (Effective January 1, 2022)

Resolved by the 227th Annual Convention of the Diocese of Virginia that the Rules of Order for Conventions occurring after January 1, 2022 shall contain the following provisions, to be added at the appropriate places when rules for such conventions are posted:

1. **Open Meetings.** The meetings of Convention and the hearings by Committees of Convention shall be **observable by the public and the press, either in person at the Convention venue or by livestream, at the discretion of the presiding officer.** for members of the diocese, for the public, and for the press.
2. **Committee on Constitution and Canons and Amendments to Constitution and Canons.** The Committee on Constitution and Canons shall conduct an open hearing not less than

fourteen (14) days before the day votes are scheduled at Convention and shall make its report, including any text amending the Constitution or Canons, not less than seven (7) days before the day votes are scheduled at Convention. Notice of the open hearing shall be announced at least six weeks prior to the scheduled opening day of Convention.

Any delegate proposing a first-degree amendment to the Committee's proposed canonical or constitutional language changes must submit the proposed amendment in writing in a form suitable for electronic posting (as specified by the Secretary of the Diocese) no later than 48 hours before proposed votes on the Committee's recommended canonical or constitutional changes. The Secretary shall promptly post such amendments for downloading and review by delegates. If more than one first-degree amendment is received, the Presiding Officer shall give the earliest submitted amendment priority in the order by which Convention debates such amendments.

No amendment first proposed less than 48 hours before proposed votes shall be in order unless the subject matter of the amendment is germane to a timely filed first-degree amendment.

3. **Committee on Resolutions ~~Committee and Amendment to Them~~.** The Committee on Resolutions shall conduct an open hearing at or not less than fourteen (14) days prior to the day votes are scheduled at Convention and shall make its report not less than seven (7) days before the day votes are scheduled at Convention. Notice of the open hearing shall be announced at least six weeks prior to the scheduled opening day of Convention.

Any delegate proposing a first-degree amendment to the Committee's proposed resolution language must submit the proposed amendment in writing in a form suitable for electronic posting (as specified by the Secretary of the Diocese) no later than 48 hours before proposed votes on the Committee's recommended resolution. The Secretary shall promptly post such amendments for downloading and review by delegates. If more than one first-degree amendment is received, the Presiding Officer shall give the earliest submitted amendment priority in the order by which Convention debates such proposed amendments.

No amendment first proposed less than 48 hours before proposed votes shall be in order unless the subject matter of the amendment is germane to a timely filed first-degree amendment to a timely filed resolution.

4. **Committee on Budget ~~Committee and Budget Amendments~~.** The Committee on Budget shall conduct a hearing not less than fourteen days prior to the day votes are scheduled at Convention. Notice of the open hearing shall be announced at least six weeks days prior to the Convention. Committee revisions to the proposed budget shall be posted seven days before the day votes are scheduled at Convention.
5. **Diocesan Journal Posting Date.** The Journal of Convention shall be posted electronically by September 30 in the year following Convention, or 60 days after Diocesan receipt of the audits of Diocesan accounts, whichever date is earlier.
6. **Posting of Election Results.** When Convention holds a contested election for office, the numerical results of each ballot shall be announced and posted for Convention before voting begins on the next ballot and shall be part of the public record of Convention.

C-6a: RESOLUTION to Amend Rules of Convention (Effective January 1, 2022)

C-6a as adopted.

Resolved by the 227th Annual Convention of the Diocese of Virginia that the Rules of Order for Conventions occurring after January 1, 2022 shall contain the following provisions, to be added at the appropriate places when rules for such conventions are posted:

1. **Open Meetings.** The meetings of Convention and the hearings by Committees of Convention shall be **observable by the public and the press, either in person at the Convention venue or by livestream, at the discretion of the presiding officer.**
2. **Committee on Constitution and Canons.** The Committee on Constitution and Canons shall conduct an open hearing not less than fourteen (14) days before the day votes are scheduled at Convention and shall make its report, including any text amending the Constitution or Canons, not less than seven (7) days before the day votes are scheduled at Convention. Notice of the open hearing shall be announced at least six weeks prior to the scheduled opening day of Convention.

Any delegate proposing a first-degree amendment to the Committee's proposed canonical or constitutional language changes must submit the proposed amendment in writing in a form suitable for electronic posting (as specified by the Secretary of the Diocese) no later than 48 hours before proposed votes on the Committee's recommended canonical or constitutional changes. The Secretary shall promptly post such amendments for downloading and review by delegates. If more than one first-degree amendment is received, the Presiding Officer shall give the earliest submitted amendment priority in the order by which Convention debates such amendments.

No amendment first proposed less than 48 hours before proposed votes shall be in order unless the subject matter of the amendment is germane to a timely filed first-degree amendment.

3. **Committee on Resolutions.** The Committee on Resolutions shall conduct an open hearing at or not less than fourteen (14) days prior to the day votes are scheduled at Convention and shall make its report not less than seven (7) days before the day votes are scheduled at Convention. Notice of the open hearing shall be announced at least six weeks prior to the scheduled opening day of Convention.

Any delegate proposing a first-degree amendment to the Committee's proposed resolution language must submit the proposed amendment in writing in a form suitable for electronic posting (as specified by the Secretary of the Diocese) no later than 48 hours before proposed votes on the Committee's recommended resolution. The Secretary shall promptly post such amendments for downloading and review by delegates. If more than one first-degree amendment is received, the Presiding Officer shall give the earliest submitted amendment priority in the order by which Convention debates such proposed amendments.

No amendment first proposed less than 48 hours before proposed votes shall be in order unless the subject matter of the amendment is germane to a timely filed first-degree amendment to a timely filed resolution.

4. **Committee on Budget.** The Committee on Budget shall conduct a hearing not less than fourteen days prior to the day votes are scheduled at Convention. Notice of the open hearing shall be announced at least six weeks days prior to the Convention. Committee revisions to the proposed budget shall be posted seven days before the day votes are scheduled at Convention.

5. **Diocesan Journal Posting Date.** The Journal of Convention shall be posted electronically by September 30 in the year following Convention, or 60 days after Diocesan receipt of the audits of Diocesan accounts, whichever date is earlier.
6. **Posting of Election Results.** When Convention holds a contested election for office, the numerical results of each ballot shall be announced and posted for Convention before voting begins on the next ballot and shall be part of the public record of Convention.

C-7: An amendment to Canon 12.5 to refer to the Virginia Plan for Covenantal Giving.

C-7 as submitted.

C-7 AMEND CANON 12, SECTION 5 AS FOLLOWS:

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 Each Vestry shall commit to the Virginia Plan for Covenantal Giving 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.

SUBMITTED BY THE REV. CHRIS MILLER ON BEHALF OF THE TASK FORCE ON RESOURCING GOD'S MISSION: THE REV. SVEN VANBAARS (CHAIR), MR. MARK EASTHAM, THE REV. TORRENCE HARMAN, MRS. STEPHANIE GURNSEY HIGGINS, THE REV. CHRIS MILLER, THE REV. KATHLEEN MURRAY, MR. KEN ROYSTON, MR. BOB STEVENTON, MRS. SUZANNE STROUP, AND THE RT. REV. PORTER TAYLOR.

C-7: An amendment to Canon 12.5 to refer to the Virginia Plan for Covenantal Giving.

C-7 as adopted.

C-7 AMEND CANON 12, SECTION 5 AS FOLLOWS:

Each Vestry shall commit to the Virginia Plan for Covenantal Giving 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.

SUBMITTED BY THE REV. CHRIS MILLER ON BEHALF OF THE TASK FORCE ON RESOURCING GOD'S MISSION: THE REV. SVEN VANBAARS (CHAIR), MR. MARK EASTHAM, THE REV. TORRENCE HARMAN, MRS. STEPHANIE GURNSEY HIGGINS, THE REV. CHRIS MILLER, THE REV. KATHLEEN MURRAY, MR. KEN ROYSTON, MR. BOB STEVENTON, MRS. SUZANNE STROUP, AND THE RT. REV. PORTER TAYLOR.

C-8: Add Canon 27 Section 14

C-8 as submitted.

Section 14. Publication Pursuant to Title IV.6 of the General Canons, The Bishop shall see that each year clear public notice is given to the parishes and members of congregations about the methods and means of reporting offenses.

Rationale: This amendment is offered to ensure effectiveness of following the Diocese of Virginia reporting process. At this present time, the methods and means of reporting misconduct to the Diocese are not easily accessible and difficult to find. Providing at least an annual clear public notice of methods and means of reporting better protects and supports all parties affected by misconduct.

SUBMITTED BY: THE REV. ALYSE VIGGIANO.

C-8s: An amendment to Canon 27.14 on notice of methods and means for reporting clergy Title IV Offenses.

C-8s as amended. The Committee proposed a substitute resolution in place of the proposed Canonical amendment, as follows:

C-8s

Resolved, by the 227th Annual Convention of the Diocese of Virginia that methods and means for reporting information concerning Title IV Offenses be publicized, to include, but not be limited to, information on the Diocesan website and a not less than annual broad-based communication through the eCommuniqué and other appropriate publications or messaging.

C-8s: An amendment to Canon 27.14 on notice of methods and means for reporting clergy Title IV Offenses.

C-8s as adopted as a Resolution.

C-8s

Resolved, by the 227th Annual Convention of the Diocese of Virginia that methods and means for reporting information concerning Title IV Offenses be publicized, to include, but not be limited to, information on the Diocesan website and a not less than annual broad-based communication through the eCommuniqué and other appropriate publications or messaging.

Annual Reports

Anna Julia Cooper School

Year twelve and the beginning of year thirteen have been eventful ones for Anna Julia Cooper School (AJC). I am proud to report that we did not miss one day of in-person instruction beginning with our four-week summer school in July of 2020. However, like all schools, we learned how to pivot and improvise. For about half the '20 - '21 school year we alternated between girls and boys in the building in order to meet the COVID spacing guidelines. Eventually we were able to have almost all the students in school in person.

All but three of our eighth-grade graduates matriculated to independent schools, a sizable portion of them going to Cristo Rey Richmond. Along with that, our connection with and placement of students at several of the better-known area independent schools like the Saints, Trinity, Collegiate and Steward, is stronger than ever. Eleven of our high school graduates began as freshman in college this fall. Our total number of graduates stands at 218 and we remain in touch with about 95% of them. In August, we hosted a very successful first alumni reunion with about 45 in attendance and look forward to several more this year alone. Continuing to work with and remain in contact with our graduates remains a core strength of the school.

As always, there are some graduates who are struggling, some significantly so, and we remain committed to trying to help them as much as those who are thriving in college or the workforce. Two graduates are now on staff here, and another will be a long-term substitute teacher beginning in November when a teacher goes out on maternity leave. This is a wonderful and welcome development in the life of AJC.

Several months ago, we completed our \$16 million capital campaign in received donations and pledges. Approximately half of that is for our new gymnasium and middle school building; the other half is slated to be divided between a bridge for programmatic expenses as our annual budget grows in the next several years and the establishment of an endowment. The gymnasium is completed and is currently (and enthusiastically) in use every day. As I write this, we are awaiting the Certificate of Occupancy for the middle school pending a couple of final inspections. And for the fourth year in a row, we were forward funded as the fiscal year began on July 1. Our supporters continue to be extraordinarily generous to us.

With the beginning of summer school in July, we opened a second and third grade for the first time, with plans to open Kindergarten and first grade next school year. In those two grades, along with our fourth grade entering class, we are seeing firsthand the collateral damage and consequent challenges of working with students who had not been inside a school building for almost one and a half years. The academic, social and emotional toll is hard to overstate. Meeting their needs ranges from challenging to overwhelming and teachers and staff are feeling it.

Speaking of which, like everyone else AJC has carried the weight of COVID and all of its complications. Seemingly all systems and activities became, and remain, harder. What used to be simple processes (e.g., lunch and athletics) now look entirely different or are on pause. Nor are we working with a population which is eager to be vaccinated. No staff member has been immune from the personal, familial and workplace challenges of the virus. Cracks can become fissures and all of us have ridden the waves of anxieties and uncertainty about the future with still no end in sight. Throughout all of that, we have made every effort to balance those obstacles with the compelling need to be here and to be open for our students.

About six months ago, our board made the unanimous decision to change our name, removing the word "Episcopal" from the title. This was not done lightly and followed a more than two-year deliberation with all staff and board members, as well as many volunteers and donors. We also consulted with Bishop Goff who with great encouragement and freedom urged us to do what we

believed was best for the school and its mission. She said that with or without the word “Episcopal,” our relationship with the Diocese would not change.

That lengthy deliberation can be summarized around two main points: 1) Since the school’s founding, and because of its name, many potential and actual donors have assumed AJC is funded all or in large part by the Diocese. While this may be a natural assumption, it is not true, and because we depend entirely on an increasing number of donors who are willing to bet on us, that misconception could be costly. 2) We also felt that, taken as a whole, and a deep connection to the Episcopal community notwithstanding, the word “Episcopal” does not accurately reflect our practical and de facto religious and Christian identity. To name only one factor, you could count on less than one hand the staff and students here who identify as Episcopalians.

All of that said, our staff and our board are emphatic about retaining our religious practices of daily prayer, scheduled and spontaneous, religious symbols and language, our acknowledgement of Christ as the center of our faith and identity, and the continuation of weekly chapel whose form is primarily that of the Episcopal tradition.

In about a month we will have our five-year interim accreditation visit from Virginia Association of Independent Schools (VAIS). I feel that we are more than ready for it. From our curriculum to our audit, risk management to personnel policies and practices, the quality of our programs and of our board, and the overall strength of our “community of affection,” we are as ready as we can be for the next five years.

What are our concerns? Funding is always a concern. We have grown in thirteen years from 25 students and a budget of roughly \$325,000 to 147 students and a budget of nearly \$3 million, a significant amount of which supports our graduates. However, that is not our primary concern. The primary and overarching concern is whether we can sustain the quality of all that we are doing every single day in a way that has a significant enough impact on our students to fulfill our mission and merit the extraordinary and generous support we receive. The margin for error always feels thin. Our students come to us with vast gaps in areas others take for granted and for which there is no remedy but time, excellence and love. Only the accumulation of days and classes that are transformative will be sufficient to “change the trajectory of their lives.” As we continue to commit to serving at least three-quarters of our population from four of Richmond’s neighboring public housing communities, the environments out of which they come do them no favors. Maintaining our extraordinary staff and ensuring that they feel content and energized, doing the hard but necessary work every day (when every day is precious), and keeping at it when failure is part of our daily bread – this is our greatest concern.

In that regard, I guess things haven’t really changed much in thirteen years! We’ll check back in a year and see where we are.

SUBMITTED BY: MICHAEL MARUCA, HEAD OF SCHOOL

Alexandria Region

The Alexandria Region held its first in-person meeting since mid-February of 2020 on September 14, 2021: a joint meeting of the region’s clericus and region delegates with at least 20 people attending a joyful celebration of the new physical home of Church of the Resurrection.

We had continued quarterly meetings via Zoom until our in-person gathering in September.

At our September in-person gathering, hosted by the Rev. Jo Belser and Betsy Faga at the new Church of the Resurrection at 2800 Hope Way in Alexandria, we welcomed three new clergy to the region and

shared a Eucharist together led by our Dean, the Rev. Randy Alexander of Immanuel on-the-Hill, and the Rev. Belsler. We shared a celebratory in-person meal. This was a timely opportunity to be together. All our parishes are beginning the new program year with gratitude to be together and facing the continuing challenges of the multi-faceted impacts of living and serving during a pandemic.

Together, our annual region financial contributions were considered and the recommendations of the Outreach Committee, chaired by Betsy Faga, were agreed upon to support programs that assist our neighbors in need in our city. With gratitude to every parish for generous contributions in an unusually financially challenging time for all, we were able to maintain our contribution level of 2020. Our region is supporting the following programs:

ALIVE!

This long-time program in Alexandria became the coordinator for a new Eviction Prevention Program that is a collaboration of a wide network of organizations, including the Lazarus Ministry and the City of Alexandria.

Refugee Ministry and Lazarus Emergency Financial Ministry

With the onset of COVID-19 the Christ Church and West End Lazarus Ministries became a remote operation. Eleven counselors have responded by phone, text and email to Alexandria residents five days a week from 9 a.m. to 6 p.m. Led by Melanie Gray, Director of Outreach for Christ Church, and her able staff; residents have received assistance with rent and medical needs as well as security deposits, transportation expenses, grocery delivery, referrals to other organizations, advocacy, source of information, and equally important – a listening and caring ear.

In 51 weeks in 2020, the Lazarus Ministry assisted 1,088 people by distributing \$375,000; triple its normal budget thanks in part to additional funds from the American Rescue Plan. In the first six months of 2021, counselors have helped 615 clients for a total of \$106,400. There is the hope for additional federal monies in the coming months. Evictions have been a major concern. Although a court decision ended the CDC moratorium on evictions, Virginia law requires landlords to take certain steps before initiating an eviction. Alexandria has a collaborative group assisting residents who receive eviction notices and assisting residents in applying for rent relief funds.

The Afghan Refugee Ministry

The Afghan Refugee Ministry which began in 2016 has 24 families being shepherded by teams of volunteers. There are three resettlement agencies in Northern Virginia under federal contract to help the newest refugee families arriving in the United States. Although none were planned to be resettled in Alexandria, Melanie Gray, director of Mission and Outreach at Christ Church, is aware of over 30 families in the city. The three agencies are meeting on September 15 which we hope will provide a clearer picture of resettlement plans.

Meade Memorial Bag Lunch

Meade Memorial has continued its bag lunch program and saw the need increase during COVID. With the help of volunteers from seven churches they have been serving 75-125 people Monday to Friday from 11:30 a.m. - 1:30 p.m. The lunches are distributed in the outside garden and guests are very cooperative. On Wednesday a generous donation of groceries is received from ALIVE. The groceries are packaged the same day and distributed Thursday and Friday. The donation from the Alexandria Region is used for utility costs, plumbing needs and cleanup.

Grace Church Food Pantry

Several of the Alexandria Region churches have remarkable food pantries that have seen increased numbers during COVID. Because of its location in the Arlandria Chirilagua area, Grace Church has significantly increased its food distribution. Distribution takes place Tuesday

and Friday, and they serve 250-300 families a week with food and non-food personal items. They also have a partnership with Tenants and Workers United for distribution. On average their expenses are \$30,000 - \$35,000 per quarter.

In February of 2021 we were gifted by the Rev. Collins Asonye, Rector of Meade Memorial Church, with an amazing Zoom webinar in celebration of Black History Month. The panel discussion, *Mine Eyes Have Seen the Savior*, was attended by nearly 50 people on Zoom, most of whom stayed for the discussions for nearly two full hours. The panelists and moderator discussed the roles of the Black Church in America and took questions from attendees. This program was in conjunction with the PBS series premier that aired in February 2021 on The Black Church. The Rev. Asonye put the entire program together with several key speakers including: The Rev. Professor Quardricos Bernard Driskell who is Pastor of the historic Beulah Baptist Church in Alexandria; Dr. Robert Johnson, a pediatrician in Virginia Beach who is affiliated with multiple hospitals in the area including Children's Hospital of The King's Daughters and Sentara Norfolk General Hospital; Ms. Ebonee Davis of the Office of Multicultural Ministries at Virginia Theological Seminary; and serving as moderator Ms. Nicole Livas, a Norfolk, Virginia, broadcast journalist who is evening anchor and special projects reporter at WVEC-TV in Norfolk and former anchor, producer and editor for Voice of America in Washington, DC. The Rev. Asonye hosted the Zoom webinar while also participating as one of the panelists. We could not have envisioned such an opportunity only a year earlier.

At our May 2021 meeting via Zoom we had the opportunity to lift up Shrine Mont as a safe oasis and place apart in a second summer living during a pandemic but moving safely forward. Our guest was Shrine Mont Director of Development Kirk Gibson.

We are taking advantage of a unique opportunity to continue to invite to all our meetings, for their input and insights, the Rev. David Crosby and the Rev. Elizabeth Rees in their respective roles as region supply clergy, and St. Stephen's and St. Agnes Upper School Chaplain. Both have served as clergy region delegates in past years.

The region had not met in person since February 2020. At that in-person meeting, we were invited to join the Rev. Dr. Joseph Thompson's evening class at Virginia Theological Seminary on Race and the African American Experience. We heard a lively presentation and discussion among many new seminarians from around the nation. Dr. Thompson provided additional brief take-away educational resources to the region. It was a great opportunity to meet with Dr. Thompson's class, as the previous summer he and the Rev. Canon Mark Furlow of the Diocese of Southwestern Virginia led the first of a series of commemorative walks in Virginia, from Alexandria's Contrabands and Freedman Cemetery Memorial to 1315 Duke Street in Alexandria, the historic site which is now owned by the City of Alexandria as a museum to educate about this part of the City's history. (<https://www.alexandriava.gov/historic/info/default.aspx?id=113108>) The summer 2019 commemoration and walk was one of a series of events from Alexandria to Abingdon that followed the Slavery Trail of Tears with collaboration between the Diocese of Southwestern Virginia, Virginia Theological Seminary, and many community partners along the way. (<https://www.youtube.com/watch?v=vNkMX8-4V9g>) These events marked the 400th Anniversary of the first enslaved African people coming to Jamestown. The regional pilgrimage was part of other events across Virginia and the United States, and Alexandria Region delegates participated in this walk.

In July of 2020, Melanie Gray, director of Mission and Outreach at Christ Church, hosted a special region meeting via Zoom with region attendees and 28 representatives including Alexandria City government agency leaders, social service agencies, various church support organizations of many denominations, and more. This illustrated the continued critical importance of collaboration and coordination of all of us together in doing God's work. The meeting was reported in the local news media by Shirley Ruhe, who attended at Melanie's invitation. (<http://www.connectionnewspapers.com/news/2020/jul/25/alexandrians-sit-edge-eviction/>)

We were grateful for the opportunity for the presence of our region youth delegate at the virtual 2020 Annual Convention, Brendan Wommack, who is currently a freshman at William and Mary.

For the year-end 2020 we also were grateful for the opportunity to financially support together, as a region, the same programs as in 2021.

Our eight regional churches find ways throughout each year for needed collaboration and to support each other's programs, whether it's the Christmas tree sale at St. Clement with proceeds supporting their ministries, or participating together in A March for Our Lives in Old Town Alexandria, or drawing together to support the annual pumpkin sale at Immanuel on-the-Hill with proceeds supporting their ministries, and which includes, when possible, a youth event for youth of the region to come together. Together, region delegates support feeding the hungry through Hunger Free Alexandria, and other programs such as gleaning together at the Old Town Farmers' Market to provide fresh produce at food pantries, and collectively supporting social service programs through work with every government and charitable organization tackling these issues.

Our region work is facilitated by our Vice President and Outreach Committee Chair Betsy Faga of Church of the Resurrection, our Secretary Cindi Bartol of Christ Church, and our Treasurer Barbie Frank of Emmanuel Church. We are grateful for their ongoing service to implement our region's ministry. We are also kept informed on important diocesan work and goals by the Rev. Belser who is serving on the diocesan Executive Board, and by Bob Steventon of St. Paul's who is now serving as our Region representative on the Resourcing God's Mission Task Force.

SUBMITTED BY: SUSAN L. HAHN, REGION PRESIDENT, CHRIST CHURCH, ALEXANDRIA.

Brotherhood of St. Andrew

The Brotherhood of St. Andrew (BStA) is the Episcopal Church's oldest ministry and also one of its most effective. This ministry has been bringing men and youth to Jesus Christ since its founding on the cold, wintry day of November 30, 1883 at St. James' Episcopal Church in downtown Chicago. Homeless men were sleeping on the city's downtown streets – and it was these men the fledgling Brotherhood wanted to save.

Today, the Brotherhood of St. Andrew is a worldwide ministry. Its 4,192 members in 357 U.S. chapters perform a myriad of ministries, including building ramps for wheel-chair users and repairing homes for owners who cannot afford the expense.

In the Episcopal Diocese of Virginia (DOV) there are 168 members assigned to twelve chapters, each assigned to a parish. The three largest chapters are: Pohick, Lorton; Trinity, Fredericksburg; and St. Stephen's, Culpeper. There are also 45 members-at-large.

Some accomplishments by the BStA Diocesan Coordinator include the following:

- With the support and guidance of the Minister for Communications, Nancy Chafin, established a BStA webpage on the DOV website.
- Along with the BStA Executive Director, Tom Welch, met with Bishop Susan Goff to provide an update of diocesan BStA chapters and goals.
- Participated in the BStA National Wellness project (named "Project Reach Out") to personally contact each member in the Diocese and ask a series of questions with the purpose of expressing concern and offer prayer.

- Participated in the “*Let Your Andrew Out*” National BStA Webinar where the DC shared his experiences of putting discipleship and mentoring into action and what this effort meant to his spiritual journey in the Brotherhood.
- Serves as an active member of the BStA Province III monthly Zoom meetings and helped to lead updating the Province III Bylaws, which are being used as a model for all provinces in the BStA. Province III is comprised of BStA members in the District of Columbia, Delaware, Maryland, Pennsylvania, Virginia, and West Virginia.

NOTE: James (Jim) Carlock has served as the BStA Diocesan Coordinator since February 2020 after the position had been dormant for several years. In this capacity he works to start new chapters, retain existing chapters, and become a liaison between the Brotherhood, the Province, the Diocese and the local parish. Jim is also the Secretary for the Trinity Episcopal Church Chapter in Fredericksburg and serves on the BStA Racial Reconciliation Task Force.

SUBMITTED BY: JIM CARLOCK, DIOCESAN COORDINATOR, BROTHERHOOD OF ST. ANDREW.

Central Richmond Region

Discernment decisions for Regional Mission and Funding in Budget Year 2021

In 2020 Central Richmond Region voted to adopt a mission discernment approach to planning for the new year. The first step is to identify mission activities to which we feel called as a region. This discernment process will guide consideration of how best to use our discretionary funds to support these ministries that have emerged.

Last year the region identified responding to the impact of COVID-19 in Richmond with a focus on food distribution. Churches in our region made kitchens available to Underground Kitchen Community First (UGK CF) and others worked to increase the capacity of their food pantries and other distribution efforts to respond to the increased need for food. Financial support was provided to UGK CF, St. Thomas Food Pantry and Grace & Holy Trinity Church’s Red Door ministry. A portion of our discretionary funds were also provided to St. Andrew’s and Anna Julia Cooper schools.

For 2021 the ministry initiatives that emerged continue to focus on response to COVID-19 and we identified areas for regional consideration. We have decided to contribute the following monies to these programs.

School age children

\$600 each to Anna Julia Cooper School (<https://www.annajuliacooperepiscopalschool.org/>) and St. Andrew’s School (<http://www.st-andrews-school.org/>). AJC and St. Andrew’s are two private schools providing education to children from low-income families. They have continued to operate during the pandemic both in-person and virtually. Additionally, both staffs have been very proactive in maintaining contact and communication with students and their families. The region provided funds to both schools in 2020 and in years past.

\$600 to Peter Paul Development Center (<https://peterpaulrva.org/>). Peter Paul Development Center (PPDC) provides resources and activities for children and their families living in the East End. During COVID they have been particularly focused on providing Richmond Public School students resources and support to improve virtual learning support and effectiveness. PPDC has received support from our churches in the past and we continue to support it in this time.

Poverty

Poverty is a complicated and enormous issue in our region and COVID has exacerbated the challenges faced by people experiencing poverty. There are two programs already in place that have received support from churches and their parishioners, and we considered how our region might continue to help with their work.

\$600 to Circles RVA (<https://circlesrva.org/>). The region has sponsored meals in the past and as restrictions are lifted, we want to continue this.

\$600 to Re:Work Richmond (<https://reworkrichmond.org/>) Its mission is to empower underemployed adults living in Richmond's East End to obtain the skills and necessary support to qualify for and ultimately gain thriving, living-wage careers.

\$900 to Support for Afghan Refugees through the Islamic Center

With the recent arrival of thousands of Afghans in Virginia, Dean Charlie Dupree reported growing interest in addressing their needs. The Islamic Center is already actively collecting contributions and would be a good place to start.

\$900 to Support for Haiti's August earthquake victims through Episcopal Relief & Development

Episcopal Relief & Development is partnering with Food For The Poor to provide humanitarian assistance to communities in Haiti that were impacted by the recent 7.2 magnitude earthquake. The August 14 earthquake and Tropical Storm Grace destroyed nearly 61,000 homes and damaged another 76,000.

The twelve parishes in the Central Richmond Region remain committed to addressing critical issues in our area from a Christian perspective, and we look forward to continuing and increasing outreach by sponsoring new and expanded, collaborative ministries.

Churches in the Central Richmond Region: Christ Ascension Church; Grace & Holy Trinity Church; Holy Comforter Church; St. Andrew's Church; St. James's Church; St. John's Church; St. Mark's Church; St. Paul's Church; St. Peter's Church; St. Philip's Church; St. Thomas' Church; St. Stephen's Church.

Region Dean: The Rev. Dr. Charles "Charlie" Dupree, St. Paul's Church.

SUBMITTED BY: LARRY CLARK, CENTRAL RICHMOND REGION PRESIDENT.

Church Schools in the Diocese of Virginia

It is my pleasure to share the experience of the academic year 2020-21 just concluded. It was a year that was much like many in that our goals remained consistent while we navigated multiple surprises and unexpected challenges.

Professional leadership transition continues as it has in past few years. Terrie Scheckelhoff concluded her service to St. Catherine's in the summer of 2019 and Lila Lohr served brilliantly as Interim Head during an exceedingly difficult 2020-21 year. Cathy Sgroi retired from St. Margaret's at the end of 2020-21 after forty-five years of service to the school, the last five as Head. Jeb Byers, after what will be twenty-two years as Head, announced that he would retire from Christchurch School at the end of 2021-22.

I will join that impressive group and retire, after thirty-four years of service to Church Schools, in the summer of 2022 as well. Cindy Trask at St. Catherine's and Colley Bell III at St. Margaret's are in office as Heads of Schools, and search committees are at work for Christchurch and Church Schools.

There are long lists of impressive accomplishments. Honors were granted and performances were recognized. Athletic, academic and artistic accomplishments were many. There were also the inevitable human sorrows that is a part of living in community. There were, however, are now and will continue to be for some indeterminate time, significant medical and social challenges.

Leading a human intensive enterprise is never easy. Those who work in and govern Episcopal schools have a lofty goal. They hope to make the world a better place, and to do so by forming a certain kind of young adult to effect that change. Parents trust the schools with their children and the significant amount of money necessary to pursue that goal. All parties are committed, work very hard and have high expectations.

The current season has three additional distinct but overlapping challenges. The COVID-19 pandemic, the important work around racial justice, diversity, equity and inclusion, and the emerging issues connected with gender identity are each enormously challenging, sensitive and controversial. Fear, impatience, exhaustion and honest disagreement are evident in all three.

I am proud that our school leaders have kept the focus of their communities squarely on the core of the enterprise – forming and educating young adults to make a better world. This despite the significant and constantly evolving challenges to keeping a community safe and healthy and the passion to navigate the often-conflicting views in the various communities on racial justice and gender identity.

It is the same in the world, of course, and in the Church. Schools, however, are our corner of the vineyard and we take very seriously the important work with the young people. I would suggest that the work we are privileged to do in the schools is both the best and the most important work there is.

SUBMITTED BY: DAVID H. CHARLTON, PRESIDENT, CHURCH SCHOOLS.

The Community of Deacons

February 5, 2021, was the 10th anniversary of the ordination of those called to the diaconate in the Diocese of Virginia. As of October 2021, six classes of deacons have been ordained, and we have two additional classes in formation in the St. Phoebe School for Deacons. Currently, we have 33 canonically resident or licensed deacons serving 30 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.

This year, we welcomed seven deacons to the community. These deacons were formed during pandemic, and their 2020 parish internships were very different than expected. They were ordained in April 2021 in separate services over three days. They are: the Rev. Deacons Steve Busch, St. John's, Centreville; Courtenay Evans, Buck Mountain, Earlysville; Shea Godwin, Calvary, Front Royal; Salli Hartman, St. Mary's, Colonial Beach; Brian Justice, Grace, Goochland; Peg Moncure, Christ Church, Middlesex; and Steve Pace, Church of our Savior, Montpelier. We are grateful for their ministry in their parishes and in this Diocese.

In May 2021, the Diocese held its first diocesan Deacons' Day virtually. This event is designed to increase awareness of the diaconate in our Diocese. Seekers, postulants, deacons, priests, diocesan staff, and others attended as we discussed what the diaconate is and is not, and how one is formed to

serve as a deacon. Approximately 40 people registered, and roughly 30 attended. We hope to have the second diocesan Deacons' Day in May 2022 as an in-person gathering.

The Community of Deacons continued to meet monthly in 2021 virtually to offer support, to form community, and to share ministry ideas. We were very grateful to be able to gather at Shrine Mont October 15-17, 2021, for our first in-person retreat since 2019. Thirteen deacons gathered to reflect on "The Healing Touch of God." Bishop Goff joined us for conversation and Eucharist. We also offered a virtual retreat option for those unable to attend in person. Four deacons attended online, focusing on the same theme.

This year, as we prepare to elect a new bishop, three deacons are serving on the Search Committee for the 14th Bishop. The Rev. Deacons Emmetri Beane, Christine Garcia, and Frederico Garza are generously giving of their time, talent and ministry, and they are providing strong diaconal voices for this search.

Feel free to reach out to David Curtis (dcurtis@saintjohnsrichmond.org) should you have any questions about the Community of Deacons in our Diocese.

SUBMITTED BY: THE VEN. DAVID CURTIS, ARCHDEACON.

Culpeper Region

Culpeper Region comprises ten churches in Culpeper, Fauquier, Madison and Rappahannock counties. In the years 2020-2021, several churches have been in transition (Grace Church, Casanova; Piedmont/Bromfield Parish, Madison; St. Luke's, Remington, St. Stephen's, Culpeper; and Trinity, Washington). St. Stephen's, Culpeper, is now served by an Interim Rector, the Rev. Bill Sachs. Trinity, Washington, called the Rev. Elizabeth Keeler to serve on September 1. The other churches continue to search. The region now has delegates and contacts for every church in the region.

In late 2019, the Culpeper Region made its first larger Region Mission Grant to Shiloh Baptist Church of Brandy Station to assist them to rebuild their church after a devastating electrical fire. Culpeper County community members gathered at the new Shiloh Baptist Church to celebrate the church's new building on June 19, 2021. The region, Christ Church, Brandy Station (the Rev. Grace Cangialosi, Priest-in-Charge), Culpeper County businesses and others were honored to assist the community of Shiloh Baptist Church.

In early 2021, the region made a Mission Grant to the Northern Piedmont foundation as they support the same counties that comprise the Culpeper Region.

For 2021, Culpeper Region meetings have been held virtually via Zoom. Bishop Jennifer Brooke-Davidson was able to attend the February meeting.

Internet connections are difficult for many in our rural area, even so the region has been able to conduct meetings and handle business. In 2021, the region focused on smaller, equipment grants to region churches to improve their ability to host online services for their communities. Each meeting we spend time sharing tips, tricks, logistics and equipment ideas for hosting online services.

Our rural church members have been creative and flexible in serving their communities online (virtual services, book clubs, "coffee hours," and more) and have been able to find people willing to learn how to host online services. Most of our churches have been able to meet in person a few times since June, and yet remain flexible enough to move back to online services if needed. We share a commitment to keep our more vulnerable members safe.

Looking to the future, we have started to discuss what we might be able to do as a region that our churches are not able to do individually. We have clergy and congregation members with wide experience in hosting/mentoring online seminars, classes and more. We hope to be able to leverage that experience to enlarge our rural church experiences into a greater sense of the Episcopal Church as a wider, accessible community of faith, learning and flexibility.

Diocesan Missionary Society

Diocesan Missionary Society (DMS) was founded in the 1860's to provide support to our Diocese's mission churches. Since that time, DMS has grown and is a unique related organization and asset to our vibrant Diocese. DMS may be unique to other dioceses in that DMS can provide loan funding to our Diocese's parishes, missions and related organizations through loans for the physical plant of each. DMS has the ability to provide at-market rates for the building of a church, for renovation of a church, and for supporting related organizations in supporting their physical plant. DMS also accepts promissory notes from parishes to support its mission.

During 2020, DMS built a canterbury house on the campus of James Madison University (JMU). DMS had owned the prior canterbury house on JMU's campus. However, after negotiations with JMU, DMS received approximately \$300,000 from JMU and land near the JMU campus on which to build a canterbury house. DMS, with its own funding of over \$1 million, and in support of the Diocese's mission of evangelism and campus ministry, built a new canterbury house for JMU. The Rt. Rev. Susan Goff consecrated the chapel at the JMU Canterbury House on October 17, 2021. DMS built this canterbury house in mind of, and has space for, ecumenical usages of the building.

SUBMITTED BY: THE BOARD OF TRUSTEES OF THE DIOCESAN MISSIONARY SOCIETY

Episcopal Church Women

"Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received." 1 Peter 4:10

Mission Statement: The Episcopal Church Women (ECW) of the Diocese of Virginia, with the grace of the Holy Spirit, share the love of God by making Christ known in the world through prayer, education, concern for others and joyful service.

This report summarizes the activities of the ECW Board of Directors of the Diocese of Virginia for the year 2021.

Our lives have continued to be filled with uncertainty in facing the realities of the world pandemic that grips our country. Despite disruptions, we gained 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." For the first time since February 2020, we plan to meet on October 30, 2021, in a hybrid meeting in which people who feel safe and wear a mask will meet in person, while those not attending in person may attend virtually. Meeting details follow later in this report.

On February 6, 2021, the Board of Directors held a virtual meeting to review the planned calendar of events for the year and to plan for Lenten Quiet Day (LQD). In partnership with Mother's Union, USA, at Trinity Church, Arlington (MUTEC), we invited members to write meditations on scriptures from the Daily Office as part of our commitment to support The Triangle of Hope. The meditations were later distributed to the Diocese on Constant Contact. Cindy Helton continued to

preside as ECW President. Because of the uncertainties of the pandemic and other members of the board being unable to serve, Bishop Goff appointed Cindy to continue as ECW President for an additional year.

The LQD event on March 6, 2021, focused on the new resource created by the Episcopal Church, “From Many, One: Conversations Across Difference.” Our ECW Chaplain, the Very Rev. Kim Coleman, Archdean of the Diocese of Virginia and Rector of Trinity Episcopal Church, Arlington, led the participants in examining why we should strive to cross the great divides that have developed in our national life. The focus was “Embracing Listening and Honest Conversation as Spiritual Disciplines.”

In other activities this spring, members of the board participated in virtual programs offered through their churches or by the Diocese of Virginia for reviewing racial divides and the steps to repentance and reconciliation through awareness, relationships and commitment. In subsequent meetings, they reported on participation in book groups and Sacred Ground workshops.

Available to the entire Diocese on May 8, 2021, the ECW virtual program supported the goals of the Episcopal Church to look, listen and learn to address issues as presented in the labyrinth for “Becoming Beloved Community.” The Rev. Canon Jesus Reyes described the path that we should follow to tell the truth, to determine those excluded from benefits and to understand the reason. “All are children of God, and all must be included,” he advised. He added, “When we vote, consider what is good for everybody, and not just for ourselves alone.”

The second program on May 8, featured Michele Trampe of Central Virginia Justice Initiative. She described the broken system of dealing with human trafficking and raised our awareness on the complications of the crime. The work is “more than just rescuing the victims and trying to help them,” she said. Their needs range from requirements of food and shelter to medical, dental, mental health and education. It was enlightening to learn that the repair work may be just to provide a day of safety, or to “plant a seed” of hope and light.

The worship service that followed began with the hymn, “Healing River of the Spirit,” and the homily by the Very Rev. Kim Coleman included the story of Julian of Norwich, who suffered during a pandemic centuries ago.

On August 7, 2021, the ECW Board of Directors met again to review its programs and activities. Members of the board reported on the status of their work during the past year. Gifts and Scholarships chair, Kathy Jimerson, indicated that \$4,600 in scholarships was awarded to ten outstanding applicants. Phenie Golatt described the work of the Church Periodical Club in awarding a grant to Anna Julia Cooper School for \$844.

Guided by the Episcopal Church’s format in “Becoming Beloved Community,” we were excited to plan an in-person meeting for October 30, 2021, for those who wear a mask and feel safe to attend. Those who cannot attend in person may join the meeting virtually. An invitation packet highlighting the work of the ECW was prepared and distributed online throughout the Diocese, primarily via email and Constant Contact, and registration was coordinated through Eventbrite. We are most grateful for the technological support of the diocesan staff.

This Annual Fall Meeting will be held on October 30, 2021, at the Church of the Epiphany, Richmond, and is open to the entire Diocese. The ECW is most grateful to the Rev. Andrew Reinholz, Rector, for his gracious invitation to meet in this beautiful space. The program speaker, the Rev. Dr. John Kinney, theologian, and pastor of Ebenezer Baptist Church, Beverdam, will address “Proclaiming the Dream: Sharing the Faith of Jesus,” another segment of the labyrinth on “Becoming Beloved Community” and paired with a diocesan goal. Also at this October 30 meeting, the Rt. Rev.

Susan E. Goff will appoint the next ECW President of the Diocese of Virginia. The new president's term of service will begin January 2022.

The Nominations Committee will outline the open positions on the ECW Board of Directors, and ECW President, Cindy Helton will name appointees. The closing worship service will be coordinated by the Very Rev. Kim Coleman, ECW Chaplain, with the Rt. Rev. Susan E. Goff, Celebrant. The Rev. Roberto Orihuela, Rector, Iglesia Episcopal Santa Maria, will preach. The ECW is thankful for all clergy who were willing to serve at this special meeting. For additional details, please visit the ECW Website at www.ecw.thediocese.net.

The last board meeting of the year will be held in person on November 6, 2021, at Grace & Holy Trinity, Richmond. Finally, several board members plan to attend the 227th Convention of the Diocese of Virginia virtually to serve as delegates from their church and to promote the work of ECW.

It has been an honor and a joy to serve as ECW President over the past four years. One of the highlights has been to learn more about the work of our larger Church by serving on the diocesan Executive Board and at Convention. I have enjoyed tremendous support from the bishops, the diocesan staff, the clergy of this Diocese, and from all those who serve on the ECW Board of Directors.

SUBMITTED BY: CINDY HELTON, ECW PRESIDENT.

Education for Ministry

Greetings on behalf of Education for Ministry (EfM) participants and mentors around our Diocese! EfM is thriving, in spite of the continued pandemic. This report details work and progress since our last report to the Diocese in 2020.

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. 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 go deeper and wider with 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. For the year ending in June 2021 there were 31 groups led by 41 mentors, with over 200 individuals enrolled. Three churches in the Diocese hosted new groups. EfM is growing, despite the challenges of the pandemic.

EfM groups have adapted well to meeting virtually during the pandemic. During the past year, most EfM groups continued to meet virtually. As the year progressed, some groups chose to meet in

person, following diocesan COVID guidelines. EfM mentors and participants have adapted well to online meeting platforms, such as Zoom, to continue their work together. In-person EfM mentor training for 2020 and 2021 was cancelled, per direction from Sewanee, and we hope to have in-person training at Roslyn in August 2022. Virtual EfM mentor training has gone well, assuring that new and continuing EfM mentors can maintain their mentor accreditation. Our EfM program has generated a surplus of funds, tracked by the Diocesan finance office, and these funds will be deployed when in-person mentor training resumes. Additionally, Sewanee released \$2,800 to our Diocese of Virginia EfM program, to support \$100 scholarships for EfM participants in the Diocese.

EfM seeks to grow new groups, and to support more EfM mentors and graduates. Attached is a current list of the EfM groups supported by the Diocese. The EfM coordinator will explore with clergy and laity the feasibility of new EfM groups in the three regions where there are no groups.

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 as a “full support” Diocese, through which EfM participants in our Diocese enjoy a reduced enrollment fee. Support from the staff of the Diocese, especially Paris Ball, Minister for Christian Formation & 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. Jane Dowrick continues in her role as diocesan EfM 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.

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 Groups

For information about enrollment and mentoring online-only groups, contact Cindy Hargis, Coordinator of online-only groups in the US, chargis@sewanee.edu. These online-only groups are identified by Sewanee as located in the Diocese of Virginia, however, individuals from any geographic location may enroll in any online-only group with space available, regardless of where the group mentor is geographically located:

Online group 1: Group #6981 (10 enrolled). Jim Papile, jimpapile@gmail.com.

Online group 2: Group #5401 (8 enrolled). Paul Bishop, pbishop4@gmail.com, 703-244-3706; Lucy Chaplin, mooseski1@gmail.com, 603-290-7358.

Note: these 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 (6 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 (6 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 (7 enrolled). Sudie McGahuey, smmcgahuey@comcast.net, 703-820-2363.

Meeting Place: St. Luke's, 8009 Fort Hunt Rd., Alexandria. Group #7067 (7 enrolled). Beth Cavey, caveyelizabeth@gmail.com, 703-362-4331.

Arlington Region

Meeting Place: St. Michael's, 1132 N. Ivanhoe St., Arlington. Group #1910 (6 enrolled). Beth Cavey, caveyelizabeth@gmail.com, 703-362-4331.

Charlottesville Region

Meeting Place: St. Paul's Memorial, 1701 University Avenue, Charlottesville. Group #5752 (6 enrolled). Karen Mawyer, Karenathome51@embarqmail.com, 434-906-9841.

Meeting Place: St. Paul's, 851 Owensville Road, Ivy. Group #4543 (6 enrolled). Deborah Johnson "Debbie" Scott, Debbie@stpaulsivy.org, 434-979-6354; Charles Chabot, CChabot@EmmanuelGreenwood.org, 434-806-8232.

Culpeper Region

Meeting Place: Trinity, 379 Gay Street, Washington. Group #3613 (6 enrolled). Helen Williams, helwillms@yahoo.com, 540-937-4279.

North Fairfax Region

Meeting Place: Holy Comforter, 543 Beulah Road, Vienna.

Group 1: Group #4576 (8 enrolled). Julie Nutter, julie.nutter@gmail.com, 703-389-3450.

Group 2: Group #5793 (5 enrolled). Sharon McGroder, Sharon.mcgroder@gmail.com, 571-524-5214; Dianne Stoddard, dlstoddard@orrick.com, 703-255-7046.

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@stalbansva.org, 703-850-2216.

Meeting Place: The Falls Church, 115 East Fairfax St., Falls Church. Group #12599 (7 enrolled). Mary Cushing, mecu1010@aol.com, 703-772-7457.

Meeting Place: St. Peter's in the Woods, 5911 Fairview Woods Dr., Fairfax Station.

Group 1: Group #6984 (6 enrolled). Pat Keithly, keithlymusic@gmail.com, 703-505-7433.

Group 2: Group #TBD (7 enrolled). The Rev. Susan Hartzell, revsusanh@gmail.com, 703-503-9210.

Meeting Place: St. John's, 5649 Mount Gilead Rd., Centreville. Group #TBD (8 enrolled). The Rev. Carol Hancock, stjohncvpriest@gmail.com, 703-803-7500.

Fredericksburg Region

Meeting Place: St. George's, 905 Princess Anne St., Fredericksburg. Group #5271 (11 enrolled). Carol Lawson, Avcmclawson@hotmail.com, 540-846-5843; Norah Hooper, mnshooper@gmail.com, 540-604-7959.

Meeting Place: Trinity, 825 College Ave., Fredericksburg. Group # TBD (anticipate January start). The Rev. Cynthia McKenna, cmckenna@trinity-fredericksburg.org, 540-656-4646.

Northern Neck Region

Meeting Place: Grace 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 (10 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; John Eagan, jjeagan3@aol.com, 703-973-5038.

Central Richmond Region

Meeting Place: St. Andrew's, 236 Laurel Street, Richmond. Group #12559 (anticipate January 2022 start). Paige Trivett, paige.trivett74@gmail.com, 804-456-7569.

Meeting Place: St. James's, 1205 W. Franklin St., Richmond. Group #6528 (6 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.

North Richmond Region

Meeting Place: Immanuel, Old Church, 3263 Old Church Rd., Mechanicsville. Group #5759 (8 enrolled). Lindsay Ryland, clyland@aol.com, 804-338-2238.

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 Hwy, White Marsh. Group #6625 (6 enrolled). Jen Kimble, jensven1@gmail.com, 804-335-6592.

Winchester Region

No EfM groups in this region.

SUBMITTED BY: JANE DOWRICK, EfM COORDINATOR.

Executive Board

Purpose

The Executive Board is the governing body of the Diocese of Virginia in between sessions of Annual Convention and is responsible for oversight of the budget and program of the Diocese. Much of the program of the Diocese is done by the work of committed volunteers formed in committees and commissions. Delegates are divided into two working groups: (a) the Program Group, which works on the program for the Annual Convention along with diocesan staff and makes recommendations regarding grants, is chaired by Ken Royston of the West Richmond Region, and (b) the Budget Group, working closely with Ted Smith, Treasurer of the Diocese, which is chaired by the Rev. Andrew Moore of the Central Richmond Region.

Meetings

The Executive Board normally meets several times a year and for special sessions, when necessary. These meetings take place at various parishes throughout the Diocese. Due to the ongoing COVID-19 pandemic, all meetings for 2021 were held via Zoom conference technology.

Executive Board Composition

The board is composed of Bishop Suffragan and Ecclesiastical Authority, the Rt. Rev. Susan E. Goff, Assistant Bishop, the Rt. Rev. Jennifer Brooke-Davidson, and Assisting Bishop, the Rt. Rev. Porter Taylor, and 16 voting members selected by the 16 regions of the Diocese to terms of three years. By custom, the Episcopal Church Women are represented by the ECW President, who has seat and voice but no vote on the board. The following regional and ECW delegates serve on the board: The Rev. Jo Belser, Alexandria; the Rev. Catherine Campbell, Arlington; the Rev. Andrew Moore, Central Richmond and Budget Work Grouping Chair; Barbara McMurry, Charlottesville; Mary Ann Cowherd, Culpepper; the Rev. Jay Morris, Fredericksburg; the Rev. Barbara Marques, Upper Tidewater; the Rev. David Lucey, North Fairfax; the Rev. Chris Miller, North Richmond; Sandra Kirkpatrick, Northern Neck; Karl Colder, Northern Piedmont; George Omohundro, Potomac; Sergio Gutierrez, South Fairfax; Preston Sudduth, South Shenandoah; Ken Royston, West Richmond and Program Working Group Chair; the Rev. Webster Gibson, Winchester; and Cindy Helton, ECW. The Bishop is the President of the Board, and a lay Vice President is elected annually.

At the 226th Annual Convention, an amendment was made to Canon 7.1 of the Constitution and Canons to enhance diversity of board membership in many forms – race, gender, age, parish size, skillsets and professional expertise. (See appendix A for the full amendment.) Bishop Goff, with the advice of the Standing Committee, appointed three lay leaders to serve as At-Large members, for a one-year term on the Executive Board with full voting rights. Each At-Large member has the option of being reappointed for no more than two additional one-year terms. Those appointed were: Cheryl Groce-Wright, Holy Comforter, Richmond; Alda L. White, Trinity, Fredericksburg; and Garway Bright, Christ Church, Glen Allen, and Vice President. Other non-voting participants at Executive Board meetings generally include: Mark Eastham, Chief of Staff and Board Secretary; Ted Smith, Treasurer; the Rev. Canon Abbot Bailey, Interim Canon to the Ordinary; and Bill Martin, Executive Board Coordinator.

Executive Board Meeting Highlights

January 21, 2021 (Virtual Meeting via Zoom)

- The Executive Board welcomed nine new members, including the three At-Large members appointed by Bishop Goff. Garway Bright was elected to serve as Vice President of the Executive Board and Mark Eastham, diocesan Chief of Staff, was elected Secretary of the Board.
- This virtual gathering was called as a special meeting to continue the work on the diocesan budget for 2021 (Background: After an extended discussion, the 226th Annual Convention meeting virtually on November 14, 2020, declined to approve the budget and thereby referred the budget back to the Executive Board).

- At this date, diocesan Treasurer Ted Smith reported to the Executive Board that 120 pledges totaling \$3.0 million had been received. This represented 85% of the forecasted pledge income in the draft 2021 budget. The diocesan finance staff had plans to contact those 59 congregations that had yet to pledge.

February 27, 2021 (Virtual Meeting via Zoom)

- The Budget Working Group of the Board met and continued work on the revised budget with a discussion of the revised pledge income forecast.
- At this date, 86% of parishes were reporting a pledge to the Diocese, and pledge income was forecasted to be higher than was anticipated at the 2020 November Convention, when approximately 15% of the parishes had reported a pledge.
- The Budget Working Group planned to consider input from the October 31 Open Hearing on the Budget, the November Convention and responses to a subsequent survey of delegates. An Open Hearing on the Budget for Convention Delegates was scheduled for April 17, one week prior to the Special Convention.
- The 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 recommended that congregations adopt this plan where applicable and offered a plan template to congregations free of charge.

March 18, 2021 (Virtual Meeting via Zoom)

- The Executive Board of the Diocese gathered in a special meeting to approve a draft budget to present to the April 24 Special Convention (Background: Bishop Goff announced on February 5 that she will call a Special Convention for the adoption of the diocesan budget. The Special Convention will be held virtually on Saturday, April 24).
- 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, were to be made available on the diocesan website no later than Monday, March 22. An Open Hearing on the Budget for Convention Delegates was scheduled for April 17, one week prior to the Special Convention.

May 20, 2021 (Virtual Meeting via Zoom)

- The Executive Board met on May 20 in a special meeting to debrief on the April 24 Special Convention to Adopt the Budget.
- The board considered how the Diocese might develop a process for addressing Resolution BR-4, which was presented in the closing minutes of Convention and was defeated. The resolution proposed to allocate \$1,000,000 from diocesan investment assets to the income category and add a new line item for "Reparations and Undoing White Supremacy." The Executive Board reached consensus that the issue of reparations will be on the agenda for its June meeting.
- Board members planned to employ a variety of resources, including the Diocese's online library of racial justice resources, to develop a basic and common understanding of the issues and concepts around reparations.
- The board also discussed improvements to the Convention process and procedures, emphasizing ways to promote trust, transparency and improved communication with churches, clergy and delegates.
- The board also created two subgroups – one to study diocesan assets and the other to study campus ministry. The work of each subgroup will help to inform the development of the 2022 budget.
- The board's Working Group on Budget decided to begin meeting in June to develop a budget forecast for 2022.
- The board also decided to consider revisions to the procedural Rules of Order for Convention to improve clarity and consistency.

June 26, 2021 (Virtual Meeting via Zoom)

- Trustees of the Funds (TOTF), the related organization that manages the investment portfolios of the Diocese and many churches and organizations, presented a report to the Executive Board.
- TOTF adopted a Mission-Aligned Investment Policy, which includes a commitment to having at least 10% of their assets invested in explicit Environmental, Social and Governance (ESG) funds. TOTF has scheduled a meeting open to the public on September 8.
- The Executive Board appointed three members – the Rev. Chris Miller, Garway Bright and Ken Royston – to participate on the Nominating Committee for future Trustees.
- The board received a report from the Virtual Governance Task Force, which was formed by the 2020 Diocesan Convention, to study how congregations, diocesan bodies and Convention are using virtual means to carry out governance and how such virtual and hybrid means can make future governance more transparent, accessible, inclusive and diverse. The Task Force has formed three working groups to address lessons learned from the virtual conduct of: (a) Congregational meetings, vestry elections, and property votes; (b) Executive Board and Standing Committee proceedings; (c) Diocesan Conventions (including hearings and voting). The Task Force will continue to gather data, also reaching out to congregations that are not using online meetings due to barriers to internet access or other issues. The Task Force will publish its final report by September 15 and will present its findings and recommendations to the November 2021 Convention.
- The board received an informational report from the diocesan Chancellor and Convention Parliamentarian J.P. Causey on proposed changes to the Rules of Order for the November Convention. The key changes are intended to promote better efficiency and more opportunity for thoughtful discussion of proposed resolutions and amendments.
- The board received an update on the status of the search for a diocesan Missioner for Racial Justice and Healing. The Diocese engaged an executive recruiter to launch a national search to secure the best possible candidate for this important work. Bishop Goff appointed an advisory group representing key groups from across the Diocese to assist with the initial vetting.
- Bishop Goff shared reflections on where we are during the intentional four-year interim between the resignation of the XIII Bishop Diocesan in November of 2018 and the consecration of the XIV Bishop Diocesan in late 2022, during which she is serving as Ecclesiastical Authority. Work continues in the four priority areas she announced in her Pastoral Address in 2019: Healing across divides; care of God’s creation; sharing the faith of Jesus; and resourcing God’s mission.
- Bishop Goff shared that work also continues on the infrastructure of diocesan life, including: Empowering committees and commissions and empowering Deans as the Bishop’s representative in Celebrations of New Ministry; recalibrating the participation of the Bishop on boards; restructuring and clarifying roles of and strengthening diocesan staff. Bishop Goff said that as we come out of the pandemic and into a new normal, we include as a priority a focus on a healthy leadership transition. The Executive Board engaged in vigorous discussion of these focus areas, noting that there have been significant changes and challenges in this time, and that more changes are yet to come.
- The Executive Board’s Program Working Group reviewed the grant applications for the Mustard Seed Grants and the Peter James Lee Small Church Revitalization Fund Grants. The group made their recommendation to approve grants in both categories, and the full Executive Board voted to fund these proposals.
- The Executive Board’s Task Force on Diocesan Assets reported that it held its first meeting on June 2. The board formed this ad hoc group in May to quantify what assets might be available if needed to fund major diocesan mission priorities. The group expects to complete this work by early September.
- The Executive Board’s Task Force on Young Adult and Campus Ministry reported that the group is studying the history of funding of the college chaplaincies within the Diocese. The group will soon meet with the chaplains as a group to hear about their ministries and experiences.

- The Executive Board continued discussion about the important work of racial justice and healing in our Diocese, recognizing that many congregations and other groups across the Diocese are engaged in Sacred Ground, in uncovering their own history, and in other work. The board recognized that this is long-term work in which community and relationship building are vital.
- The Executive Board approved a motion, proposed by Bishop Goff, to designate income from the sale of two unused properties for foundational work in racial justice and healing. This work will include a series of clergy conferences at Shrine Mont over the next year and a half. These conferences will aim to increase the capacity of clergy to talk boldly about race and to help people in congregations and other institutions to talk about race.

September 30, 2021 (Virtual Meeting via Zoom)

- Bishop Goff announced that the bishops have resumed weekly visitations and the Diocese recently held a Day of Commitment on which more than 200 people were confirmed across five services.
- Bishop Goff also announced that the Missioner for Racial Justice and Healing, the Rev. Dr. J. Lee Hill, Jr., will begin his work in the Diocese on November 8.
- The board passed a draft budget to be shared with the Diocese in advance of the open hearing to be held on November 6.
- The budget is balanced at \$5,247,300. The increased income includes that from funds not previously used for operations (as identified by the Task Force on Diocesan Assets) alongside income which is annually distributed in the form of grants and scholarships. All requests for programming are fully funded and the budget includes the position of Missioner for Racial Justice and Healing along with the partial year compensation of the Bishop Diocesan to be elected next summer.
- Mr. Garway Bright, Vice President of the Executive Board, then led a discussion of the Board's work on racial justice and healing. Topics covered included the board's September 8 meeting with the Good Trouble – Diocese of Virginia group, the sale of two unused tracts of land to provide funding for foundational work in racial justice and healing, new and expanded work funded through the operating budget, and the recent hiring of a Missioner for Racial Justice and Healing.
- The board met with two members of the Search Committee for the next Bishop Diocesan as part of the committee's work to expand their knowledge and awareness of the board's functions in diocesan governance.
- A report was presented by the Resourcing God's Mission Task Force giving a brief overview of its Resolution to establish the Virginia Plan for Covenantal Giving which was submitted this week and is available on the diocesan website. A key focus of the report was the role the Executive Board would play in the process of granting pledging percentage adjustments.
- Members of the Task Force on Diocesan Assets reported that, as part of their task to identify all financial assets of the Diocese, including monetary (endowments and other cash resources) and physical (real estate) assets, they have researched files of the Trustees of the Funds and of the diocesan Treasurer's Office to identify the number, amount, origin and directions for use or other restrictions for our assets. The Task Force has identified all assets and further research is being done by the diocesan Registrar and Historiographer Julia Randle to complete the project by late October.
- The Task Force on Young Adult and Campus Ministry reported that their primary work to date has been to seek greater understanding of both the history and present picture of campus ministry in the Diocese. They have consulted with Treasurer Ted Smith to learn more about the history of giving to these programs, as well as with Minister for Christian Formation and Camps Paris Ball to learn more about the distinctions between each group. Their work will continue by connecting with the campus ministers in future months. This group noted that young adult and campus ministry is the second largest funded ministry in the budget.
- Chancellor J.P. Causey reviewed the Updated Rules of Order for the 2021 Online Annual Convention with the board.

Final 2021 Executive Board Meeting: December 16, 2021

Appendix A

Canon 7.1 of the Constitution and Canons Amendment:

“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.”

Fredericksburg Region

Much of our virtual January 2021 meeting was spent as a visit with Bishop Brooke-Davidson who was trying to learn more about the various parishes in the Diocese. Regional council members shared recent activities and programs in their parishes and asked questions about Bishop Brooke-Davidson’s role in the Diocese. The council also received a report on the Executive Board’s effort to develop a schedule of payments until a budget could be adopted for the Diocese.

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, two meetings in 2020 and one of our meetings in 2021 included discussion of the priorities, what member churches have done and resources available. Activities that member churches have undertaken in racial reconciliation continue to be a significant topic of discussion.

A significant portion of our virtual April 2021 meeting was spent in discussion of the proposed diocesan budget in preparation for the Special Convention. Members of council also reported on how their parishes were adjusting to limitations imposed by the pandemic.

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.

SUBMITTED BY: HARRY D. DICKINSON, PRESIDENT.

Ministry for Racial Justice and Healing

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.*

Mission: 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 social, governmental, and ecclesiastical systems.

This report is submitted by Carolyn Lanier of St. Philip’s Church in Richmond, Chair of the Ministry for Racial Justice & Healing for the Diocese of Virginia. Together with the Rev. Justin McIntosh of St. Paul’s, Ivy, Vice-Chair, as well as eight other members, we have diligently worked to live into our Diocese’s strategic vision for the Ministry of Racial Justice & Healing.

Last year, we presented a strategic plan that detailed some of the work of racial justice and healing for our Diocese. That work included educational opportunities, historical research, as well as the exploration of planting more diverse churches. Most importantly, that strategic plan included the hiring of a full-time staff person to serve as Missioner for Racial Justice & Healing, an inaugural position for the Diocese of Virginia.

Throughout the year 2021, the Ministry offered several opportunities to learn about the work of anti-racism, racial justice and inclusion, and more. We hosted webinars on topics such as Implicit Bias, the Doctrine of Discovery, and Healing from Internalized Oppression. We also offered a nine-week Zoom book study on *The Four Vision Quests of Jesus* by the Rt. Rev. Steven Charleston.

In June of 2021, the Diocese of Virginia electronically distributed a survey on Racial Justice and Healing to 159 churches and campus ministries. 46 useable responses were received, representing 29% of the original invitees. Given this response rate, results are not representative of the Diocese as a whole and it is likely that churches that are engaging in racial justice work were more likely to respond than those that are not. Every region of the Diocese was represented by at least two faith communities.

The vast majority (91%) reported engaging in conversations about race and diversity. Thirty-three (72%) reported having a committee or other group actively engaged in addressing race and diversity issues. Fifteen (33%) reported having a strategic plan or other forms of measurable goals regarding these issues. Forty (87%) were aware of the racial justice resources the Diocese of Virginia provides. Eighteen (39%) have engaged in a process to study their racial history and twelve (26%) have not yet done so but would like to. Twenty-nine (63%) reported experiencing some sort of antiracism curriculum; of these, fourteen (48%) reported Sacred Ground as their primary curriculum.

Across all questions, there were some themes, some of which included:

- Learning about church racial history was reported by several communities, and they are, or want to be, studying how colonialism, slavery and racism are associated with their church histories. Responders were also interested in the racial history of the Diocese and The Episcopal Church.
- Communities are eagerly engaging in ongoing education through book studies, bible studies, and a variety of prepared and self-designed curricula. Sacred Ground was the most frequently mentioned racial justice programming.
- Partnering with Black churches or “more diverse churches” was reported as important to some churches (it should be noted that none of the churches that identified as serving primarily People of Color mentioned this as being important).
- Many churches see great importance in connecting their internal racial justice work to their local communities.
- Communities are engaged in a wide variety of racial justice and social justice advocacy work including affordable housing, public health, education, policing, gun violence, care of creation, mental health, voter rights, criminal and civil justice system, and more.
- Communities would like to see more resources and offerings from the Diocese about racial justice and healing.
- Two churches serving primarily people of color reported being constantly engaged in racial justice and healing work because of the make-up of their community.
- The reason some communities did not use diocesan resources related to them not being in Spanish, not feeling connected to the Diocese, having specific local interests, or not covering the range of people and issues relative to racism (need more on Latino, Asian, Indigenous people).

A couple of responses acknowledged having congregations that were relatively unaware of racial issues or having a broad range of folks in their community from deeply committed to racial justice to believing that it is a political issue that doesn't belong in church.

There is more work ahead, but thanks be to God, we continue to see evidence of a righteous hunger among God's people in this Diocese for racial justice and healing, and 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 sustained focus on embodying the vision of Galatians 3:28: "There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus."

We are grateful for the hiring of the Rev. Dr. J. Lee Hill, Jr., who, together with the Ministry for Racial Justice and Healing, will guide the Diocese through this next chapter in our effort to live to our Baptismal Vows to "strive for justice and peace among all people and respect the dignity of every human being."

North Fairfax Region

North Fairfax Region Council membership has remained engaged throughout 2021 and meetings continue to be well attended albeit in the virtual environment necessitated by the pandemic. The churches in the North Fairfax Region are: Church of the Holy Comforter, Vienna; Church of the Holy Cross, Dunn Loring; Church of the Epiphany, Herndon; St. Anne's, Reston; St. Dunstan's, McLean; St. Francis' Korean, McLean; St. Francis', Great Falls; St. John's, McLean; St. Thomas', McLean; and St. Timothy's, Herndon. The Very Rev. Fran Gardner-Smith serves as Dean for the region.

Our Congregations continued to maintain robust weekly worship opportunities earlier in the year either virtually or outdoors where available. When deemed safe to do so, and with prescribed social distancing and masking, we have effectively transitioned back into our sanctuaries creating a "new normal" worship environment.

The North Fairfax Region Council ended 2020 at its December meeting by electing new officers and after much discussion around our obligation and call for use of our financial resources, we agreed to provide a total of \$4,500 to a combination of ministries including Arise Campus Ministry, the Latino Ministry at St. Timothy's, and Church of the Epiphany in support of the homeless shelter maintained in partnership with FACETS, a local charity.

March 2021 Meeting

We were honored to host Bishop Brooke-Davidson at our virtual meeting. She provided a broad overview of the state of the Diocese, the challenges and opportunities before us, and engaged council members on their thoughts and ideas on additional outreach opportunities to help expand our ministries, not only at the diocesan level and within our local congregations, but also in support of local needs.

May 2021 Meeting

The Rev. Drew Enz from Arise Campus Ministry joined us and provided an update on current Arise activities. As a testament to the importance of youth and young adult ministries, council members also engaged the Rev. Enz in a discussion around support of potential programs that would enhance the reach of the campus ministry but would require additional funding. Following much discussion, the council affirmed our support for the work of this ministry by agreeing to provide Arise with additional financial resources by reallocating funds from planned programs rendered inoperable by the pandemic. We also agreed to provide additional monetary support for the diocesan Committee on Aging. Finally, although mission trips were not feasible this year, we agreed to continue the region's financial support of the Moving Mountains Youth Mission Trip (formerly Dungannon) and are working to determine how best to distribute those funds to our mission support partners in Southwestern Virginia.

SUBMITTED BY: KEVIN SWANSON, VICE PRESIDENT, NORTH FAIRFAX REGION.

North Richmond Region

By consensus, the North Richmond Region has been meeting only “as needed” during the pandemic. We have had several meetings via Zoom, and the clericus has remained in faithful communication throughout.

In September we held our first in-person meeting at St. James the Less in Ashland, suitably distanced and masked. After a healthy discussion of where we are and how we wish to proceed as a region, it was decided to focus regional cooperation on a single ministry (do one thing well before branching out). That ministry is to focus on our youth. We have acquired a common curriculum and the churches’ young people are meeting as a single body. The initial gathering was well attended with representation from seven of our churches.

We have a new treasurer (Kelly Evko) and are working with help from diocesan Treasurer Ted Smith to move our checking account to a different bank.

We have decided to gather at least quarterly, with any additional meetings as needed.

SUBMITTED BY: DR. GEORGE SPAGNA, PRESIDENT.

Northern Neck Region

The Northern Neck Region of the Diocese of Virginia is composed of twelve church communities across the Northern Neck. The Very Rev. Megan Limburg is the Dean of the Northern Neck Region. Sandra Kirkpatrick is the region representative to the Diocese of Virginia Executive Board.

The Northern Neck Region held four virtual meetings in 2021 via Zoom. One of these was a Region Executive Committee meeting to finalize the allocation of six Shrine Mont Camp youth scholarships across the region and the designation of a 2021 donation to the Committee on Aging.

In the April meeting, special guest Bishop Brooke-Davidson attended with topics including food justice and related initiatives across the Diocese, how church leaders are doing in communication and worship during this time, and Resourcing God’s Mission work. The Rev. Torrence Harman, as a member of the Resourcing God’s Mission Task Force, has been keeping the Northern Neck Region informed on the work being done, including the proposed plan The Virginia Plan for Covenantal Giving.

The Northern Neck Region used portions of each meeting for collaboration, lessons learned, and updates. Topics included guidelines for regathering outdoors and indoors for services, with sharing of plans. A special breakout session was held with two of the parishes to meet virtually with the Rev. Pilar Parnell for a Q&A on guidelines and recommended practices for in-person worship. Among other meeting topics are the active bible study groups and Education for Ministry (EfM) across the region with highlights from Cople and Grace Parishes, virtual/online yard sales at Grace, the St. James’ monthly Food Pantry, and the St. Peter’s Thrift Shop and Community dinners.

SUBMITTED BY: LINDA HUTT, NORTHERN NECK REGION PRESIDENT.

Northern Piedmont Region

Our Parishes

The Northern Piedmont Region is comprised of all the Episcopal Churches in the exurban and suburban area to the west of the DC Metro area including all of Loudoun County, northern Fauquier County, and western Prince William County. In 2021, all our parishes reopened to in-person worship. A majority have maintained recorded or live-streamed Sunday services. Most have also resumed mid-week in-person services.

Region Council Meetings

This year we kept to our regular meeting schedule of the second Tuesdays in January, March, May and September, all on Zoom. Our next meeting will be on Tuesday, November 30 to plan for 2022 and to reflect on this year's Annual Convention.

Meetings have included reports from Karl Colder from the Executive Board, and our Dean, the Rev. Weston Mathews. Bishop Jennifer Brooke-Davidson joined our March meeting as we considered regional participation in Resourcing God's Mission and the April Special Convention. Much of the focus at council meetings has also centered on the ways that we have learned to be in community during pandemic times.

Mutual Aid & Collaboration

Food and housing insecurity remain the priority in this unusually wealthy region. Our parishes have been working together and with other local organizations finding new ways to serve our communities. Highlights of this work and other examples of collaboration include:

- St. Matthew's, Sterling, established 501c3 status for Hunger Response Team of Sterling to receive gifts from the larger community.
- Christ Church, Lucketts, collaborated with Faith Chapel providing food boxes for 30-80 families.
- St. David's, Ashburn, St. Gabriel's, Leesburg, and St. James', Leesburg, continued collaborating on various ministries and with the Loudoun Food Bank.
- Trinity, Upperville, and Emmanuel, Middleburg, both increased participation in community feeding and healthcare ministries.
- Emmanuel, Delaplane, Grace, The Plains, and Leeds, Markham, worked together in worship during Lent and Holy Week and to provide Easter Food Boxes in the community. All three parishes also work with other churches and local organizations to provide regular food resources. St. Andrew's, Ada, 100-year-old roof was replaced with financial assistance from the Diocese, the region and the local community.
- St. Paul's, Haymarket, partners with other local churches supporting the Haymarket Food Pantry and Carry to Full Term. St. Paul's is also working with the neighboring St. Michael's Academy on a long-term solution for the school building.

Transitions

Four of our fourteen congregations remain without settled clergy and two now have new rectors. Emmanuel, Delaplane, welcomed the Rev. Pierre-Henry Buisson as its new Rector, concluding a successful transition with Interim Rector, the Rev. Bill Sachs. Leeds, Markham, celebrated the new ministry of the Rev. Kate Bryant as Rector at a full-house gathering with clergy and region representatives. Christ Church and St. Andrew's both continue with lay leadership. St. James and Our Redeemer both continue in discernment for new rectors.

Parish Listings

Churches indicated in bold below provide links to recorded or live-streamed Sunday services on their websites.

- Christ Church, Lucketts, <https://aldiechurch.org/>
- Church of Our Redeemer, Aldie, <https://aldiechurch.org/>
- Emmanuel, Delaplane, <http://www.emmanuel-delaplane.org/>
- Emmanuel, Middleburg, <http://www.emmanuelmiddleburg.org/>
- Grace, The Plains, <https://www.gracetheplains.org/>
- Leeds, Markham, <http://www.leedschurch.org/>
- St. Andrew's, Ada
- St. Gabriel's, Leesburg, <http://saintgabriels.net/>
- St. David's, Ashburn, <http://www.sdlife.org/>
- St. James', Leesburg, <http://stjamesleesburg.org/>
- St. Matthew's, Sterling, <http://www.stmatthewssterling.org/>
- St. Paul's, Haymarket, <http://www.stpaulsepisopalhaymarket.org>
- St. Peter's, Purcellville, <https://stpetes.net/>
- Trinity, Upperville, <https://trinityupperville.org/>

SUBMITTED BY: BRUCE LELACHEUR, REGION PRESIDENT.

Northern Shenandoah Region

The Northern Shenandoah Region, formerly the Winchester Region and Region 14, has continued to recover from the pandemic. Most of our congregations have regathered for in-person worship and some of our congregations are experiencing greater return of parishioners than others. All our congregations are still live-streaming worship and/or holding Zoom services. Our previous Dean, the Very. Rev. Matt Rhodes accepted a call to St. Stephen's, Forest, in the Diocese of Southwestern Virginia, and the Very Rev. Susan MacDonald was appointed Dean by Bishop Susan. Our congregations remain engaged in outreach and mission, helping those who have struggled most during the pandemic. Congregational giving has remained steady with those who have stayed. All congregations have lost some parishioners and tenants. We remain in the red for COVID but we will come out of it and we will grow again. Positivity has remained our mantra through this difficult time.

SUBMITTED BY: NADINE PLUCHINSKY.

Peter Paul Development Center

Peter Paul is an outreach and community center serving children and families in Church Hill and neighboring communities in Richmond's East End. Founded by John Coleman in 1979, Peter Paul is the oldest continually operating community center in the area. Our mission is one of empowerment through education: to support our neighbors in the East End and educate their students, equipping them to serve as positive contributors to their family, community, and society. We help prepare students for long-term success by providing them with intensive academics in a supportive community of family and friends. Through programs that target families, Peter Paul helps parents in Richmond's East End enhance their ability to create healthy family environments. And by enhancing the academic performance of students in our neighborhood and engaging their families in the process, we can create a community of care, a place that meets the immediate needs of our neighbors and promotes long-term self-sufficiency.

Peter Paul provides two interrelated service areas designed to break the cycle of generational poverty, out-of-school-time educational youth programming and family and community engagement programs. For our After School Academy, this year we are operating in five East End elementary school locations serving grades K-5 and serving middle and high school students at the Coleman Promise Center. Each weekly lesson plan incorporates project-based learning, learning through literature, STEM activities and enrichment experiences. In addition to our academic program, this year provided in conjunction with Richmond Public Schools, we have an intense focus on non-cognitive and other social-emotional skills, such as critical thinking skills, social skills and creativity.

At the same time as we provide these education programs, we know education is a family matter with community impact, and that belief is the basis for our family programs and the outreach programs we offer to our East End neighbors. We partner with several organizations to provide wraparound services and resources to our families and community members, including ACTS, CARITAS, FeedMore, the Senior Center of Greater Richmond, Smart Beginnings, the Richmond City Health District and The Giving Wall.

To strengthen the bridge from our youth programs to our family and community programs, Peter Paul piloted a new program last year focused specifically on older youth and workforce development. It is during the transitional years of ages 18-24 that young people face a number of obstacles and barriers to success when it comes to finding employment. To address the challenges around workforce development for young adults, Peter Paul launched Z-LIFE (Leading Individuals to Foundational Employment), which provides access to employment and wraparound support services to individuals ages 18-24 that reside in Richmond.

As a result of the COVID-19 pandemic, the children and families we serve are facing compounded challenges. Isolation, lost academic instruction, stress and health concerns are having a disproportionate impact on our community. Our neighbors' typical needs are sharpened by the longer-term impact of the pandemic and are informing Peter Paul's focus on helping our neighbors adjust to life in the years ahead. Peter Paul's holistic, trauma-informed approach to providing instruction will be essential to helping them meet challenges head-on.

Potomac Region

Churches of the Potomac Region

- All Saints Sharon Chapel, Alexandria
- Church of the Spirit, Alexandria
- La Iglesia de San Marcos, Alexandria
- Olivet Church, Alexandria
- Pohick Church, Lorton
- St. Aidan's, Alexandria
- St. James', Mount Vernon, Alexandria
- St. Luke's, Wellington, Alexandria
- St. Margaret's, Woodbridge
- St. Mark's, Alexandria

Region Dean: The Very Rev. Cornelia "Corry" Weierbach, Church of the Spirit

Region President: Mr. R. Scott Caulkins, Olivet (term ends November 2021)

Region Secretary: The Hon. Stephen Mitchell, St. Mark's (term begins in 2022)

Region Council Meetings

The Region Council held meetings on February 11, May 13 and September 9, 2021, via Zoom. The next meeting is scheduled for February 10, 2022.

Region News and Activities

In May 2021, the Rev. Fanny Belanger began ministry as the Priest-in-Charge of St. Margaret's. Also in May 2021, the Rev. Celal Kamran began ministry as Assistant Rector of Pohick Church. Celal was ordained to the priesthood on September 9, 2021. In August, St. Luke's bid farewell to Assistant Rector, the Rev. Chip Russell, who began ministry as Priest-in-Charge of St. Paul's, Norfolk (Diocese of Southern Virginia), and welcomed the Rev. Nicholas Hall as Priest-in-Charge. St. Aidan's continues its discernment and search for a new Rector. The Rev. Dr. Rosemary Beales currently serves as Interim Rector.

The Region Council elected the Hon. Stephen Mitchell of St. Mark's to become Region Secretary in 2022.

Potomac Episcopal, a collaboration of four churches in the region (Church of the Spirit, All Saints Sharon Chapel, St. Mark's, and Olivet) has undergone an extensive parish review process with the help of a lay-led Vision Team working for more than nine months. In August they published the Potomac Episcopal Vision Team Report recommending merging the four parishes to maintain and grow a progressive sacramental presence in their part of Fairfax County. The report can be found at: <https://static1.squarespace.com/static/5ef10c6244302c21591294df/t/611f0ebe27f8d34dc6a3f557/1629425344367/Potomac+Episcopal+Vision+Team+Report.pdf>

As the four parishes contend with this news and how best to move forward, Potomac Episcopal seeks to petition the Diocese for parish status and requested that the Potomac Region endorse the petition. This step goes back to days when having a new parish in the region might seem like a conflict of interest or competition. Instead, Potomac Episcopal began as an online presence in May 2020 and will continue that work in the region with hybrid worship, daily morning and evening worship, missional communities and formation. This action will not require any parish to merge, dissolve, or otherwise discontinue. By becoming a parish, Potomac Episcopal will offer the region a new way to be God's hands and feet while also growing our branch of the Jesus Movement.

In September the Region Council voted to endorse the intent of Potomac Episcopal to apply for parish status in accordance with Canon 10, Section 2, after getting approval from the Executive Board, at the Diocese of Virginia's 2021 Annual Convention in November.

All Saints Sharon Chapel has formed a reparations team that is exploring ways churches in our region and Diocese can make amends for their role in perpetuating slavery. The Rev. Cayce Ramey invites anyone interested in participating in the discussion to contact him or visit the team's Facebook group, "Good Trouble – Diocese of Virginia."

The region is exploring an opportunity to collaborate and implement long term help for an Afghan refugee family. St. Luke's outreach committee and Potomac Episcopal's Racial Justice Ministry (PERJM) will work to bring all interested parties together.

R1 Virtual Governance Task Force Report

In response to Resolution R-1a, from the 2020 Virtual Convention, the Virtual Governance Task Force was assembled in April 2021. Our task was to address the issues of virtual governance, and the related issues of accountability, transparency, inclusivity and accessibility. The eleven of us called into this work have presented seven proposals for consideration by the 2021 Virtual Convention.

These proposals address the following issues:

- Identifying best practices for virtual and hybrid meetings.
- Identifying best practices to assure people with special needs can participate.
- Setting standards for open and closed meetings.
- Governing virtual and hybrid meetings.
- Making elected diocesan leaders more accessible and accountable.
- Changing convention rules (for 2022) to make proceedings fairer and more transparent.

These proposals are found in Resolutions R-2, R-3 and R-5, and in Canonical Resolutions C-3, C-4, C-5 and C-6. These are consensus recommendations, the product of hundreds of hours of work by our members, who represent a broad cross-section of our Diocese.

Findings

The Diocese of Virginia, its governing bodies and its congregations have successfully adapted to virtual governance during the unprecedented global pandemic. While our virtual adaptations have sometimes been awkward and leave room for improvement, they have done two important things, one practical and one theological. On a practical note, our virtual migration has assured continuity of faithful operations through a chaotic and difficult time in our national life. Theologically, our Episcopal governance is grounded in the truth that we best discern the Holy Spirit's direction when we fully engage all four orders of ministry – lay people, deacons, priests and bishops – in that discernment. Faithful collective discernment is integral to our identity as The Episcopal Church.

This Diocese has faithfully continued that collective discernment work in our virtual governance since March 2020. We have grounded our Task Force recommendations in that theology of collective discernment. Do not let this report's focus on recommended improvements obscure our primary finding: our virtual governance has been faithful and successful in continuing to advance the Gospel in this Diocese and beyond. Your Task Force has worked to learn how we have adapted, to discern what has worked well and what has not, and to make recommendations about improvements in the future.

Approach

In making our recommendations for future governance, both for virtual and for in-person proceedings (as well as any hybrid versions), we have sought to assure that we make collective congregational and diocesan decisions by means that assure:

- Accountability,
- Transparency,
- Accessibility, and
- Inclusivity.

These attributes are vital to assure that all orders of ministry and all communities in our Diocese have a fair opportunity to be heard.

Recommendations

We recommend improvements at the congregational level, in our Standing Committee and Executive Board procedures, and in our rules for diocesan Convention. Most of these improvements are compiled as best practices. These are found in resolutions addressing best practices for virtual and hybrid meetings:

- Resolution R-2 (Regional Councils, Standing Committee and Executive Board).
- Resolution R-3 (Vestries & Congregations).
- Resolution R-5 (People with Special Needs in Virtual Proceedings).

We recommend changes in the Rules of Order for Convention, beginning in 2022. Based on a very strong survey response, the biggest change is to provide two weeks between hearings and Convention, and to require advance posting of committee reports and amendments. By a very wide margin, survey

respondents, both lay and clergy, want much more time to review the language of specific proposals and counterproposals before Convention starts. These proposed changes are found in C-6.

We recommend three canonical changes, largely to resolve any doubts about the validity of virtual proceedings, and to assure transparency and accountability on the part of our elected leadership.

- C-3 sets forth the standards for open and closed meetings, making clear that diocesan Convention is open to all communicants, the public and the press.
- C-4, following analogous Virginia statutes, sets the standard for valid virtual and hybrid proceedings, making clear that it provides no basis to challenge the results of prior virtual meetings.
- C-5 makes it the responsibility of elected diocesan leaders to provide a valid, working e-mail or surface mail address for people in the Diocese to contact them directly, and requires reasonable efforts to respond to such inquiries in a timely manner.

The Task Force has adopted these recommendations by consensus, after many hours of thoughtful work by a wide spectrum of diocesan leaders.

The Task Force members will speak to our recommendations at the November 6, 2021, virtual hearings and at the November 12-13 virtual Convention.

Rationale for the Virtual Governance Task Force

At the 226th Annual Convention in 2020, which was held virtually because of the COVID-19 pandemic, resolution R-1a was passed. The purpose of this resolution was to determine if changes were necessary to our governing canons, related rules of order and administrative practices regarding virtual meetings of diocesan Convention, the Executive Board, the Standing Committee, regional councils, and parish annual and special meetings. R-1a also sought the task force to identify any problems and provide recommendations to assure any virtual governance meeting was inclusive.

Methodology

In its collective discernment, the task force listened to and consulted with various stakeholders and members of our Diocese, as well as diocesan staff and staff of the National Church. We conducted an electronic survey regarding attendance of the Annual Convention held in 2020 and the Special Convention held in 2021, which were both held virtually. The surveys concerned participation at Annual Convention, participation at the Convention hearings, and information provided in advance of the virtual meetings.

The online surveys were offered to the 503 delegates attending the 2020 Annual Convention and 437 attendees of the 2021 Special Convention.

The responses for the online survey were:

<i>Year</i>	<i>Sampled Population</i>	<i>Responses</i>	<i>Response as a Percent of the Sample Population*</i>
2020	503	109	22%
2021	437	86	21%

Based on a survey validity/margin of error table, the response to sample ratio yields a validity rate of +10 to +15.

The most noteworthy finding from these surveys is that both clergy and lay delegates, by more than a two to one margin, want two weeks between hearings and Convention, and significant time after the hearings and before Convention meets, to review changes in language made by the committees, as well as any significant amendments to them.

Of the 2020 attendees who responded to these questions, 59 said that committee amendments to the budget, canonical proposals and proposed resolutions should be posted at least a week before Convention, 20 said at least 3 days before Convention, and only 6 said the first morning of Convention. By 69% to 31%, more than a two to one margin, delegates want at least a week's notice of committee amendments to proposed resolutions, canonical changes and the proposed budget. This timing means that hearings must take place at least two weeks before Convention so committees have time to consider the testimony they have heard.

Of the 2021 attendees who responded to these questions, 73 said that committee amendments to the budget, canonical proposals and proposed resolutions should be posted at least a week before Convention, 29 said at least 3 days before Convention, and only 4 said the first morning of Convention. Once again, by 69% to 31%, more than a two to one margin, delegates want at least a week's notice of committee amendments to proposed resolutions, canonical changes, and the proposed budget. Once again, this timing means that hearings must take place at least two weeks before Convention to give committees time for adequate consideration to the witnesses' testimony at these hearings.

We ask our clergy and lay leaders to invest significant time and effort to attend Convention, whether virtually or in-person. As a Diocese, Convention is a significant expense. As Episcopalians engaged in collective discernment of the most faithful decisions for our Diocese, we need to give lay delegates and clergy the critical written proposals they will debate and vote upon early enough to consider carefully.

The online survey approach was selected based on:

- The large number of the population to be surveyed (Approximately 400).
- The geographic dispersion of the population to be surveyed (The Diocese of Virginia).
- The consistent attributes of the sample population, i.e. laity and clergy of the Diocese of Virginia. This increases the accuracy of the subset that actually responds.
- The sharing of the same experiences (difference in quality of digital access was the one variant and covered by specific questions).
- The questions were developed based on conference calls with subsets of the target population: Zoom calls, input from task force members, and diocesan staff.

In addition to the online survey, your task force listened to and consulted with:

- Clergy and lay leaders facilitated by the Diocese through Zoom meetings,
- The Rt. Rev. Susan Goff, Bishop Suffragan and Ecclesiastical Authority,
- Diocesan staff including: Mark Eastham, Secretary and Chief of Staff; Bill Martin, Assistant to the Secretary; Nancy Chafin, Minister for Communications; Erin Monaghan Kamran, Communications Associate; and Joe Klem, Convention Consultant;
- J.P. Causey, Esq., Chancellor of the Diocese,
- Staff members of the Episcopal Church Office of the General Convention,
- Members of the Executive Board,
- Members of the Standing Committee,
- Communications with clergy of parishes who did not participate in the 226th Annual Convention of 2020 or the Special Convention held in 2021, and
- Personal experiences of your task force members in virtual governance meetings.

Membership

Our members include nearly equal numbers of lay and clergy. We are from large and small congregations, from missions and cardinal parishes, and from rural, suburban and urban locations. Our members are men and women, LGBTQ+ and straight, Black, white and Hispanic. As much as eleven people can, we reflect the wide diversity of our Diocese.

Your Virtual Governance Task Force recommends adoption of the proposed resolutions, canonical changes and changes in Convention Rules (for 2022 and thereafter) so that we can learn from our sometimes difficult experience in the pandemic and improve the fairness, transparency, accountability, and inclusiveness of our decisions and the way we make them.

SUBMITTED BY: THE HON. KRISTEN AMUNDSON; THE REV. COLLINS ASONYE; THE REV. CASS BAILEY; THE REV. MICHAEL CADARET; KAREN GRANE, ESQ.; THE REV. WEBSTER GIBSON; MS. ERICKA MASIAS; RUSS RANDLE, ESQ., CHAIR; THE REV. BARBARA SEWARD; MS. ANNE SNYDER; THE REV. DANIEL VÉLEZ-RIVERA.

Resourcing God's Mission Task Force

“Covenant is a relationship initiated by God, to which a body of people responds in faith.” Book of Common Prayer, page 846.

Over 20 months ago, members of the Resourcing God's Mission Task Force began meeting in order to understand the challenges parishes were having in compliance with the Virginia Plan for Proportionate Giving. That plan had been established before several of the members of the group were born. That plan had been modified several times. That plan was not providing an effective way for the parishes of our Diocese to adequately fund the ministries we share as a diocese. We met over lunch. We broke bread. We learned each other's names and backgrounds and that two of our group had grown up in the same small town. We established relationships.

In truth, we were already in relationship. Because each of us had previously entered into a covenantal relationship with God, we had also entered into a relationship with one another. As our work unfolded, the conversation focused less on finances and more on relationship. We realized that we want our work to strengthen the bonds between us as a pre-requisite for strengthening the financial position of our annual budget.

We propose the Virginia Plan for Covenantal Giving to honor and recognize the goals of our shared ministry, which include financially resourcing our Diocese in order to grow in our relationship and covenant with Jesus and our diocesan community. This plan will enable the Church to carry out and preach the Gospel, to make new disciples and to raise up lay and ordained ministers. (https://www.thediocese.net/Customer-Content/www/CMS/files/Annual_Convention_2021/R-1_Establish_the_Virginia_Plan_for_Covenantal_Giving.pdf)

It's broken. It hurts. It's a gift.

In scripture we learn how God makes covenants. We see the rainbow. We see the ram in the thicket. We envision the sands and the stars. We see the manger. We see the cross. But before each covenant is made, the context is that something could be better. It's not always easy to acknowledge the brokenness, but if we look it is there.

As we entered our work, we realized the brokenness of how we talked about finances on the diocesan level. While emails, announcements and webpages provided information and even inspiration, it seemed to us to be broken in its one-sidedness. Where was the opportunity for parishes to share the challenges they face in reaching out to their communities? Where was the avenue for building cooperation between parishes for shared ministries? How is the current system voluntary on only the side of the congregation?

We also realized the brokenness of how we defined faithful giving for the ministries of our Diocese. Because the plan for proportionate giving did not provide a clear definition of what should be included in calculating a fair share, several definitions had arisen among the congregations of our Diocese. In

conversations on this topic between clergy who lead congregations, questions repeatedly arose about what should be included or not included. We realized we were seeking to support shared ministries but did not have a shared definition. The plan we propose provides a shared definition for all. That definition is found in the financial instructions of the Parochial Report which every congregation must complete.¹

A sign. An act. A meal.

Scripturally, covenants are not offered in isolation. There are signs to remind us of the promise. There are actions that take place. There is community, often gathered around a meal.

One of the dynamics we were repeatedly pressed on was the issue of enforcement. “Will there be teeth in this?” “What will be the stick?” “How will you make congregations give?” The idea of covenant is based upon abundance, promises and life-giving practices. While our proposed plan maintains the standard of voluntary giving, we do seek to have this plan codified in the Canons of our Diocese and offer C-7 for consideration. (https://www.thediocese.net/Customer-Content/www/CMS/files/Annual_Convention_2021/C-7_Amend_Section_12_5.pdf) While we do not prohibit grant funds to those congregations that are not participating in the Covenantal Plan, it should be noted that the same body, our Executive Board, that authorizes the grants also will lead the adjustment process. The language of those grant applications which state the expected giving relationship has not changed.

In many ways, the fullness of our diocesan life is seen when we gather. At Convention and clergy conferences, we build relationships, we hear stories, we pray, we break bread, we share in the Sacraments. As a sign of our covenantal relationship, barriers to these gatherings should be minimized. The plan we offer assumes that we want every eligible member to gather and removes registration fees.

It is not anticipated that every worshipping community will be able to meet the asking (only about 1/3 of congregations meet the standards of the current plan). For those who are challenged to meet the asking, we seek to create an avenue for wider understanding of the demands faced by that congregation. The current practice does not promote shared understanding between congregations or between congregations and our Executive Board. Taking a best practice from other dioceses, we propose a series of geographically based gatherings where ministries and challenges are shared. One result of the gatherings will be adjustments to askings.

A new way of living.

With each covenant in Scripture, a new way of living follows. We envision new patterns of our shared ministry if the Covenantal Plan for Giving is adopted.

In the plan we recommend, the Treasurer of the Diocese has the role of reporting to each congregation what their asking will be for the upcoming year. This is to be done in late Spring so that vestries and clergy can reflect and consider how this asking can be accomplished. The congregation’s pledge is still due in the early fall so that our diocesan budgeting process can take place.

The role of our Executive Board will expand. Currently, our Executive Board has the responsibility of preparing the budget for our shared ministries. The Executive Board also has the duty of authorizing grants to congregations. These duties deal primarily with where resources go. We see the need for the Executive Board to be involved in the process of where the resources come from. Our plan has members of the Executive Board in the role of hearing the stories of congregations who are challenged to meet the asking and empowering them to make adjustments, on behalf of the entire Diocese, to those asking amounts. In this we seek to recognize that ministries at the parochial level are in many, many ways ministries at the diocesan level.

Perhaps our greatest hope for a new pattern is how the concept of tithing will be enhanced. The tithe, the practice of returning to God a tenth, goes back to the story of Abraham; it is not a new concept. We seek to have this practice as the model of congregational giving and hope to spark conversations in vestries and pews about individual tithing. In this way, we hope not only for financial resources for each congregation but also a fuller expression of discipleship as more and more members pattern their lives as sharing the bounty of God's blessings. We see the concept of the tithe as a response to God that is life giving and life changing.

The Journey.

A covenant is a relationship initiated by God, to which a body of people responds in faith. Relationships have moments of definition. We, the Resourcing God's Mission Task Force, do not see our work ending with the passage of our proposed Covenantal Giving Plan. We anticipate our work continuing until the Summer of 2022. Assuming the passage of our proposal, we will work with the Executive Board to implement and refine their role in this process. We will also continue our work with our diocesan staff to ensure they have resources for the implementation of this new way of doing things.

With gratitude for the prayers of many and the work of Mr. Mark Eastham, the Rev. Torrence Harman, Ms. Stephanie Gurnsey Higgins, the Rev. Chris Miller, the Rev. Kathleen Murray, Mr. Ken Royston, the Very Rev. Barbara Seward, Mr. Bob Steventon, Mrs. Suzanne Stroup, and the Rt. Rev. Porter Taylor.

SUBMITTED BY: THE REV. SVEN VANBAARS, CHAIR.

Notes

1 From the Parochial Report Instructions – "Plate offerings, pledge payments, & regular support (line 3) Include on this line all giving from individuals for the general support of the congregation. In most congregations this will be the largest income figure and will not be significantly below a congregation's operating expenses. Do not leave this item blank or report an absurdly low figure! Examples of income to report:

- Loose plate offerings
- All payments toward pledges
- All amounts in regular offering envelopes, including the envelopes of members of the Church School
- All unpledged or undesignated offerings. Include Easter, Christmas, etc., if used for operating purposes
- Payments from persons who made no pledge or declined to use envelopes.
- All donations "restricted" for operating purposes, e.g., donations for flowers, fuel oil, the diocesan assessment, support of the clergy, etc.
- Donations from visitors or persons not members of the congregation"

This can also be found at <https://extranet.generalconvention.org/staff/files/download/29281>.

Roslyn

We are very thankful to have been able to say, “Welcome to Roslyn!” to more than 75 groups and organizations since reopening in January of 2021. This is about a quarter of the number of groups we would typically see in a year but given all that has occurred with the pandemic we have been happy to host those that have braved the virus. Among these were weddings, ordinations, family reunions and countless personal retreats. We even had a television series filmed at Roslyn. All had a magnificent time and felt safe with the protocols we have in place. It is hard to believe that at this time last year we were closed because of the pandemic, but we are thrilled to be up and running and with every month that passes we get a bit busier.

In February, Roslyn served as a location for the filming of the Hulu series *Dopesick*. Based on the book *Dopesick: Dealers, Doctors, and the Drug Company that Addicted America* by Beth Macy, who earned her master’s degree in creative writing from Hollins University. The television series was released on October 13, 2021.

In other news, thanks to the generosity of our donors, we have purchased two fire pits for our guests. Request a fire pit during your next stay and we will set it up for you. All you have to do is strike a match, sit back, and enjoy – and don’t forget the marshmallows! We are also constructing a permanent fire pit that will be located next to Tucker Hall.

This year we also discovered that long ago Roslyn was home, hunting ground and communal gathering spot for Monacan, Cherokee and Powhatan people. Several years ago, during construction of the dining hall, we unearthed a Native American artifact – a quartzite stone called a preform. In September, we discovered that the preform is about 11,000 years old! The artifact is on display in Powers Hall. Keep your eyes peeled as you walk the grounds on your next visit – you never know what you may find.

In closing, we would like to extend heartfelt thanks to those that have supported Roslyn during the past year. We could not have reopened without the help of many. Thank you to our guests for trusting in us enough to come back, thank you to the Memorial Trustees and the Roslyn Managers Corporation for their unwavering support during these unsure times and thank you to the staff for standing by while we closed and for returning the minute we reopened. Finally, a special thank you to our donors for giving at a level that allowed us to keep Roslyn alive. We look forward to the new experiences that 2022 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 fifteen 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, shuffleboard, Bocce, hayrides and campfires. Golf and other recreation 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.

The 2021 season was another challenging time for Shrine Mont, but much better than 2020. Shrine Mont opened in mid-April and held three volunteer work weekends with smaller, safer groups helping to prepare the facility by raking and cleaning up after the winter. Shrine Mont continues to be thankful to those who help with this effort.

In summary, Shrine Mont expects to welcome approximately 6,100 people by the end of our season on November 7, 2021. We anticipate total revenues from boarding and lodging to be 50% of what was earned annually before the pandemic. This year's guests include:

- 53 diocesan parishes
- 5 diocesan conferences
- 25 non-diocesan parishes
- 5 non-diocesan conferences and meetings
- 400 diocesan campers and staff
- 19 Shrine Mont sponsored programs serving 325 people
- Over 400 overnight packages with the Shenandoah Valley Music Festival
- 4 church school meetings
- 14 arts groups.

In 2021 Shrine Mont opened Spring Mountain Lodge, a 5-unit facility housing individuals and small families. There are two studio and three two-bedroom units. Each unit has a kitchenette and is available to rent in the winter.

Shrine Mont is deeply appreciative of the generous giving from families, individuals and parishes. In 2020, Shrine Mont saw donations surge threefold over 2019 with twice the number of donors. Giving in 2021 is on track for the same fundraising success to provide Shrine Mont with critical resources in a challenging year.

In 2025, Shrine Mont will celebrate the 100th anniversary of the consecration of the Cathedral Shrine of the Transfiguration. The Shrine Mont leadership is working with the Board of Directors and the Bishop to plan and celebrate this important occasion.

In 2021 Shrine Mont welcomed Mr. Ben Emerson of Richmond and Ms. Hattie Gawande of Raleigh, NC to the Board of Directors. We are deeply appreciative of the hard work and leadership provided by Mr. Gary Shook, Ms. Mitzi van der Veer and the Rev. Daniel Velez-Rivera who will be stepping off the board at the end of the year.

Southern Shenandoah Region

The Council of Southern Shenandoah Valley Region gives many thanks to the Rev. Cathy Tibbetts for her leadership as Dean for the last four years. We welcomed the Very Rev. Barbara Seward as new Dean and look forward to her vision and guidance. We were blessed to have Kaelie Jager as our active and conscientious youth delegate for last year's Convention. We are grateful for Preston Sudduth, serving as our representative to the Executive Board. We were saddened by the death of our thoughtful and diligent Secretary Ruth Anne Troxell this October.

Our council met every quarter, joyfully mastering Zoom technology! In February, we reviewed the information cascade from the Resourcing God's Mission Task Force. Both the Very Rev. Barbara Seward and the Rev. Kathleen Murray (task force members) provided great insight.

Our budget is built from generous pledges of our parishes. We gave five grants totaling \$2,275 (representing 85% of our budget) to projects in our communities.

Our Region's by-laws specify an audit of our finances. Our treasurer, Roberta Armand, partnered with Bette Milleson, treasurer of the Northern Shenandoah Valley Region, to perform a successful audit. We appreciate Bette's willingness and effort to collaborate with us on this activity.

Our weekly regional Bible study, established last year and open to all parishioners in the region, has continued regularly. Leaders of the week's lessons rotate between clergy and lay persons.

During our May meeting, parishes shared stories of Love in Action. St. George's was able to have an in-person Easter service as a result of kind offerings of people in our region. The Rev. Donna Scott, retired priest and member of Emmanuel, Harrisonburg, led the service while Paul Ackerman, also member of Emmanuel, Harrisonburg, was the organist. Christ Church provided the bulletins for the service.

Christ Church held a barbeque chicken dinner fundraiser to provide support to Page County non-profit organizations. Christ Church also led a Shoe the Children Project, successfully collecting and distributing 45 pairs of shoes to children in need.

Beckford Parish: St. Andrew's and Emmanuel, Woodstock, distributed a large donation of turkeys and hams to food pantry families and grandparents as parents. The parishioners also prepared individual bags of religious activities, fun toys and candy for distribution to church members during Christmas, Lent and Easter.

Southern Shenandoah Valley Region Council looks forward to a new year of shared ministry collaborating together.

SUBMITTED BY: HELEN PENROD (SHE/HER), REGIONAL COUNCIL PRESIDENT.

Standing Committee

Your 2020-2021 Standing Committee has been: Jessica Atkinson, Ashley Cameron, Deborah Gandy, the Rev. Laura Minnich Lockey, the Rev. Andrew Merrow, Diane Miller, the Rev. Cayce Ramey, the Rev. Anne Turner, the Rev. Dr. Dorothy White, the Rev. Bambi Willis, and Margaret Woody; and I, Christie Thomas, am grateful for the honor and privilege to have worked alongside my faithful siblings and to have served as President this year.

While giving great thanks for technology and the ability to gather virtually, the committee members were disappointed by the loss of in-person work together. Each meeting during the 2020-2021 term has been conducted via Zoom due to the continuing impacts of COVID-19. Prior to the pandemic, the committee met in person in Fredericksburg on the first Thursday of each month. The committee voted to continue the first-Thursday schedule for its regular monthly meetings, though we did have rich conversations about various ways to accommodate the schedules of (particularly) lay members who work outside of the church. Increasing the accessibility and approachability of Standing Committee service has been a topic that members have focused on over several years, with the desire that all people of the Diocese who feel called to this work may do so without wrestling with whether they can afford to serve.

The Standing Committee is made up of 12 members – six from the lay order and six from the clergy order – and each year Convention delegates elect two new members of each order for a three-year term. The committee has several roles as set forth in the Canons:

- Serving as a Council of Advice for the Bishop: Bishop Goff joins each of the committee's monthly meetings to brief us on the work of the Diocese and to request our input on various aspects of her work as our Ecclesiastical Authority. We value the opportunity to join her in this sacred responsibility, and we give thanks for her dedicated, thoughtful and wise leadership – always, but especially through this pandemic time. We also give thanks for the leadership and work of Bishop Brooke-Davidson and Bishop Taylor.
- Approving Candidates for Ordination to the Priesthood and the Vocational Diaconate: It is a specific joy for members of the committee to be in conversation with those who are requesting ordination to the Priesthood and Vocational Diaconate. This step comes at a point in their journey when they have devoted significant prayer, time, energy and devotion to their call to ordained ministry, and it is one of the last stops along the way before, God willing, they stand before God and their loved ones to take their vows. Our conversations with them are a solemn and sacred responsibility, and as I noted above, they are a particular joy that fills us with hope for the future. This year the committee approved 11 Priesthood candidacy requests. Thanks be to God for the hard work and unwavering support of Vocational Development Minister Ed Keithly who has been our strong guide for the candidacy process. We also give thanks for the work of Vicky Bickel who worked alongside Ed and retired during our term.
- Consenting to the Election of Bishops in Other Dioceses: The Standing Committee is responsible for reviewing information and providing consent for the election of bishops in other dioceses. During the 2020-2021 year, we consented to the election of seven new bishops.
- Approving Indebtedness and Requests to Encumber or Sell Property: The committee is called on to review requests to encumber or sell property, including requests for refinancing indebtedness. During the 2020-2021 year, the Standing Committee approved six such requests.
- Nominating Candidates for the Disciplinary Board to be Elected by Convention Delegates: Canon 27.2C outlines provisions for the Standing Committee to nominate members to the Disciplinary Board who are then considered for election by delegates to Annual Convention. The Disciplinary Board consists of eleven (11) members, six (6) of whom are priests or deacons and five (5) of whom are lay persons, and it is responsible for dealing with matters pertaining to Ecclesiastical Discipline. This year, the Standing Committee nominates the following people to the Disciplinary Board for the specified terms:
 - o The Rev. Herbert Jones (for a 3-year term ending in 2024)
 - o The Rev. Dina Widlake (for a 3-year term ending in 2024)
 - o Mr. David Meeke (for a 3-year term ending in 2024)
 - o Ms. Marleen McCabe (for a 3-year term ending in 2024)
 - o The Rev. Crystal Hardin (for a 1-year term ending in 2022)*
 - o The Rev. Daniel Johnson (for a 2-year term ending in 2023)**nominations to fill vacancies

The 2020-2021 year brought additional special opportunities to the Standing Committee, as the Diocese prepares to elect our 14th Bishop Diocesan:

- In February 2021, the Standing Committee called the Rev. Dr. L. Ann Hallisey to serve as Elections Consultant. Dr. Hallisey's primary role is to advise and assist the Standing Committee, the Search Committee and the Transition Committee as they discharge their various responsibilities in the election and consecration of the new Bishop Diocesan. We are grateful to Dr. Hallisey for her work and guidance thus far and for all that she will continue to do through this exciting time in the life of the Diocese.

- In April 2021, the Standing Committee called 14 people to form the Bishop Diocesan Search Committee. They are:
 - o The Rev. Deacon Emmetri Beane, St. Stephen's, Culpeper
 - o Brad Davenport, Grace & Holy Trinity, Richmond
 - o The Rev. Will Dickinson, St. George's, Fredericksburg
 - o Francisco Escobar, St. Mark's, Alexandria
 - o The Rev. Deacon Christine Garcia, Christ Ascension, Richmond
 - o The Rev. Deacon Frederico Garza, St. Philip's, Richmond, and Food for the Poor
 - o Maggie Keller, St. John's, McLean
 - o Carolyn Lanier, St. Philip's, Richmond
 - o The Rev. Will Peyton, St. Paul's Memorial, Charlottesville
 - o The Rev. Scott Parnell, Ware Church, Gloucester
 - o The Rev. Elizabeth Rees, St. Paul's, Alexandria
 - o Rebecca Shannon, Canterbury Campus Ministry, Harrisonburg
 - o The Rev. Dr. Rosemari Sullivan, Immanuel Church-on-the-Hill, Alexandria
 - o Rushad Thomas, Grace, Alexandria

The Search Committee, chaired by the Rev. Dr. Rosemari Sullivan, has already devoted countless hours to their work, with the promise of much more to come before they submit a slate of candidates to the Standing Committee in the coming months.

- In November 2021, the Standing Committee will call a Transition Committee, whose responsibility is to shepherd the process of choosing our next spiritual leader, from the time that the Search Committee selects the candidates until the time of the consecration in December 2022.

Thank you for your prayers and support for the work of these two vital committees and their leaders. May God richly bless each member in each step and phase of their efforts. And may God also bless and guide each person who may be, even now, discerning a call to become the next bishop in our beloved Diocese of Virginia.

The Standing Committee is grateful for this opportunity to serve. We close with this prayer:

For the Diocese:

Oh God, by your grace you have called us in this Diocese to a goodly fellowship of faith. Bless our Bishops, Susan, Jennifer and Porter, and other clergy and all our people. Grant that your Word may be truly preached and truly heard, your Sacraments faithfully administered and faithfully received. By your Spirit, fashion our lives according to the example of your Son, and grant that we may show the power of your love to all among whom we live; through Jesus Christ our Lord. Amen.

SUBMITTED BY: CHRISTIE THOMAS, PRESIDENT OF THE STANDING COMMITTEE.

Trustees of the Funds

The Trustees of the Funds (ToTF) manages approximately \$140,000,000 for Episcopal parishes, organizations and the Diocese of Virginia. We offer a Balanced Fund that is designed for traditional church endowments, a Short-Term Fund that offers a place for investors to put money that may be needed in 2-5 years, and a new All-Equity Fund that allows investors to participate, unhedged, in the equity markets.

Our structure is unique. We do not charge a fee or earn a profit – we benefit from the participation of our investors – as our investment portfolios grow, we all benefit as our fixed costs are spread over more dollars. By investing with ToTF, a parish supports the ministries of the Episcopal Church.

In the past 12 months ToTF has:

- Adopted a Mission-Aligned Investment Policy that formally declares our commitment to the ideals and objectives expressed in Canon 13; Section 2 of the Constitution and Canons of the Episcopal Diocese of Virginia.
- Developed a web-based portal that gives our investors 24/7 access to their account information and ToTF reports.
- Redesigned our website to make it more interesting, informative and accessible.
- Created a new All-Equity Fund for investors that can tolerate the volatility of a pure equity portfolio.
- Hired a new Executive Director.

At our March 2021 meeting, the following new trustees joined our board: Phil Brown, Christ Church, Saluda; Bob Clarke, St. George's, Arlington; and Alan Gayle, Emmanuel, Greenwood. We are thankful for the faithful service of the trustees who rolled off: Al Rider, St. Mary's, Goochland; and Jim Tyler, Westover Parish, Charles City.

Looking to 2022, we will reach out to more Episcopal organizations that can benefit from ToTF investing. We are always looking for ways we can improve our service and build the portfolios to support Episcopal ministries.

SUBMITTED BY: LYNN IVEY, III, EXECUTIVE DIRECTOR.

Virginia Diocesan Homes

The most significant thing that occurred with VDH in 2021 was the groundbreaking on a 64-unit affordable senior housing project on a site occupied by St. Paul's on-the-Hill, Winchester. St. Paul's on-the-Hill worked for years with Frederick County Planning & Zoning and supervisors to achieve the zoning and political approvals necessary to move this project forward. The construction schedule calls for completion in the fall of 2022.

Although not assisted by VDH, Church of the Resurrection opened a new 113-unit workforce housing project on their site and a new church. The project, located at 2800 Hope Way in Alexandria and adjacent to Goodwin House Alexandria, is in the lease-up stage now. Congratulations to Church of the Resurrection on completion of this wonderful project.

In addition, VDH called on several churches that were interested in housing on their sites. Ideally sites need to be five acres or more and in or adjacent to commercially zoned areas. Smaller sites can work depending on a variety of factors. Financial benefits come to the church in the form of a large ground lease payment at settlement when the project starts. If your church is interested in more information, please contact any of the VDH board members listed below or our administrator Wendy Filler at VDH@thediocese.net.

2021 VDH Board Members and Church affiliations:

Dick Juergens, President, St. George's, Fredericksburg

Jim Wehr, Vice President, St. James', Leesburg

Betsy Sue Scott, Secretary, St. Francis, Great Falls

Annual Reports

John Horn, Treasurer, St. Aidan's, Alexandria
Nina Janopaul, St. George's, Arlington
Mary Holly Bigelow, St. Stephen's, Richmond
Clyde Lamond, Trinity, Upperville
Kendra Kirks McDougal, St. Mary's, Colonial Beach
Helen Plesense, Trinity, Charlottesville
Kate Chipps, St. Andrew's, Burke
Jonathan Bryan, Advisor, St. Luke's, Wellington, Alexandria
J.P. Causey, Advisor, St. John's, West Point
Wendy Filler, Administration, Emmanuel, Harrisonburg

Properties Held in the Diocese of Virginia

Property Held in the Name of the Bishop of the Diocese*As of 12/31/2021*

<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
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 Omsol 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	\$19,000 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

Properties Held

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 Pledges

2022 Budget Year

Congregation	Region	Pledged 2022	Paid YTD 12/31/2021	Pledged 2021
Christ Church, Alexandria	Alexandria		150,000	150,000
Emmanuel Church, Alexandria	Alexandria	25,462	15,462	
Grace Church, Alexandria	Alexandria	69,000	30,685	30,000
Immanuel on-the-Hill, Alexandria	Alexandria		70,000	70,000
Meade Memorial, Alexandria	Alexandria	3,000	2,400	2,400
Resurrection, Alexandria	Alexandria	16,800	15,173	15,500
St. Clement, Alexandria	Alexandria	20,900	19,765	19,765
St. Paul's, Alexandria	Alexandria	138,600	138,600	138,600
	<i>Subtotal</i>	<i>273,762</i>	<i>442,085</i>	<i>426,265</i>
Cristo Rey, Arlington	Arlington		2,100	2,100
San Jose, Arlington	Arlington		1,500	5,000
St. Andrew's, Arlington	Arlington	28,000	28,000	28,000
St. George's, Arlington	Arlington		72,000	
St. John's, Arlington	Arlington		3,255	3,690
St. Mary's, Arlington	Arlington	180,000	294,182	180,000
St. Michael's, Arlington	Arlington	26,110	24,069	26,110
St. Peter's, Arlington	Arlington		40,000	40,000
Trinity, Arlington	Arlington	16,278	14,345	12,400
	<i>Subtotal</i>	<i>250,388</i>	<i>479,451</i>	<i>297,300</i>
Christ Ascension, Richmond	Central Richmond		3,500	7,000
Grace & Holy Trinity, Richmond	Central Richmond	72,000	72,000	72,000
Holy Comforter, Richmond	Central Richmond		23,000	
St. Andrew's, Richmond	Central Richmond	16,800	18,199	16,800
St. James's, Richmond	Central Richmond	166,000	182,860	166,000
St. John's, Richmond	Central Richmond		15,000	18,000
St. Mark's, Richmond	Central Richmond	22,158	21,613	21,613
St. Paul's, Richmond	Central Richmond	140,000	135,000	135,000
St. Peter's, Richmond	Central Richmond		5,500	5,000
St. Philip's, Richmond	Central Richmond	20,000	15,000	15,000
St. Stephen's, Richmond	Central Richmond		180,000	180,000
St. Thomas', Richmond	Central Richmond		21,000	
	<i>Subtotal</i>	<i>436,958</i>	<i>692,671</i>	<i>636,413</i>
Buck Mountain, Earlysville	Charlottesville		9,445	11,500
Christ Church, Charlottesville	Charlottesville	100,000	60,000	60,000
Christ Church, Gordonsville	Charlottesville	7,243	7,000	
Emmanuel Church, Greenwood	Charlottesville		21,315	28,150
Good Shepherd, Boonesville	Charlottesville	750		
Grace Church, Breomo Bluff	Charlottesville	2,000	2,000	
Grace Church, Keswick	Charlottesville	5,000	5,000	5,000
Grace Church, Stanardsville	Charlottesville	8,568	7,975	7,975
Holy Cross, Batesville	Charlottesville	2,650	2,570	2,570
Incarnation, Mineral	Charlottesville		1,600	1,200
McIlhane Parish, Charlottesville	Charlottesville	7,000	4,500	6,000
Our Saviour, Charlottesville	Charlottesville	68,151	65,101	65,101

Report of Pledges

St. Anne's, Scottsville	Charlottesville	2,000	1,000	1,000
St. James', Louisa	Charlottesville	15,000	15,000	15,000
St. John's, Columbia	Charlottesville	2,000	1,000	1,000
St. John the Baptist, Ivy	Charlottesville	2,714	1,247	2,494
St. Luke's, Simeon	Charlottesville		8,000	
St. Paul's Memorial, Charlottesville	Charlottesville	100,000	97,500	97,500
St. Paul's, Ivy	Charlottesville	50,000	41,667	
St. Thomas', Orange	Charlottesville	18,638	19,409	19,409
Trinity, Charlottesville	Charlottesville	17,000	24,000	15,000
	<i>Subtotal</i>	<i>408,714</i>	<i>395,329</i>	<i>338,899</i>
Christ Church, Brandy Station	Culpeper		5,000	2,500
Emmanuel, Rapidan	Culpeper	6,409	6,200	
Grace Church, Casanova	Culpeper	6,557	4,800	4,800
Little Fork (St. Mark's), Rixeyville	Culpeper		3,434	3,434
Piedmont, Madison	Culpeper		5,000	5,000
St. James', Warrenton	Culpeper		50,148	
St. Luke's, Remington	Culpeper		4,800	
St. Stephen's, Catlett	Culpeper	6,500	6,000	
St. Stephen's, Culpeper	Culpeper	30,325	32,194	32,194
Trinity Church, Washington	Culpeper		16,000	
	<i>Subtotal</i>	<i>49,791</i>	<i>133,576</i>	<i>47,928</i>
Aquia, Stafford	Fredericksburg	5,000	3,000	3,000
Christ Church, Spotsylvania	Fredericksburg	13,000	7,777	6,110
Emmanuel, Port Conway	Fredericksburg			11,350
Messiah, Fredericksburg	Fredericksburg		12,026	11,350
St. Asaph's, Bowling Green	Fredericksburg		8,160	6,000
St. George's, Fredericksburg	Fredericksburg	132,500	128,500	128,500
St. John's, King George	Fredericksburg		1,000	
St. Mary's, Colonial Beach	Fredericksburg	9,966	5,000	5,000
St. Paul's, Owens	Fredericksburg			6,930
St. Peter's, Port Royal	Fredericksburg	8,200	5,100	4,800
Trinity, Fredericksburg	Fredericksburg	55,000	55,000	55,000
	<i>Subtotal</i>	<i>239,341</i>	<i>225,563</i>	<i>238,040</i>
Epiphany, Oak Hill	North Fairfax	5,468	10,000	3,000
Holy Comforter, Vienna	North Fairfax	112,000	100,000	100,000
Holy Cross, Dunn Loring	North Fairfax	28,000		10,500
St. Francis Korean, McLean	North Fairfax		1,000	1,000
St. Anne's, Reston	North Fairfax	63,672	62,424	62,424
St. Dunstan's, McLean	North Fairfax	33,500	34,000	
St. Francis, Great Falls	North Fairfax	36,000	36,798	36,000
St. John's, McLean	North Fairfax	70,000	76,500	50,000
St. Thomas', McLean	North Fairfax	39,552	37,576	37,576
St. Timothy's, Herndon	North Fairfax	7,000	2,000	
	<i>Subtotal</i>	<i>395,192</i>	<i>360,298</i>	<i>300,500</i>
All Souls, Atlee	North Richmond	3,600	3,500	3,500
Calvary Church, Hanover	North Richmond	2,238	2,000	2,000
Church of the Creator, Mechanicsville	North Richmond		2,100	2,100
Emmanuel Church, Richmond	North Richmond	16,000	16,000	16,000

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Congregation	Region	Pledged 2022	Paid YTD 12/31/2021	Pledged 2021
Epiphany, Richmond	North Richmond		7,000	7,000
Immanuel, Old Church, Mechanicsville	North Richmond	18,500	16,475	16,475
Our Saviour, Montpelier	North Richmond	8,000	5,000	5,000
St. James the Less, Ashland	North Richmond	31,000	31,000	31,000
St. Paul's, Hanover	North Richmond		10,000	
The Fork Church, Doswell	North Richmond		3,750	
	<i>Subtotal</i>	<i>79,338</i>	<i>96,825</i>	<i>83,075</i>
Cople Parish, Hague	Northern Neck	12,368	12,847	14,014
Grace Church, Kilmarnock	Northern Neck	32,000	42,000	42,000
North Farnham Parish, Farnham	Northern Neck	2,500	1,150	1,250
St. James', Montross	Northern Neck	4,800	3,500	
St. John's, Warsaw	Northern Neck	4,193	4,020	4,000
St. Mary's, Fleeton	Northern Neck	2,112	2,004	2,004
St. Mary's, Whitechapel, Lively	Northern Neck	17,896	19,000	19,185
St. Paul's, Nomini Grove	Northern Neck	2,400	2,400	
St. Peter's, Oak Grove	Northern Neck	8,256	6,655	6,655
St. Stephen's, Heathsville	Northern Neck	17,500	17,500	17,200
Trinity, Lancaster	Northern Neck	7,598	8,140	8,140
Wicomico Church, Wicomico Church	Northern Neck		5,000	
	<i>Subtotal</i>	<i>111,623</i>	<i>124,216</i>	<i>114,448</i>
Christ Church, Lucketts	Northern Piedmont	9,000	8,400	8,400
Emmanuel, Delaplane	Northern Piedmont	13,635	20,000	20,000
Emmanuel, Middleburg	Northern Piedmont	14,000	13,000	13,000
Grace, The Plains	Northern Piedmont	24,000	18,500	22,200
Leeds Parish, Markham	Northern Piedmont	10,000	7,510	
Our Redeemer, Aldie	Northern Piedmont	1,200		
St. Gabriel's/San Gabriel, Leesburg	Northern Piedmont		5,500	5,500
St. Andrew's, Marshall	Northern Piedmont	941		764
St. David's, Ashburn	Northern Piedmont	24,000	12,000	
St. James', Leesburg	Northern Piedmont		36,667	
St. Matthew's, Sterling	Northern Piedmont	71,595	67,000	67,000
St. Paul's, Haymarket	Northern Piedmont	8,528	8,528	8,528
St. Peter's, Purcellville	Northern Piedmont		4,500	4,500
Trinity Church, Upperville	Northern Piedmont	62,000	46,500	62,000
	<i>Subtotal</i>	<i>238,899</i>	<i>248,105</i>	<i>211,892</i>
All Saints Sharon Chapel, Alexandria	Potomac		19,236	19,236
Church of the Spirit, Alexandria	Potomac		1,000	
Olivet, Alexandria	Potomac		12,411	12,411
Pohick, Lorton	Potomac	38,340	33,000	33,000
San Marcos, Alexandria	Potomac			
St. Aidan's, Alexandria	Potomac		20,000	20,000
St. James', Mount Vernon	Potomac	2,000	2,000	500
St. Luke's, Alexandria	Potomac	25,000	25,000	25,000
St. Margaret's, Woodbridge	Potomac	3,000	1,833	
St. Mark's, Alexandria	Potomac	11,000	10,002	10,000
	<i>Subtotal</i>	<i>79,340</i>	<i>124,482</i>	<i>120,147</i>

Report of Pledges

The Falls Church, Falls Church	South Fairfax	50,000	48,000	48,000
Good Shepherd, Burke	South Fairfax	37,000	35,000	35,000
Holy Cross Korean, Falls Church	South Fairfax	2,400	1,800	2,400
Santa Maria, Falls Church	South Fairfax	6,500		10,792
St. Peters in the Woods, Fairfax Station	South Fairfax	30,500	22,500	22,500
St. Alban's, Annandale	South Fairfax	65,319	72,684	60,000
St. Andrew's, Burke	South Fairfax	53,200	50,000	50,000
St. Barnabas', Annandale	South Fairfax	50,000	45,500	45,000
St. Christopher's, Springfield	South Fairfax	15,000	16,125	
St. John's, Centreville	South Fairfax	10,000	10,000	10,000
St. Patrick's, Falls Church	South Fairfax			5,000
St. Paul's, Bailey's Crossroads	South Fairfax		7,550	
Trinity, Manassas	South Fairfax	25,000	16,000	20,000
	<i>Subtotal</i>	<i>344,919</i>	<i>325,159</i>	<i>308,692</i>
Christ Church, Luray	Southern Shenandoah	12,859	12,085	12,085
Emmanuel, Harrisonburg	Southern Shenandoah	21,000	25,583	
Emmanuel, Woodstock	Southern Shenandoah	10,400	11,400	11,400
Grace Church, Port Republic	Southern Shenandoah			
St. Stephen & the Good Shepherd, Rocky Bar	Southern Shenandoah	1,000		
St. Andrew's, Mount Jackson	Southern Shenandoah	7,460	5,820	5,820
St. George's, Stanley	Southern Shenandoah			200
St. Paul's, Ingham	Southern Shenandoah	400		300
Cathedral Shrine of the Transfiguration, Orkney Springs	Southern Shenandoah	10,000	15,000	10,000
	<i>Subtotal</i>	<i>63,119</i>	<i>69,888</i>	<i>39,805</i>
Abingdon, White Marsh	Upper Tidewater	30,040	29,205	29,205
Christ Church, Christchurch	Upper Tidewater	15,000	11,500	11,500
Immanuel, King & Queen Court House	Upper Tidewater	25	25	25
Kingston Parish, Mathews	Upper Tidewater	20,230	20,670	20,670
St. David's, Aylett	Upper Tidewater		1,500	1,500
St. John's, Tappahannock	Upper Tidewater	1,500	1,000	1,500
St. John's, West Point	Upper Tidewater	14,400	14,553	14,400
St. Paul's, Millers Tavern	Upper Tidewater	12,000	10,000	12,000
St. Paul's, West Point	Upper Tidewater			
St. Peter's, New Kent	Upper Tidewater	19,547	12,434	
Varina Church, Varina	Upper Tidewater	6,000	5,300	5,300
Vauter's, Loretto	Upper Tidewater	5,000	6,224	6,000
Ware, Gloucester	Upper Tidewater		13,660	16,304
Westover Church, Charles City	Upper Tidewater		14,000	
	<i>Subtotal</i>	<i>123,742</i>	<i>140,071</i>	<i>118,404</i>
All Saints', Richmond	West Richmond	44,800	30,000	30,000
Christ Church, Glen Allen	West Richmond	55,000	51,000	50,000
Grace, Goochland	West Richmond		7,000	7,000
St. Francis, Manakin Sabot	West Richmond	4,100	4,020	3,900
St. Bartholomew's, Richmond	West Richmond			
St. Martin's, Richmond	West Richmond	2,500	2,000	
St. Mary's, Goochland	West Richmond	65,000	64,992	65,000
St. Matthew's, Richmond	West Richmond		13,788	
	<i>Subtotal</i>	<i>171,400</i>	<i>172,800</i>	<i>155,900</i>

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Congregation	Region	Pledged 2022	Paid YTD 12/31/2021	Pledged 2021
Calvary, Front Royal	Winchester	18,120	23,045	22,000
Christ Church, Winchester	Winchester		40,000	
Cunningham Chapel, Millwood	Winchester	1,000		14,500
Good Shepherd, Bluemont	Winchester	1,874		1,670
Grace Church, Berryville	Winchester	7,700	8,158	7,500
Meade Memorial, White Post	Winchester		800	
St. Mary's, Berryville	Winchester	1,200	1,200	
St. Paul's on-the-Hill, Winchester	Winchester	8,464	2,400	2,400
	<i>Subtotal</i>	<i>38,358</i>	<i>75,603</i>	<i>48,070</i>
	Total	3,304,884	4,106,121	3,485,777

Report of Audits

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Region	Parish	2016	2017	2018	2019	2020
Alexandria	Christ Church, Alexandria	1				
Alexandria	Emmanuel, Alexandria	1	1	1		
Alexandria	Grace, Alexandria	1	1			1
Alexandria	Immanuel-on-the-Hill, Alexandria	1	1	1	1	
Alexandria	Meade Memorial, Alexandria					
Alexandria	Resurrection, Alexandria	1		1		1
Alexandria	St. Clement, Alexandria	1	1	1	1	
Alexandria	St. Paul's, Alexandria	1	1	1	1	
Arlington	La Iglesia de Cristo Rey, Arlington	1	1		1	
Arlington	La Iglesia de San Jose, Arlington	1	1		1	
Arlington	St. Andrew's, Arlington	1	1	1	1	1
Arlington	St. George's, Arlington	1	1	1	1	1
Arlington	St. John's, Arlington	1				
Arlington	St. Mary's, Arlington	1				
Arlington	St. Michael's, Arlington	1	1	1	1	1
Arlington	St. Peter's, Arlington	1	1	1		
Arlington	Trinity, Arlington	1	1	1		
Central Richmond	Christ Ascension, Richmond	1		1		
Central Richmond	Grace & Holy Trinity, Richmond	1	1	1		1
Central Richmond	Holy Comforter, Richmond	1	1	1	1	
Central Richmond	St. Andrew's, Richmond					
Central Richmond	St. James's, Richmond	1	1		1	1
Central Richmond	St. John's, Richmond					1
Central Richmond	St. Mark's, Richmond	1	1	1	1	1
Central Richmond	St. Paul's, Richmond	1	1	1	1	
Central Richmond	St. Peter's, Richmond	1	1	1	1	
Central Richmond	St. Philip's, Richmond	1	1	1	1	1
Central Richmond	St. Stephen's, Richmond	1	1	1		
Central Richmond	St. Thomas, Richmond	1				
Central Richmond	Varina Church, Varina	1	1	1	1	1
Charlottesville	Buck Mountain, Earlysville	1	1	1		
Charlottesville	Christ Church, Charlottesville					
Charlottesville	Christ Church, Gordonsville	1	1	1	1	1
Charlottesville	Emmanuel, Greenwood	1	1	1		
Charlottesville	Good Shepherd, Boonesville	1	1	1		
Charlottesville	Grace, Bremo Bluff					
Charlottesville	Grace, Keswick	1	1	1	1	
Charlottesville	Grace, Stanardsville	1	1	1	1	1

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Region	Parish	2016	2017	2018	2019	2020
Charlottesville	Holy Cross, Batesville	1	1	1	1	1
Charlottesville	Incarnation, Mineral		1	1	1	1
Charlottesville	McIlhany Parish, Charlottesville	1	1	1	1	1
Charlottesville	Our Saviour, Charlottesville	1	1	1	1	1
Charlottesville	St. Anne's, Scottsville	1			1	
Charlottesville	St. James', Louisa		1	1		
Charlottesville	St. John the Baptist, Ivy	1	1	1	1	1
Charlottesville	St. John's, Columbia	1	1	1	1	
Charlottesville	St. Luke's, Simeon	1	1	1		1
Charlottesville	St. Paul's Memorial, Charlottesville	1	1	1	1	
Charlottesville	St. Paul's, Ivy	1	1	1		
Charlottesville	St. Thomas, Orange	1	1	1	1	1
Charlottesville	Trinity, Charlottesville					
Culpeper	Christ Church, Brandy Station	1	1	1	1	
Culpeper	Emmanuel, Rapidan	1	1	1		
Culpeper	Grace, Casanova	1	1	1	1	1
Culpeper	Little Fork (St. Mark's Parish), Rixeyville		1	1	1	
Culpeper	Piedmont, Madison	1			1	1
Culpeper	St. James', Warrenton	1	1			
Culpeper	St. Luke's, Remington					
Culpeper	St. Stephen's, Catlett	1				
Culpeper	St. Stephen's, Culpeper		1	1	1	1
Culpeper	Trinity, Washington	1	1	1	1	1
Fredericksburg	Aquia, Stafford	1	1	1	1	1
Fredericksburg	Christ Church, Spotsylvania	1	1	1	1	1
Fredericksburg	Emmanuel, Port Conway	1	1	1	1	
Fredericksburg	Messiah, Chancellor, Fredericksburg		1	1		
Fredericksburg	St. Asaph's, Bowling Green					
Fredericksburg	St. George's, Fredericksburg	1	1	1	1	
Fredericksburg	St. John's, King George	1	1	1	1	
Fredericksburg	St. Mary's, Colonial Beach	1	1	1		
Fredericksburg	St. Paul's, Owens	1	1			
Fredericksburg	St. Peter's, Port Royal	1	1	1	1	
Fredericksburg	Trinity, Fredericksburg	1	1	1	1	1
North Fairfax	Epiphany Church, Oak Hill	1	1	1	1	1
North Fairfax	Holy Comforter, Vienna	1	1	1	1	1
North Fairfax	Holy Cross, Dunn Loring	1	1	1		

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Region	Parish	2016	2017	2018	2019	2020
North Fairfax	St. Anne's, Reston		1	1	1	
North Fairfax	St. Dunstan's, McLean	1	1			
North Fairfax	St. Francis Korean, McLean	1				
North Fairfax	St. Francis, Great Falls		1		1	
North Fairfax	St. John's, McLean	1	1			
North Fairfax	St. Thomas, McLean	1	1	1	1	1
North Fairfax	St. Timothy's, Herndon	1	1	1		
North Richmond	All Souls', Atlee	1		1	1	1
North Richmond	Calvary, Hanover	1	1	1	1	1
North Richmond	Creator, Mechanicsville	1	1	1	1	1
North Richmond	Emmanuel, Richmond	1	1	1		1
North Richmond	Epiphany, Richmond	1	1	1	1	1
North Richmond	Immanuel, Old Church	1	1	1	1	1
North Richmond	Our Saviour, Montpelier		1	1	1	1
North Richmond	St. James-the-Less, Ashland	1	1	1	1	1
North Richmond	St. Paul's, Hanover	1	1	1		
North Richmond	The Fork Church, Doswell	1	1	1	1	1
Northern Neck	Cople Parish, Hague	1	1	1	1	1
Northern Neck	Grace, Kilmarnock		1		1	
Northern Neck	North Farnham Parish, Farnham	1		1	1	1
Northern Neck	St. James', Montross	1				
Northern Neck	St. John's, Warsaw	1	1	1	1	1
Northern Neck	St. Mary's, Fleeton		1	1	1	1
Northern Neck	St. Mary's, Whitechapel, Lively	1	1	1		
Northern Neck	St. Paul's, Nomini Grove					
Northern Neck	St. Peter's, Oak Grove	1	1	1	1	1
Northern Neck	St. Stephen's, Heathsville	1	1	1	1	1
Northern Neck	Trinity, Lancaster	1	1	1	1	1
Northern Neck	Wicomico Church, Wicomico					
Northern Piedmont	Christ Church, Lucketts	1	1	1	1	1
Northern Piedmont	Emmanuel, Delaplane	1	1	1	1	1
Northern Piedmont	Emmanuel, Middleburg	1	1	1	1	1
Northern Piedmont	Grace, The Plains	1		1	1	1
Northern Piedmont	Leeds Parish, Markham	1	1	1	1	1
Northern Piedmont	Our Redeemer, Aldie		1	1		
Northern Piedmont	St. Andrew's, Marshall					
Northern Piedmont	St. David's, Ashburn		1	1		
Northern Piedmont	St. Gabriel's, Leesburg	1	1	1	1	1

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Region	Parish	2016	2017	2018	2019	2020
Northern Piedmont	St. James', Leesburg	1	1	1		
Northern Piedmont	St. Matthew's, Sterling	1	1	1	1	1
Northern Piedmont	St. Paul's, Haymarket		1			
Northern Piedmont	St. Peter's, Purcellville					
Northern Piedmont	Trinity, Upperville	1		1	1	
Northern Shenandoah	Calvary, Front Royal				1	
Northern Shenandoah	Christ Church, Winchester	1	1	1	1	1
Northern Shenandoah	Cunningham Chapel Parish, Millwood		1	1		
Northern Shenandoah	Good Shepherd, Bluemont			1	1	1
Northern Shenandoah	Grace, Berryville	1	1	1	1	1
Northern Shenandoah	Meade Memorial, White Post					
Northern Shenandoah	St. Mary's, Berryville	1				
Northern Shenandoah	St. Paul's on-the-Hill, Winchester	1				
Potomac	All Saints Sharon Chapel, Alexandria					
Potomac	Church of the Spirit, Alexandria		1			
Potomac	La Iglesia de San Marcos, Alexandria	1	1			
Potomac	Olivet, Alexandria	1	1	1	1	1
Potomac	Pohick, Lorton					
Potomac	St. Aidan's, Alexandria	1	1	1	1	
Potomac	St. James', Mt. Vernon					
Potomac	St. Luke's, Wellington, Alexandria		1	1	1	1
Potomac	St. Margaret's, Woodbridge	1	1		1	1
Potomac	St. Mark's, Alexandria	1	1	1		
South Fairfax	Falls Church, Falls Church	1				
South Fairfax	Good Shepherd, Burke	1	1	1	1	
South Fairfax	Holy Cross Korean, Falls Church	1				
South Fairfax	Santa Maria, Falls Church	1	1	1	1	1
South Fairfax	St. Alban's, Annandale	1	1	1		1
South Fairfax	St. Andrew's, Burke	1	1	1		
South Fairfax	St. Barnabas', Annandale	1	1		1	
South Fairfax	St. Christopher's, Springfield	1	1			
South Fairfax	St. John's, Centreville	1	1	1	1	1
South Fairfax	St. Patrick's, Falls Church	1				
South Fairfax	St. Paul's, Bailey's Crossroads					
South Fairfax	St. Peter's-in-the-Woods, Fairfax Station	1	1	1	1	1
South Fairfax	Trinity, Manassas	1				

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Region	Parish	2016	2017	2018	2019	2020
Southern Shenandoah	Christ Church, Luray					
Southern Shenandoah	Emmanuel, Harrisonburg	1	1	1	1	1
Southern Shenandoah	Emmanuel, Woodstock	1	1	1	1	1
Southern Shenandoah	Grace Memorial, Port Republic					
Southern Shenandoah	Shrine of the Transfiguration, Orkney Springs	1	1	1	1	
Southern Shenandoah	St. Andrew's, Mount Jackson	1	1			
Southern Shenandoah	St. George's, Stanley					
Southern Shenandoah	St. Paul's, Ingham, Shenandoah					1
Southern Shenandoah	St. Stephen's & the Good Shepherd, Rocky Bar					
Upper Tidewater	Abingdon Church, White Marsh					
Upper Tidewater	Christ Church, Christchurch	1	1	1	1	1
Upper Tidewater	Immanuel, King & Queen	1	1	1		
Upper Tidewater	Kingston Parish, Mathews	1	1	1	1	1
Upper Tidewater	St. David's, Aylett	1		1		1
Upper Tidewater	St. John's, Tappahannock	1	1	1		
Upper Tidewater	St. John's, West Point	1	1	1	1	1
Upper Tidewater	St. Paul's, Millers Tavern	1	1	1	1	1
Upper Tidewater	St. Paul's, West Point					
Upper Tidewater	St. Peter's, New Kent	1	1	1	1	
Upper Tidewater	Vauter's, Loretto					1
Upper Tidewater	Ware, Gloucester	1	1	1		
Upper Tidewater	Westover, Charles City		1	1	1	1
West Richmond	All Saints, Richmond					
West Richmond	Christ Church, Richmond	1	1	1		1
West Richmond	Grace, Goochland	1	1	1	1	1
West Richmond	St. Bartholomew's, Richmond					1
West Richmond	St. Francis, Goochland	1	1	1	1	1
West Richmond	St. Martin's, Richmond					
West Richmond	St. Mary's, Goochland					
West Richmond	St. Matthew's, Richmond	1	1	1	1	1

Official Acts of the Bishops

2021 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>
Hope Laingen	4/14/2021	Grace, The Plains
Elvira Beracochea	5/11/2021	Good Shepherd, Burke

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>
Deborah Lockhart	2/24/2021	Grace, Kilmarnock
Nancy Searby	5/11/2021	St. Dunstan's, McLean

Postulants for Holy Orders toward ordination to priesthood accepted by Bishop Goff:

<i>Name</i>	<i>Date of Acceptance</i>	<i>Presenting Parish</i>
R. Maria Maguire	2/3/2021	Young Priest Initiative
Kilpy Singer	3/17/2021	St. James's, Richmond
Kris Boyd	3/17/2021	St. George's, Fredericksburg
Sarah Spurlock Biggs	4/26/2021	St. Peter's in the Woods, Fairfax Station
Anthony Gaboton	11/3/2021	St. Peter'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>
Blake Singer	3/17/2021	St. James's, Richmond
Peyton Williams	11/3/2021	St. Paul's Memorial, Charlottesville

Candidates for Holy Orders toward ordination to priesthood accepted by Bishop Goff:

<i>Name</i>	<i>Date of Acceptance</i>	<i>Presenting Parish</i>
Stacy Carlson	4/19/2021	St. Paul's, Alexandria
Paul Evans	4/19/2021	Grace & Holy Trinity, Richmond
Suzanne Hood	4/19/2021	Abingdon, White Marsh
Sarah "Winnie" Smith	5/26/2021	St. Paul's, Alexandria
Julius Rodriguez	5/26/2021	Grace, Alexandria
Samuel Bush	5/26/2021	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>
Denise Bennett	4/19/2021	St. Andrew's, Richmond
Leah Wise	4/19/2021	St. Paul's Memorial, Charlottesville
Natalie Perl Regan	9/20/2021	St. Andrew's, Burke
Kevin Newell	9/20/2021	Emmanuel, 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>
None		

Candidates 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>
Dawn McNamara	10/13/2021	Grace & Holy Trinity, Richmond
Susie Harding	10/13/2021	St. Matthew's, Sterling

Ordinations to the Vocational Diaconate:

<i>Name</i>	<i>Ordination Date</i>	<i>Location/Ordaining Bishop</i>
Shea Godwin	4/19/2021	All Saints, Richmond/Susan E. Goff
Steven Busch	4/19/2021	All Saints, Richmond/Susan E. Goff
Peggy Moncure	4/19/2021	All Saints, Richmond/Susan E. Goff
Courtenay Evans	4/20/2021	All Saints, Richmond/Susan E. Goff
Sarah Jean "Salli" Hartman	4/20/2021	All Saints, Richmond/Susan E. Goff
Brian Justice	4/21/2021	All Saints, Richmond/Jennifer Brooke-Davidson
Stephen Pace	4/21/2021	All Saints, Richmond/Jennifer Brooke-Davidson

Transitional Diaconate Ordinations:

<i>Name</i>	<i>Ordination Date</i>	<i>Location/Ordaining Bishop</i>
Celal Kamran	3/1/2021	St. George's, Fredericksburg/Susan E. Goff
Michael Sweeney	3/1/2021	St. George's, Fredericksburg/Susan E. Goff
Peter Fraser-Morris	3/4/2021	St. Paul's Memorial, Charlottesville/ Jennifer Brooke-Davidson
Rachel Eskite	6/12/2021	St. John's, Richmond/Susan E. Goff
Denise Bennett	6/12/2021	St. Andrew's, Richmond/Jennifer Brooke-Davidson

Priesthood Ordinations:

<i>Name</i>	<i>Ordination Date</i>	<i>Location/Ordaining Bishop</i>
Peter Fraser-Morris	9/9/2021	St. Andrew's, Burke/Susan E. Goff
Celal Kamran	9/9/2021	St. Andrew's, Burke/Susan E. Goff
Santiago Rodriguez	9/9/2021	St. Andrew's, Burke/Susan E. Goff
Denise Bennett	12/18/2021	All Saints, Richmond/Jennifer Brooke-Davidson
Rachel Eskite	12/18/2021	All Saints, Richmond/Jennifer Brooke-Davidson
Michael Sweeney	12/18/2021	All Saints, Richmond/Jennifer Brooke-Davidson

Ordinations to the Priesthood on behalf of another diocese:

<i>Name</i>	<i>Ordination Date</i>	<i>Location/Ordaining Bishop</i>
Hailey Jacobsen	12/18/2021	All Saints, Richmond/Jennifer Brooke-Davidson (Massachusetts)
Lauren Banks	12/18/2021	All Saints, Richmond/Jennifer Brooke-Davidson (Massachusetts)

Received from churches in the Historic Succession:

None

Letters Dimissory Given:

<i>Name</i>	<i>Date</i>	<i>Receiving Diocese</i>
Megan Holloway	1/27/2021	Los Angeles
Joseph Earl Lenow	1/27/2021	Maryland
Brent Melton	3/26/2021	North Carolina
Matthew W. Rhodes	7/30/2021	Southwestern Virginia
Jason Roberson	9/10/2021	Southeast Florida
Seldon M. Walker	1/8/2021	Southern Virginia

Letters Dimissory Accepted:

<i>Name</i>	<i>Date</i>	<i>Sending Diocese</i>
Catherine Anthony	9/29/2021	Chicago
Stephanie Abbott Bailey	7/12/2021	California
Russell Brooks Boylan, Jr.	12/1/2021	Western Louisiana
Areeta Darshanee Bridgemohan	5/3/2021	Michigan
Pierre-Henry Buisson	6/9/2021	Arizona
Susan Rainey Dankel	1/19/2021	Massachusetts
Rodney E. Gordon	9/29/2021	Southern Virginia
Cynthia McKenna	2/10/2021	West Texas
Sara E. Palmer	10/4/2021	Southern Ohio
W. Burley Salmon	7/1/2021	Atlanta
William S. Stanley	2/26/2021	Los Angeles
Duane Joseph Wiggin-Nettles	1/1/2021	Louisiana
Mary Margaret Winn	9/29/2021	West Tennessee

Priests Inhibited:

None

Priests Removed or Deposed:

None

Priests Suspended:

None

Postulants Removed from Holy Orders:

None

Lay Catechist (number of people licensed): 1

Lay Eucharistic Minister licenses issued (number of people licensed): 155

Lay Eucharistic Visitors licenses issued (number of people licensed): 51

Lay Preacher licenses issued (number of people licensed): 6

Worship Leader licenses issued (number of people licensed): 7

Remarriage applications approved (number of petitions granted): 29

Clergy Serving under License:

<i>Name</i>	<i>Canonical Residence</i>
Thomas Alexander Allain	Mississippi
Elenor "Andy" Lucius Anderson	Alabama
Deacon Edward K. Bachschmid	Rio Grande
R. Bruce Birdsey	East Carolina
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
Anne Fredericks Cooper	Liberia
R. David Cox	Southwestern Virginia
Pedro Cuevas Feliz	Rio Grande

Official Acts of the Bishops

Deacon Martha M. Dooley	New Jersey
Georgia C. DuBose	West Virginia
Zachary M. Fleetwood	Convocation of Episcopal Churches in Europe
Michael B. Guy	Evangelical Lutheran (ELCA)
Neal Halvorson-Taylor	Evangelical Lutheran (ELCA)
Robert E. Hamilton	North Carolina
Julie Nan Harris	West Virginia
Jerome A. Hinson	West Missouri
Thomas R. Hughes	Easton
Nicholas Hull	Southwestern Virginia
Howard M. Humphrey, Jr.	Ohio
J. Hugh Alexander James	Connecticut
Martha D. Johns	Los Angeles
H. Vance Johnson	Washington
Richmond Jones	Atlanta
Charles Austin Joy	Southern Virginia
Deacon William Henry Joyner, Jr.	North Carolina
Linda Kapurch	Maryland
John Luther Kater	California
Zaccheaus Katta	Medak, Church of South India
Briggett J. Keith	Newark
Victor M. King	Liberia, West Africa
James C. Kniseley	Virginia Synod (ELCA)
Ryan Lesh	New York
Margaret Ewing Lloyd	Massachusetts
J. Fletcher Lowe	Delaware
Jan Alfred Maas	New York
W. Daniel MacGill III	West Virginia
Leigh P. Mackintosh	New York
Lucretia W. Mann	Washington
David B. McIlhiney	New Hampshire
Richard A. Miles	North Carolina
Canon Henry N.F. Minich	Southeast Florida
Sandra Lee Mizirl	Texas
Tyler Lindell Montgomery	Southern Virginia
John (Tige) E. Newell	Southern Virginia
Shelby Ochs Owen	Southwestern Virginia
Susan D. Parsons	California
R. Jeffrey Patnaude	Ohio
Beverly A. Patterson	West Texas
Guimond Pierre-Louis	Haiti
Meredith Woods Potter	Chicago
Thomas Morgan Prichard	Pittsburgh
Samuel R. Reddimalla	New York
Stephen E. Rorke	Rochester
Charles Russell	Indianapolis
Donna J. Scott	Tennessee
Claudia Dare Seiter	Utah
Jane E. Sigloh	Southwestern Virginia
Carol Sims	Southern Virginia
William Smyth Stanley	Los Angeles
John DeWitt Stonesifer	Washington

Official Acts of the Bishops

Cynthia Byers Walter	West Virginia
Mark Wastler	Maryland
Elliott Waters	Pennsylvania
Winston Welty	Pennsylvania
Halley L. Willcox	Atlanta
Patrick Wingo	East Tennessee

Clergy who have died:

<i>Name</i>	<i>Date of Death</i>
Ruth D. Walsh	1/21/2021
William L. Weiler	2/23/2021
William F. Myers	3/1/2021
William L. Dols, Jr.	3/24/2021
John M. Smith	4/4/2021
Randall H. Haycock	6/9/2021
Michael B. Hinson	11/14/2021
Ronald S. Okrasinski	12/21/2021

Official Acts of the Standing Committee

Official Acts of the Standing Committee

November 14, 2020 to November 13, 2021

Election of Committee Officers

President: Christie Thomas 11/14/2020
 Secretary: Ashley Cameron 11/14/2020

Consent for appointments

Consent for the Appointment of the following additional Executive Board members; 1/7/2021
 Cheryl Groce-Wright
 Garway Bright
 Alda L. White

Consent for the Appointment of the following Disciplinary Board members: 11/4/2021
 The Rev. Crystal Hardin for a one-year term ending in 2022.
 The Rev. Daniel Johnson for a two-year term ending in 2023.
 The Rev. Herbert Jones for a three-year term ending in 2024.
 Ms. Marleen McCabe for a three-year term ending in 2024.
 Mr. David N. Meeker for a three-year term ending in 2024.
 The Rev. Dina Widlake for a three-year term ending in 2024.

Consent for the election of

The Rev. Paula E. Clark, Bishop Diocesan for Diocese of Chicago 1/7/2021
 The Rev. Canon Ruth M. Woodliff-Stanley, Bishop Diocesan for Diocese of South Carolina 6/3/2021
 The Rev. Dr. Ketlen A. Solak, Bishop Diocesan for Diocese of Pittsburgh 8/5/2021
 The Rev. Betsey Monnot, Bishop Diocesan for Diocese of Iowa 9/2/2021
 The Rev. Matthew D. Cowden, Bishop Coadjutor for Diocese of West Virginia 11/4/2021
 The Very Rev. Daniel P. Richards, Bishop Diocesan for Diocese of Upper South Carolina 11/4/2021
 The Rev. Elizabeth Bonforte Gardner, Bishop Diocesan for Diocese of Nevada 11/4/2021

Consent for Candidacy for Ordination to the Priesthood

Denise Bennett 5/6/2021
 Stacy Carlson 5/6/2021
 Paul Evans 6/3/2021
 Suzanne Hood 6/3/2021
 Sam Bush 7/1/2021
 Leah Wise 7/1/2021
 Winnie Smith 8/5/2021
 Julie Rodriguez 8/5/2021
 Kevin Laskowski 9/2/2021
 Natalie Perl Regan 10/7/2021
 Kevin Newell 11/4/2021

Consent for Ordination to the Vocational Diaconate

Steven Busch 3/4/2021
 Courtenay Evans 3/4/2021
 Shea Godwin 3/4/2021
 Salli Hartman 3/4/2021
 Brian Justice 3/4/2021
 Peg Moncure 3/4/2021
 Steven Pace 3/4/2021

Consent for Ordination to the Transitional Diaconate

Celal Kamran	2/4/2021
Peter Fraser-Morris	2/4/2021
Santiago Rodriguez	2/4/2021
Michael Sweeney	2/4/2021
Rachel Bauer Eskite	5/3/2021 (via email)
Denise Bennett	5/6/2021 (via email following the meeting)

Consent for Ordination to the Priesthood

Celal Kamran	8/5/2021
Peter Fraser-Morris	8/5/2021
Santiago Rodriguez	8/5/2021
Michael Sweeney	8/5/2021
Rachel Bauer Eskite	11/4/2021
Denise Bennett	11/4/2021

Consent for Encumbrance or Sale of Church Property

Consent to the request for indebtedness by St. Mark's, Richmond (roof replacement)	1/7/2021
Consent to the request for indebtedness by St. Luke's, Alexandria (parish hall renovation)	2/4/2021
Consent to approval of a deed of easement by St. Gabriel's, Leesburg	3/4/2021
Consent to extend the Paycheck Protection Program loan authorization	5/6/2021
Consent to an electric service easement at St. Margaret's, Woodbridge	6/3/2021
Consent to the sale of 10.5 vacant acres at 665 N. Airport Drive in Henrico, Va	6/3/2021
Consent to the sale of 26.7 wooded acres at the intersection of routes 60 and 629 in New Kent County, VA	6/3/2021
Consent to the request to refinance indebtedness by Church of the Holy Cross, Dunn Loring	11/4/2021

Other Canonically Required Consents

Consent to the invitation from Bishop Goff to the Rt. Rev. Susan B. Haynes of the Diocese of Southern Virginia to serve as the canonical Bishop in a Title IV matter under Cannon III.13.2.	1/7/2021
Approval of Collegiate Delegates to Convention	10/7/2021, 11/4/2021

Other

Called the following to form the Search Committee for the XIV Bishop Diocesan:	4/29/2021
The Rev. Deacon Emmetri Beane, St. Stephen's, Culpeper	
Brad Davenport, Grace & Holy Trinity, Richmond	
The Rev. Will Dickinson, St. George's, Fredericksburg	
Francisco Escobar, St. Mark's, Alexandria	
The Rev. Deacon Christine Garcia, Christ Ascension, Richmond	
The Rev. Deacon Frederico Garza, St. Philip's, Richmond, and Food for the Poor	
Maggie Keller, St. John's, McLean	
Carolyn Lanier, St. Philip's, Richmond	
The Rev. Will Peyton, St. Paul's Memorial, Charlottesville	
The Rev. Scott Parnell, Ware Church, Gloucester	
The Rev. Elizabeth Rees, St. Paul's, Alexandria	
Rebecca Shannon, Canterbury Campus Ministry, Harrisonburg	
The Rev. Dr. Rosemari Sullivan, Immanuel Church-on-the-Hill, Alexandria, Search Committee Chair	
Rushad Thomas, Grace, Alexandria	

- Called the following to form the Transition Committee for the XIV Bishop Diocesan: 11/11/2021
Cindi Bartol, Christ Church, Alexandria
Ellyn Crawford, St. George's, Arlington
The Ven. David Curtis, St. John's, Richmond
The Rev. Marlene Forrest, St. Philip's, Richmond
Sherrard Gardner, St. Philip's, Richmond
Stephanie Hanchey, St. Paul's, Owens
The Rev. Deacon Joseph Klenzmann, Holy Comforter, Richmond
Terry Long, Holy Comforter, Richmond
The Rev. Barbara Marques, St. John's, Westpoint
Kathleen Turner, Church of the Resurrection, Alexandria
Carlo Uchello, St. Lukes, Alexandria, Transition Committee Chair
- Agreed to present a resolution to Annual Convention regarding the creation of 10/7/2021
an additional Assistant Bishop position.

Report of Confirmations and Receptions

2021 Report of Confirmations & Receptions

Church	Region	Bishop	Date
All Saints, Richmond	West Richmond	Brooke-Davidson	11/7/21
All Saints Sharon Chapel, Alexandria @ St. Mark's, Alexandria (see Potomac)	Potomac	Taylor	11/7/21
All Souls, Atlee, Mechanicsville	North Richmond	Brooke-Davidson	10/31/21
Aquia, Stafford	Fredericksburg	Brooke-Davidson	9/26/21
Calvary, Front Royal @ Trinity, Upperville	Day of Commitment	Townsend	9/18/21
Cathedral Shrine of the Transfiguration, Orkney Springs	North Shenandoah	Goff	7/22/21
Christ Church, Alexandria	Alexandria	Taylor	6/13/21
Christ Church, Glen Allen	Day of Commitment	Goff	9/18/21
Christ Church, Glen Allen @ St. Paul's, Ivy	Day of Commitment	Brooke-Davidson	9/18/21
Church of Our Redeemer, Aldie	Northern Piedmont	Gulick	11/21/21
Church of Our Savior, Montpelier	North Richmond	Goff	11/21/21
Church of the Resurrection, Alexandria	Alexandria	Goff	4/3/21
Church of the Resurrection, Alexandria @ St. Mark's, Alexandria (see Potomac)	Alexandria	Taylor	11/7/21
Church of the Resurrection, Alexandria @ St. Andrew's, Burke	Alexandria	Taylor	12/12/21
Church of the Resurrection, Alexandria @ The Falls Church, Falls Church	Day of Commitment	Taylor	9/18/21
Church of the Spirit, Alexandria @ St. Mark's, Alexandria (see Potomac)	Potomac	Taylor	11/7/21
Clarke Parish (Grace & St. Mary's), Berryville	North Shenandoah	Gulick	11/7/21
Cople Parish, Hague	Northern Neck	Goff	9/26/21
Emmanuel, Alexandria	Alexandria	Taylor	10/10/21
Emmanuel, Harrisonburg	Southern Shenandoah Valley	Brooke-Davidson	10/17/21
Emmanuel, Rapidan	Culpeper	Brooke-Davidson	12/12/21
Emmanuel, Middleburg @ Trinity, Upperville	Day of Commitment	Townsend	9/18/21
Epiphany, Oak Hill @ The Falls Church, Falls Church	Day of Commitment	Taylor	9/18/21
The Fork Church, Doswell	North Richmond	Brooke-Davidson	6/6/21
Grace, Casanova	Northern Piedmont	Brooke-Davidson	5/2/21
Grace, Kilmarnock	Northern Neck	Goff	10/24/21

Report on Confirmations and Receptions

Baptized	Confirmed	Received	Reaffirmed
4	12	0	0
1	2	0	0
0	3	0	0
0	13	1	1
0	0	4	0
0	1	0	0
0	12	5	0
0	20	1	0
0	1	0	0
0	3	0	0
0	6	0	0
0	0	0	0
0	1	1	0
0	1	0	0
0	1	0	0
0	2	0	0
2	3	3	0
0	3	0	0
1	6	6	0
0	3	0	0
0	1	0	0
0	0	3	0
0	0	2	0
0	0	0	0
0	0	0	0
0	7	0	0

Report on Confirmations and Receptions

Church	Region	Bishop	Date
Grace, Cismont, Keswick	Charlottesville	Goff	10/3/21
Grace, Cismont, Keswick @ St. Paul's, Ivy	Day of Commitment	Brooke-Davidson	9/18/21
Hanover with Brunswick Parish, King George	Fredericksburg	Brooke-Davidson	10/10/21
Holy Comforter, Vienna	North Fairfax	Gulick	5/23/21
Holy Cross, Batesville	Charlottesville	Goff	5/2/21
Immanuel, Old Church, Mechanicsville	North Richmond	Brooke-Davidson	12/5/21
Olivet, Franconia @ St. Mark's, Alexandria (see Potomac)	Potomac	Taylor	11/7/21
Pohick, Lorton	Potomac	Goff	6/20/21
Potomac Church: All Saints Sharon Chapel, Alexandria; Church of the Spirit, Alexandria; Olivet, Franconia; St. Mark's, Alexandria (See individual churches)	Potomac	Taylor	11/7/21
Santa Maria, Falls Church	South Fairfax	Goff	12/5/21
St. Alban's, Annandale	South Fairfax	Goff	6/27/21
St. Andrew's, Arlington	Arlington	Taylor	11/21/21
St. Andrew's, Burke	South Fairfax	Taylor	12/12/21
St. Anne's, Reston	North Fairfax	Taylor	5/23/21
St. Anne's, Reston @ The Falls Church, Falls Church	Day of Commitment	Taylor	9/18/21
St. Asaph's, Bowling Green	Fredericksburg	Goff	12/19/21
St. Bartholomew's, Richmond	West Richmond	Brooke-Davidson	11/28/21
St. Christopher's, Springfield	South Fairfax	Goff	12/12/21
St. David's, Ashburn	Nothern Piedmont	Brooke-Davidson	6/20/21
St. David's, Ashburn @ Trinity, Upperville	Day of Commitment	Townsend	9/18/21
St. Dunstan's, McLean @ The Falls Church, Falls Church	Day of Commitment	Taylor	9/18/21
St. Gabriel's-San Gabriel, Leesburg @ The Falls Church, Falls Church	Day of Commitment	Taylor	9/18/21
St. George's, Fredericksburg	Fredericksburg	Taylor	10/3/21
St. George's, Arlington @ The Falls Church, Falls Church	Day of Commitment	Taylor	9/18/21
St. James, Montross, & St. Paul's, Nomini Grove	Northern Neck	Brooke-Davidson	12/19/21
St. James', Louisa	Charlottesville	Goff	5/16/21
St. James Mount Vernon, Alexandria	Potomac	Taylor	10/17/21
St. James', Leesburg	Northern Piedmont	Taylor	5/16/21

Report on Confirmations and Receptions

Baptized	Confirmed	Received	Reaffirmed
0	8	1	1
0	2	0	0
0	2	0	0
2	24	2	0
0	1	0	0
0	1	0	0
0	0	0	0
11	11	4	2
n/a	n/a	n/a	n/a
0	12	0	0
1	10	4	1
0	6	2	0
0	6	5	2
0	0	0	0
0	14	2	0
0	3	1	0
0	0	1	0
0	2	1	0
0	12	3	0
0	2	0	0
0	5	0	0
0	5	1	0
0	21	15	1
0	9	4	1
0	1	0	0
0	9	1	1
0	0	0	0
0	0	0	0

Report on Confirmations and Receptions

Church	Region	Bishop	Date
St. James's, Richmond @ Mayo House, Richmond	Central Richmond	Goff	1/15/21
St. James's, Richmond	Day of Commitment	Goff	9/18/21
St. John the Baptist, Ivy @ St. Paul's, Ivy	Day of Commitment	Brooke-Davidson	9/18/21
St. John's, Arlington	Arlington	Taylor	12/5/21
St. John's, McLean	North Fairfax	Goff	6/6/21
St. John's, Richmond	Central Richmond	Goff	11/7/21
St. John's, Tappahannock	Upper Tidewater	Brooke-Davidson	6/13/21
St. John's, West Point	Upper Tidewater	Goff	9/12/21
St. John's, Columbia @ Grace, Keswick	Charlottesville	Goff	10/3/21
St. Luke's, Remington	Culpeper	Gulick	10/17/21
St. Mark's, Richmond	Central Richmond	Goff	4/18/21
St. Mark's, Alexandria (see Potomac)	Potomac	Taylor	11/7/21
St. Mary's, Arlington	Arlington	Taylor	6/20/21
St. Mary's, Goochland	West Richmond	Goff	5/9/21
St. Matthew's, Sterling	North Fairfax	Gulick	9/26/21
St. Patrick's, Falls Church	South Fairfax	Taylor	4/18/21
St. Paul's, Hanover	North Richmond	Goff	6/13/21
St. Paul's, West Point	Upper Tidewater	Goff	9/12/21
St. Paul's Memorial, Charlottesville	Charlottesville	Brooke-Davidson	5/9/21
St. Paul's on-the-Hill, Winchester	North Shenandoah	Taylor	5/9/21
St. Paul's on-the-Hill, Winchester @ Trinity, Upperville	Day of Commitment	Townsend	9/18/21
St. Paul's, Owens, King George	Fredericksburg	Brooke-Davidson	5/23/21
St. Paul's, Ivy	Day of Commitment	Brooke-Davidson	9/18/21
St. Paul's, Haymarket @ The Falls Church, Falls Church	Day of Commitment	Taylor	9/18/21
St. Peter's, Purcellville	Northern Piedmont	Taylor	9/12/21
St. Peter's, Richmond	Central Richmond	Goff	11/28/21
St. Peter's, New Kent @ St. James's, Richmond	Day of Commitment	Goff	9/18/21
St. Philip's, Richmond @ St. James's, Richmond	Day of Commitment	Goff	9/18/21
St. Stephen's, Culpeper	Culpeper	Gulick	10/3/21
St. Stephen's, Heathsville	Northern Neck	Brooke-Davidson	9/12/21
St. Stephen's, Richmond	Central Richmond	Goff	5/23/21
St. Thomas, Richmond	Central Richmond	Brooke-Davidson	6/27/21
St. Thomas, Richmond @ St. James's, Richmond	Day of Commitment	Goff	9/18/21

Report on Confirmations and Receptions

Baptized	Confirmed	Received	Reaffirmed
0	2	0	0
0	65	0	0
0	1	0	0
0	0	2	0
0	26	6	2
3	10	3	2
0	0	0	0
0	0	0	0
0	0	1	0
0	0	0	0
0	0	0	0
0	0	1	0
1	24	1	2
0	49	0	0
0	4	6	0
0	0	0	0
0	2	0	0
0	0	0	0
0	11	0	0
0	0	0	0
0	1	2	0
0	1	2	0
0	4	4	0
0	2	0	0
4	4	0	0
0	1	0	0
0	0	1	0
0	1	1	0
1	1	0	0
0	1	2	0
0	69	0	0
0	5	0	0
0	2	0	0

Report on Confirmations and Receptions

Church	Region	Bishop	Date
St. Timothy's, Herndon	North Fairfax	Taylor	6/6/21
The Falls Church, Falls Church	Day of Commitment	Taylor	9/18/21
The Falls Church, Falls Church @ St. John's, McLean	North Fairfax	Goff	6/6/21
Trinity, Upperville	Day of Commitment	Townsend	9/18/21
Trinity, Washington	Culpeper	Brooke-Davidson	10/3/21
Ware, Gloucester	Upper Tidewater	Brooke-Davidson	5/16/21
Westover, Charles City	Upper Tidewater	Brooke-Davidson	11/28/21
Westover, Charles City @ St. Bartholomew's, Richmond	Upper Tidewater	Brooke-Davidson	10/24/21

Report on Confirmations and Receptions

Baptized	Confirmed	Received	Reaffirmed
0	10	1	0
0	8	2	0
0	1	0	0
1	8	0	0
0	1	1	0
0	2	0	1
0	1	0	0
0	4	1	3

<i>Bishop Totals</i>	<i>Baptized</i>	<i>Confirmed</i>	<i>Received</i>	<i>Reaffirmed</i>
Susan Goff	15	323	25	9
Jennifer Brooke-Davidson	4	80	15	5
Porter Taylor	7	139	50	6
Ted Gulick	5	35	11	0
Martin Townsend	1	11	9	0
Totals	32	588	110	20

Summary of Parochial Reports

Summary of Annual Parochial Reports for 2020

Reports Submitted		148
Baptized Members		
	January 1, 2020	58,857
	Increases	1,257
	Decreases	1,724
	December 31, 2020	58,390
Baptisms		
	16 and Over	24
	Under 16	249
All Communicants in Good Standing		47,457
Confirmations & Receptions		
	Confirmations Under 16	34
	Confirmations Over 16	11
	Received	32
Other Active Members		8,118
Holy Eucharist Services		
	Sundays	3,454
	Weekdays	726
	Private	860
Other Services		
	Marriages	131
	Burials	406
Average Sunday Attendance		17,306
	Easter Sunday*	—
Christian Education		
	Students	3,166
	Churches with Adult Programs	97
Stewardship		
	Average pledge (per unit per week)	66
Pledged Income		
	Pledging Units	13,658
	Amount Pledged	\$47,152,384

* Easter Sunday 2020 came three weeks after churches in the Diocese of Virginia stopped gathering for in-person worship due to the COVID-19 pandemic. Because of this, and because churches were still learning how to count attendees of online services, Easter Sunday Attendance was not recorded in 2020.

Summary of Parochial Reports

REVENUE

Operating Revenue

Plate & Pledge	\$53,299,377
Investment Income	\$4,594,949
Other Operating Income	\$7,844,883
Unrestricted Bequests	\$481,895
From the Diocese	\$545,781
<i>Total</i>	\$66,766,885

Non-operating Revenue

Capital Funds	\$8,090,156
Additions to Endowment/Trust Funds	\$6,368,046
Contributions for Outreach	\$5,559,060
Funds for Transmittal	\$969,644
<i>Total</i>	\$20,986,906

Total Revenue \$ \$87,753,791

EXPENSE

Operating Expense

To the Diocese	\$3,748,213
Outreach	\$2,941,080
Other Operating Expense	\$56,627,429
<i>Total</i>	\$63,316,722

Non-Operating Expense

Improvements	\$10,150,638
Mission & Outreach Expense	\$4,643,587
Seminary Contributions	\$30,111
Transmittals	\$1,323,044
<i>Total</i>	\$16,147,380

Total Expense \$79,464,102

Parochial Report Statistics: Vital Statistics and Financial Statistics

Vital Statistics

City	Congregation	Active Members	Communicants in Good Standing
Afton	Holy Cross Church, Batesville	49	48
Aldie	Church of Our Redeemer	236	77
Alexandria	Christ Church	1665	1245
Alexandria	Church of St. Clement	193	193
Alexandria	Church of the Resurrection	127	127
Alexandria	Church of the Spirit	30	30
Alexandria	Emmanuel Church	719	598
Alexandria	Grace Episcopal Church	998	639
Alexandria	Meade Memorial Church	118	112
Alexandria	St. Aidan's Church	287	287
Alexandria	St. James' Church, Mount Vernon	105	94
Alexandria	St. Luke's Church	336	251
Alexandria	St. Mark's Church	234	216
Alexandria	St. Paul's Church	3269	3176
Annandale	St. Alban's Church	569	367
Annandale	St. Barnabas' Church	218	178
Arlington	La Iglesia de Cristo Rey	177	123
Arlington	La Iglesia de San Jose	122	106
Arlington	St. Andrew's Church	253	253
Arlington	St. George's Church	556	556
Arlington	St. John's Church	42	42
Arlington	St. Mary's	1645	0
Arlington	St. Michael's Church	242	240
Arlington	St. Peter's Church	1076	952
Arlington	Trinity Church	235	207
Ashburn	St. David's Church	498	487
Ashland	Church of St. James the Less	392	391
Aylett	St. David's Church	51	30
Bailey's Crossroads	St. Paul's Church	67	67
Berryville	Grace Church	128	87
Berryville	St. Mary's Church	13	10
Bluemont	Church of the Good Shepherd	19	19
Burke	Church of the Good Shepherd	607	533
Burke	St. Andrew's Church	802	262
Casanova	Grace Church Emmanuel Parish	35	0
Catlett	St. Stephen's Church	156	96

Vital Statistics

Others	Average Sunday Attendance	Sunday Eucharists	Baptisms 16 Years and Older	Baptisms Under 16 Years	Confirmed or Received
8	36	10	0	0	0
12	27	21	0	1	0
42	413	31	0	13	0
0	72	15	0	0	0
63	78	28	0	0	4
0	23	10	0	0	0
70	150	4	0	4	0
128	0	101	0	2	0
16	38	10	0	0	0
20	112	23	0	1	0
11	60	20	1	0	0
57	149	32	0	1	0
42	92	10	0	2	8
535	414	73	0	17	0
56	179	10	0	0	0
0	93	22	0	1	0
19	65	10	0	0	0
10	48	10	0	0	0
0	96	19	0	3	0
150	206	18	0	0	6
10	33	13	0	0	0
0	0	41	1	1	3
2	115	22	0	0	0
0	171	34	0	0	0
37	76	23	0	0	5
532	298	40	0	5	0
17	132	36	0	0	0
0	18	0	0	0	0
0	22	15	0	0	0
5	32	25	0	0	0
0	9	9	0	0	0
2	11	9	0	0	0
182	251	21	3	4	0
582	243	33	0	1	0
0	15	21	0	0	0
12	38	24	0	0	2

Vital Statistics

City	Congregation	Active Members	Communicants in Good Standing
Centreville	St. John's Church	116	83
Charles City	Westover Parish Church	169	168
Charlottesville	Christ Church	2036	1786
Charlottesville	Church of Our Saviour	543	453
Charlottesville	St. John the Baptist Church	43	27
Charlottesville	St. Paul's Church, Ivy	841	516
Charlottesville	St. Paul's Memorial Church	672	656
Charlottesville	Trinity Church	186	185
Christchurch	Christ Church Parish	112	112
Colonial Beach	St. Mary's Church	129	91
Columbia	St. John's Church	25	25
Culpeper	St. Stephen's Church	357	256
Doswell	The Fork Church	169	99
Dunn Loring	Church of the Holy Cross	303	269
Earlsville	Buck Mountain Church	280	211
Fairfax Station	St. Peter's in the Woods	317	297
Falls Church	La Iglesia de Santa Maria	491	491
Falls Church	The Falls Church	801	787
Farnham	North Farnham Parish Church	32	32
Fredericksburg	Church of the Messiah	108	95
Fredericksburg	St. George's Church	817	783
Fredericksburg	Trinity Church	547	464
Free Union	Good Shepherd-of-the-Hills, Boonesville	14	16
Glen Allen	Christ Church	1272	1272
Gloucester	Ware Church	226	128
Goochland	Grace Church	150	128
Gordonsville	Christ Church	76	76
Great Falls	St. Francis' Church	299	299
Greenwood	Emmanuel Church	402	334
Harrisonburg	Emmanuel Church	219	219
Haymarket	St. Paul's Church	185	185
Heathsville	St. Stephen's Church	64	47
Henrico	Epiphany Church	349	214
Henrico	St. Martin's Church	306	301
Henrico	Varina Church	225	102
Herndon	St. Timothy's Church	630	628
Keswick	Grace Church	254	250
Kilmarnock	Grace Church	550	400

Vital Statistics

Others	Average Sunday Attendance	Sunday Eucharists	Baptisms 16 Years and Older	Baptisms Under 16 Years	Confirmed or Received
52	40	10	0	4	0
6	42	10	0	2	0
250	562	47	1	17	0
69	245	31	0	1	0
0	18	22	0	0	0
0	235	25	0	8	0
28	282	31	0	6	0
0	90	20	0	0	0
30	77	24	0	0	0
6	53	29	0	1	0
20	17	9	0	0	1
18	114	24	0	0	0
8	53	9	0	0	0
12	121	21	0	1	0
0	71	34	1	0	12
0	151	37	0	1	8
8	680	30	0	4	0
110	354	24	0	10	1
0	14	5	0	0	0
56	105	25	0	0	0
298	398	40	0	2	0
10	202	10	0	0	0
1	9	6	0	0	0
214	358	37	1	2	0
4	61	43	0	0	0
0	82	38	0	0	0
6	37	31	0	0	0
99	128	20	0	0	0
50	140	25	0	0	1
35	96	6	0	0	0
152	107	45	0	0	0
24	40	23	0	0	0
20	81	20	0	0	0
0	91	16	0	0	0
5	53	8	0	0	0
20	183	43	0	2	0
113	124	18	1	4	0
25	135	4	0	4	0

Vital Statistics

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	51	47
King George	St. Paul's Church	142	121
Kinsale	Cople Parish, Hague	134	120
Lancaster	St. Mary's, Whitechapel	56	55
Lancaster	Trinity Church	73	72
Leesburg	Christ Church, Lucketts	61	61
Leesburg	St. Gabriel's Church	171	113
Leesburg	St. James' Church	731	713
Lorton	Pohick Church	616	502
Louisa	St. James' Church	154	141
Luray	Christ Church	73	73
Madison	Piedmont/Bromfield Parish	116	62
Manakin Sabot	St. Francis' Church	53	44
Markham	Episcopal Church of Leeds Parish	334	142
Mathews	Kingston Parish	204	204
McLean	St. Dunstan's Church	402	402
McLean	St. John's Church	1200	1019
McLean	St. Thomas' Church	347	303
Mechanicsville	All Souls' Church	205	134
Mechanicsville	Church of the Creator	87	48
Mechanicsville	Immanuel Church	292	260
Middleburg	Emmanuel Church	141	141
Miller's Tavern	St. Paul's Church	182	80
Millwood	Cunningham Chapel Parish	159	88
Mineral	Church of the Incarnation	42	42
Montpelier	Church of Our Saviour	148	148
Montross	St. James' Church	103	77
Mount Jackson	St. Andrew's Church	52	43
New Kent	St. Peter's Parish Church	298	264
Oak Grove	St. Peter's	129	78
Orange	St. Thomas' Church	146	146
Orkney Springs	Cathedral Shrine of the Transfiguration	5	5
Port Royal	St. Peter's Church	52	48
Purcellville	St. Peter's Church	257	143
Rapidan	Emmanuel Church	44	44

Vital Statistics

Others	Average Sunday Attendance	Sunday Eucharists	Baptisms 16 Years and Older	Baptisms Under 16 Years	Confirmed or Received
0	2	3	0	0	0
2	30	2	0	0	0
7	36	22	0	0	0
11	70	21	0	0	0
35	52	0	0	0	0
4	42	20	0	0	0
8	40	20	0	1	0
2	31	5	0	0	0
50	108	18	1	1	0
274	272	30	0	0	0
75	241	25	3	4	1
6	76	38	0	2	0
14	47	20	1	2	2
0	35	10	0	0	0
5	30	9	0	0	0
0	77	27	0	0	0
30	90	42	0	0	0
0	90	20	0	0	0
275	253	36	0	3	0
0	99	25	0	0	0
10	60	15	0	0	0
0	49	34	0	0	0
20	78	20	0	1	1
0	57	20	0	0	0
18	60	18	0	2	0
50	43	19	1	0	0
23	34	22	0	0	0
20	58	30	0	3	0
16	27	5	0	1	0
5	25	9	0	0	0
70	81	25	0	3	0
0	42	9	0	1	0
0	68	26	0	0	0
0	29	3	0	0	0
0	33	14	0	0	0
40	161	60	0	5	0
31	26	12	0	0	0

Vital Statistics

City	Congregation	Active Members	Communicants in Good Standing
Reedville	St. Mary's Church	78	44
Reston	St. Anne's Church	990	990
Richmond	All Saints' Church	735	642
Richmond	Christ Ascension Church	59	50
Richmond	Church of the Holy Comforter	237	237
Richmond	Emmanuel Church at Brook Hill	215	215
Richmond	Grace & Holy Trinity Church	523	327
Richmond	St. Bartholomew's Church	130	82
Richmond	St. James's Church	2930	2334
Richmond	St. John's Church	267	192
Richmond	St. Mark's Church	424	393
Richmond	St. Paul's Church	657	421
Richmond	St. Peter's Church	87	78
Richmond	St. Philip's Church	301	260
Richmond	St. Stephen's Church	4799	4173
Richmond	St. Thomas' Church	359	359
Scottsville	St. Anne's Parish	179	79
Spotsylvania	Christ Church	223	166
Springfield	St. Christopher's Church	564	540
Stanardsville	Grace Church	75	0
Sterling	St. Matthew's Church	944	816
Tappahannock	St. John's Church	113	110
The Plains	Grace Church	379	345
Upperville	Trinity Church	454	380
Vienna	Church of the Holy Comforter	2168	1579
Warrenton	St. James' Church	644	471
Warsaw	St. John's Church	40	40
Warsaw	St. Paul's Church, Nomini Grove	40	40
Washington	Trinity Church	228	170
West Point	St. John's Church	91	53
West Point	St. Paul's Church	28	17
White Marsh	Abingdon Church	310	255
Wicomico Church	Wicomico Parish Church	256	238
Winchester	Christ Church	680	573
Winchester	St. Paul's on-the-Hill	232	147
Woodstock	Emmanuel Church	90	64
Total		58,390	47,457

Vital Statistics

Others	Average Sunday Attendance	Sunday Eucharists	Baptisms 16 Years and Older	Baptisms Under 16 Years	Confirmed or Received
32	22	12	0	0	0
245	235	24	0	6	0
0	174	23	1	3	0
0	28	15	0	0	2
25	94	15	0	2	0
0	118	27	0	0	0
0	176	176	3	0	0
1	52	0	0	0	0
0	470	44	1	20	0
123	109	22	0	1	0
28	104	22	0	1	0
184	205	9	1	0	7
13	49	8	0	0	0
6	120	17	0	0	0
660	1027	96	2	43	0
140	88	22	0	0	0
6	58	24	0	0	0
13	108	10	0	4	0
0	91	22	0	0	0
0	36	9	0	0	0
260	263	40	0	2	0
7	43	18	0	0	0
0	132	19	0	0	13
377	143	34	0	2	0
330	361	47	0	1	0
27	193	30	0	0	0
0	25	9	1	0	0
19	27	5	0	0	0
86	73	0	0	2	0
16	37	14	0	1	0
0	10	13	0	1	0
23	118	35	0	3	0
18	99	28	0	0	0
6	201	45	0	2	0
0	55	23	0	1	0
3	46	20	0	0	0
8,118	17,306	3,454	24	249	77

Financial Statistic

City	Congregation	REVENUE		
		Plate & Pledge	Operating Revenue	Total Revenue
Afton	Holy Cross Church, Batesville	50,247	52,747	82,642
Aldie	Church of Our Redeemer	77,789	78,450	79,277
Alexandria	Christ Church	1,471,585	2,114,771	3,148,437
Alexandria	Church of St. Clement	219,383	320,830	320,830
Alexandria	Church of the Resurrection	208,126	208,126	254,963
Alexandria	Church of the Spirit	82,578	82,578	82,578
Alexandria	Emmanuel Church	509,082	770,005	827,681
Alexandria	Grace Church	872,659	979,512	1,326,080
Alexandria	Meade Memorial Church	108,061	184,714	186,144
Alexandria	Olivet Church	162,586	199,346	212,858
Alexandria	St. Aidan's Church	292,607	313,011	382,298
Alexandria	St. James' Church	202,311	300,876	368,091
Alexandria	St. Luke's Church	430,006	462,481	734,200
Alexandria	St. Mark's Church	207,560	296,928	316,521
Alexandria	St. Paul's Church	1,507,181	1,883,768	3,011,274
Annandale	St. Alban's Church	574,781	654,419	1,339,970
Annandale	St. Barnabas' Church	398,615	400,759	418,532
Arlington	La Iglesia de Cristo Rey	15,495	93,595	93,595
Arlington	La Iglesia de San Jose	25,123	111,423	111,423
Arlington	St. Andrew's Church	346,654	419,856	668,630
Arlington	St. George's Church	729,240	832,203	1,372,227
Arlington	St. John's Church	107,184	114,611	119,765
Arlington	St. Mary's Church	1,918,884	2,095,722	4,774,330
Arlington	St. Michael's Church	301,273	363,027	399,938
Arlington	St. Peter's Church	778,238	817,999	1,506,088
Arlington	Trinity Church	163,583	332,221	382,151
Ashburn	St. David's Church	876,101	881,424	914,229
Ashland	Church of St. James the Less	334,971	342,820	486,285
Aylett	St. David's Church	14,295	41,764	43,704
Bailey's Crossroads	St. Paul's Church	67,877	251,525	263,125
Berryville	Grace Church	148,248	233,167	867,008
Berryville	St. Mary's Church	15,864	32,225	32,225
Bluemont	Church of the Good Shepherd	15,365	34,997	44,997
Brandy Station	Christ Church	28,306	32,690	33,562
Burke	Church of the Good Shepherd	833,027	904,627	1,046,973

EXPENSE

Operating Expense	To the Diocese	Outreach and Development	Total Expense
37,434	5,445	-	76,040
79,536	-	-	80,550
2,058,595	145,000	151,225	3,039,927
268,239	19,200	-	282,012
218,277	15,500	4,801	2,807,489
98,109	500	-	98,109
679,908	15,862	17,588	744,266
953,261	60,396	23,400	1,230,940
189,198	2,100	507	194,630
183,605	13,445	1,200	186,372
370,944	25,000	41,301	371,944
300,876	1,000	100	321,292
413,949	25,000	1,000	555,416
270,291	10,002	3,940	294,397
1,770,126	126,000	370,515	3,189,018
632,034	64,423	40,888	1,186,579
320,127	45,262	13,251	364,955
89,700	2,100	1,050	90,750
99,646	5,000	1,075	99,646
381,372	26,212	1,127	1,088,828
834,001	72,000	5,193	1,558,890
129,148	4,380	3,381	130,955
1,980,380	209,493	243,205	2,389,783
301,415	24,480	11,177	467,371
805,415	40,000	20,067	927,712
456,500	16,000	343	488,151
776,818	10,000	-	805,333
317,612	31,000	2,807	406,351
35,893	1,500	-	46,560
11,244	11,000	-	30,772
231,932	7,795	550	277,785
24,708	1,200	-	25,197
21,993	1,800	462	36,344
33,539	2,500	250	48,217
896,963	35,000	14,700	1,122,569

City	Congregation	REVENUE		
		Plate & Pledge	Operating Revenue	Total Revenue
Burke	St. Andrew's Church	731,449	856,773	1,202,236
Casanova	Grace Church Emmanuel Parish	81,904	115,546	122,309
Catlett	St. Stephen's Church	97,340	115,755	246,387
Centreville	St. John's Church	388,911	394,751	423,156
Charles City	Westover Parish Church	173,426	231,351	236,564
Charlottesville	Christ Church	1,749,701	1,903,620	2,068,164
Charlottesville	Church of Our Saviour	802,990	841,714	937,799
Charlottesville	St. John the Baptist Church	23,647	62,067	72,963
Charlottesville	St. Paul's Church, Ivy	726,374	761,396	813,467
Charlottesville	St. Paul's Memorial Church	768,597	1,172,298	1,175,072
Charlottesville	Trinity Church	197,096	230,515	361,512
Christchurch	Christ Church Parish	204,323	212,297	354,776
Colonial Beach	St. Mary's Church	183,262	196,699	201,213
Columbia	St. John's Church	28,310	30,621	34,471
Culpeper	St. Stephen's Church	257,695	348,262	350,696
Doswell	The Fork Church	114,925	156,499	156,499
Dunn Loring	Church of the Holy Cross	288,315	366,017	476,447
Earlsville	Buck Mountain Church	224,286	239,286	384,605
Fairfax Station	St. Peter's in the Woods	454,788	454,788	929,908
Falls Church	La Iglesia de Santa Maria	41,525	277,420	291,848
Falls Church	The Falls Church	740,875	1,021,811	1,023,796
Farnham	North Farnham Parish Church	43,594	89,444	89,444
Fredericksburg	Church of the Messiah	233,071	233,071	233,071
Fredericksburg	St. George's Church	1,044,352	1,088,817	1,359,493
Fredericksburg	Trinity Church	452,835	477,414	609,970
Free Union	Good Shepherd-of-the-Hills, Boonesville	785	7,085	7,085
Glen Allen	Christ Church	999,788	1,184,274	1,311,464
Gloucester	Ware Church	149,728	194,891	204,198
Goochland	Grace Church	92,561	305,964	392,953
Gordonsville	Christ Church	75,573	79,396	79,396
Great Falls	St. Francis' Church	628,494	737,052	791,975
Greenwood	Emmanuel Church	418,475	442,663	497,093
Harrisonburg	Emmanuel Church	283,974	317,699	404,663
Haymarket	St. Paul's Church	154,945	243,761	297,922
Heathsville	St. Stephen's Church	107,612	197,206	241,809

EXPENSE

Operating Expense	To the Diocese	Outreach and Development	Total Expense
738,932	61,000	45,820	998,338
81,961	4,800	3,790	88,013
122,312	3,000	1,110	268,694
395,281	10,000	2,702	409,191
-	-	-	43,196
1,856,082	55,000	204,381	1,856,082
883,087	71,421	48,655	928,925
71,574	2,783	200	82,470
767,039	52,000	11,469	1,000,718
1,174,508	87,000	50,356	1,175,072
253,405	19,000	1,350	488,595
227,623	10,500	600	326,118
172,602	4,000	800	178,967
29,262	1,000	450	36,984
360,331	31,453	2,300	360,331
155,908	5,500	-	155,908
366,263	10,000	3,730	407,709
276,632	11,500	11,633	286,132
409,654	15,000	3,900	425,145
298,203	3,070	-	311,120
1,174,223	45,013	20,770	1,175,723
79,295	1,450	700	79,295
218,490	11,667	11,285	218,490
1,078,154	128,500	31,471	1,306,151
378,856	55,000	11,674	493,640
9,155	750	-	9,155
1,105,876	51,200	40,500	1,480,093
299,330	15,257	6,179	299,330
261,838	7,500	3,711	294,737
66,799	7,750	560	66,799
609,706	35,000	32,210	706,106
413,929	22,240	1,042	532,190
303,132	31,135	2,000	372,049
208,953	7,107	-	256,349
170,639	17,000	-	250,271

City	Congregation	REVENUE		
		Plate & Pledge	Operating Revenue	Total Revenue
Henrico	Epiphany Church	178,135	212,962	242,454
Henrico	St. Martin's Church	229,317	263,695	284,208
Henrico	Varina Church	81,297	123,948	129,568
Herndon	St. Timothy's Church	567,904	603,792	816,474
Keswick	Grace Church	309,381	403,820	550,554
Kilmarnock	Grace Church	518,225	565,761	912,245
King and Queen Court House	Immanuel Church	4,565	6,210	6,210
King George	Emmanuel Church	2,484	21,776	40,308
King George	St. John's Church	74,804	77,904	77,904
King George	St. Paul's Church	164,388	239,074	461,875
Kinsale	Cople Parish, Hague	119,806	149,391	204,391
Lancaster	St. Mary's, Whitechapel	72,004	164,568	277,249
Lancaster	Trinity Church	60,575	88,737	430,437
Leesburg	Christ Church, Lucketts	80,685	96,785	102,495
Leesburg	St. Gabriel's Church	130,002	261,546	601,509
Leesburg	St. James' Church	684,575	819,544	887,092
Lorton	Pohick Church	655,928	729,328	786,974
Louisa	St. James' Church	167,791	195,047	211,582
Luray	Christ Church	118,091	184,295	237,035
Madison	Piedmont/Bromfield Parish	63,999	63,999	64,383
Manakin Sabot	St. Francis' Church	54,114	94,114	94,560
Markham	Episcopal Church of Leeds Parish	280,804	321,202	331,202
Mathews	Kingston Parish	243,394	297,192	319,531
McLean	St. Dunstan's Church	325,566	474,436	658,834
McLean	St. John's Church	1,079,811	1,116,046	1,656,470
McLean	St. Thomas' Church	430,233	562,742	598,358
Mechanicsville	All Souls' Church	104,552	154,061	164,243
Mechanicsville	Church of the Creator	145,747	164,708	169,508
Mechanicsville	Immanuel Church	235,230	260,688	355,097
Middleburg	Emmanuel Church	202,002	260,031	263,919
Miller's Tavern	St. Paul's Church	147,238	147,238	149,038
Millwood	Cunningham Chapel Parish	95,274	183,739	290,117
Mineral	Church of the Incarnation	40,934	52,827	53,747
Montpelier	Church of Our Saviour	174,081	198,050	222,013
Montross	St. James' Church	36,954	64,692	81,478

EXPENSE

Operating Expense	To the Diocese	Outreach and Development	Total Expense
212,594	7,000	3,405	245,197
225,480	4,150	-	236,240
67,380	5,100	1,101	77,480
21,020	17,220	3,800	81,157
390,739	2,000	26,866	684,723
585,863	35,000	87,000	672,863
4,146	-	325	4,146
19,292	-	-	26,520
95,896	2,000	150	95,896
225,966	6,475	7,535	448,833
182,783	13,487	-	182,783
200,336	14,500	56,084	244,090
91,511	7,978	1,641	115,862
69,893	9,400	16,661	74,383
225,264	-	2,142	227,337
823,715	30,000	3,142	977,436
692,993	30,000	17,000	809,573
194,461	15,000	8,307	211,582
214,546	10,822	-	229,713
32,817	6,000	100	33,201
5,525	3,900	1,625	5,525
346,184	10,000	10,400	352,679
283,937	20,607	-	316,440
479,249	36,000	13,605	1,012,478
953,071	50,000	12,991	1,050,263
487,148	37,569	3,347	553,608
148,773	3,500	2,165	149,873
164,065	2,000	8,621	198,763
266,830	14,550	-	266,830
294,077	12,000	-	294,077
162,702	10,000	20,000	162,702
278,286	7,000	21,126	322,938
48,788	1,200	-	52,284
210,012	5,000	4,627	210,012
41,854	3,500	2,763	42,154

City	Congregation	REVENUE		
		Plate & Pledge	Operating Revenue	Total Revenue
Mount Jackson	St. Andrew's Church	80,984	99,966	141,090
New Kent	St. Peter's Parish Church	237,384	245,054	293,384
Oak Grove	St. Peter's	94,089	96,420	143,102
Orange	St. Thomas' Church	169,666	264,491	267,353
Orkney Springs	Cathedral Shrine of the Transfiguration	2,078	2,078	2,078
Port Royal	St. Peter's Church	92,173	92,835	125,465
Purcellville	St. Peter's Church	450,377	570,362	654,915
Rapidan	Emmanuel Church	67,521	73,033	104,051
Reedville	St. Mary's Church	71,000	114,418	136,358
Reston	St. Anne's Church	707,785	997,564	1,026,095
Richmond	All Saints' Church	908,147	1,060,057	1,117,557
Richmond	Christ Ascension Church	75,775	146,866	151,697
Richmond	Church of the Holy Comforter	244,363	310,246	327,776
Richmond	Emmanuel Church at Brook Hill	275,812	551,319	629,783
Richmond	Grace & Holy Trinity Church	707,195	1,282,975	1,285,415
Richmond	St. Bartholomew's Church	124,749	128,528	128,528
Richmond	St. James's Church	2,428,931	2,847,298	2,883,945
Richmond	St. John's Church	226,684	429,025	429,025
Richmond	St. Mark's Church	370,932	411,158	430,659
Richmond	St. Paul's Church	789,466	2,224,156	2,902,309
Richmond	St. Peter's Church	102,279	197,143	200,643
Richmond	St. Philip's Church	333,256	338,089	361,317
Richmond	St. Stephen's Church	3,030,177	4,024,118	6,249,585
Richmond	St. Thomas' Church	318,293	368,628	434,975
Scottsville	St. Anne's Parish	122,237	128,087	203,925
Spotsylvania	Christ Church	258,478	305,812	330,095
Springfield	St. Christopher's Church	307,758	309,963	545,033
Stafford	Aquia Church	431,706	450,104	1,134,597
Sterling	St. Matthew's Church	834,994	843,802	1,082,315
Tappahannock	St. John's Church	110,821	127,672	139,033
The Plains	Grace Church	357,116	472,522	539,018
Upperville	Trinity Church	557,117	991,213	1,007,563
Vienna	Church of the Holy Comforter	1,151,754	1,170,682	1,965,903
Warrenton	St. James' Church	590,415	603,241	687,645

EXPENSE

Operating Expense	To the Diocese	Outreach and Development	Total Expense
86,788	5,820	2,430	98,464
207,117	17,845	2,708	265,856
120,192	6,050	745	150,343
238,472	19,606	15,650	241,357
10,000	10,000	-	10,000
76,252	4,800	3,393	106,673
522,160	5,800	15,430	624,637
42,340	6,200	8,389	59,771
100,240	2,204	1,000	109,888
1,032,570	61,200	14,817	1,037,117
915,390	30,000	-	1,012,954
185,640	7,000	1,689	185,640
322,162	23,000	12,000	347,078
407,090	16,000	5,300	495,202
1,283,970	72,000	98,778	1,286,410
131,771	-	800	131,771
2,475,957	166,000	110,204	2,475,957
421,760	18,000	19,382	421,760
394,535	21,612	2,912	397,480
2,281,500	125,000	300,278	2,622,766
139,521	5,000	8,167	141,841
288,468	24,250	6,718	317,197
3,840,440	180,000	258,585	4,206,562
370,671	21,000	-	407,031
143,901	500	500	252,429
263,335	6,110	5,000	285,306
282,908	22,500	2,500	341,996
529,435	3,000	2,752	607,501
863,819	67,000	52,082	1,056,143
116,445	2,000	-	167,485
487,511	22,001	502	564,825
876,973	75,136	16,050	956,872
1,298,510	100,000	23,500	1,863,067
547,085	58,000	-	656,420

Financial Statistics

City	Congregation	REVENUE		
		Plate & Pledge	Operating Revenue	Total Revenue
Warsaw	St. John's Church	41,952	94,915	94,915
Warsaw	St. Paul's Church, Nomini Grove	13,241	47,950	47,950
Washington	Trinity Church	180,139	214,384	332,225
West Point	St. John's Church	157,798	158,998	160,759
West Point	St. Paul's Church	33,981	33,981	33,981
White Marsh	Abingdon Church	304,644	371,689	388,272
Wicomico Church	Wicomico Parish Church	299,000	299,000	299,000
Winchester	Christ Church	518,532	614,056	738,728
Winchester	St. Paul's on-the-Hill	91,063	91,063	91,063
Woodstock	Emmanuel Church	87,214	110,536	134,549
	Total	53,299,377	66,766,885	87,753,791

EXPENSE

Operating Expense	To the Diocese	Outreach and Development	Total Expense
101,119	3,000	2,930	101,119
25,476	2,400	-	26,786
151,016	10,000	24,000	246,476
157,759	15,780	4,000	160,759
31,074	13,000	-	31,074
383,258	28,360	-	397,747
289,924	7,500	32,500	297,424
591,614	46,500	16,009	861,410
95,983	2,040	-	95,983
145,554	11,850	2,400	236,649
63,316,723	3,748,213	2,941,080	79,464,103

Diocese of Virginia Financial Report 2020

**THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA**

**FINANCIAL STATEMENTS AND
SUPPLEMENTARY INFORMATION**

*As of and for the Year Ended December 31, 2020
(With Comparative Totals for December 31, 2019)*

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, 2020, 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, 2020, 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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Report on Comparative Information

We have previously audited The Protestant Episcopal Church in the Diocese of Virginia's 2019 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated October 2, 2020. In our opinion, the comparative information presented herein as of and for the year ended December 31, 2019 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 17 through 24 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, 2020 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 Bekart LLP

Richmond, Virginia
November 15, 2021

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
STATEMENT OF FINANCIAL POSITION

DECEMBER 31, 2020

(WITH COMPARATIVE TOTALS FOR DECEMBER 31, 2019)

	<u>2020</u>	<u>2019</u>
ASSETS		
Current Assets:		
Cash and cash equivalents	\$ 2,386,468	\$ 1,893,322
Investments - STAMP	814,172	1,109,818
Accounts receivable	431,247	766,904
Contributions receivable	84,805	130,889
Prepaid expenses and other current assets	44,897	44,897
Real estate held for sale	1,263,449	1,482,569
Total Current Assets	<u>5,025,038</u>	<u>5,428,399</u>
Investments - Trustees of the Funds	<u>28,038,944</u>	<u>24,807,307</u>
Property and equipment - net	<u>123,740</u>	<u>162,022</u>
Other Assets:		
Real estate	55,371,487	55,371,487
Beneficial interest in trusts	247,220	232,459
Total Other Assets	<u>55,618,707</u>	<u>55,603,946</u>
Assets Held as Agent:		
Investments held for others	1,325,856	1,033,099
Less investment held for others	<u>(1,325,856)</u>	<u>(1,033,099)</u>
Total Assets Held as Agent	<u>-</u>	<u>-</u>
Total Assets	<u>\$ 88,806,429</u>	<u>\$ 86,001,674</u>
LIABILITIES		
Current Liabilities:		
Accounts payable and other liabilities	\$ 806,124	\$ 289,049
Current portion of notes payable	<u>-</u>	<u>93,739</u>
Total Current Liabilities	<u>806,124</u>	<u>382,788</u>
Long-Term Liabilities:		
Notes payable - less current portion	<u>1,004,085</u>	<u>2,757,948</u>
Total Liabilities	<u>1,810,209</u>	<u>3,140,736</u>
NET ASSETS		
Without Donor Restrictions:		
Undesignated	14,203,393	13,629,176
Board designated	<u>57,050,665</u>	<u>55,207,374</u>
Total Without Donor Restrictions	<u>71,254,058</u>	<u>68,836,550</u>
With donor restrictions	<u>15,742,162</u>	<u>14,024,388</u>
Total Net Assets	<u>86,996,220</u>	<u>82,860,938</u>
Total Liabilities and Net Assets	<u>\$ 88,806,429</u>	<u>\$ 86,001,674</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, 2020

(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2019)

	2020			2019
	Without Donor Restrictions	With Donor Restrictions	Total	Total
Operating revenue	\$ 8,716	\$ -	\$ 8,716	\$ 529,379
Support and Other Revenue:				
Gain from sale of real estate	1,756,029	-	1,756,029	1,956,681
Contributions from churches	4,067,603	-	4,067,603	3,899,719
Individual contributions and gifts	78,557	-	78,557	22,191
Health insurance reimbursement	108,383	-	108,383	101,052
Investment income, net	1,272,701	988,197	2,260,898	3,452,361
Change in beneficial interest in trust	-	14,761	14,761	25,920
Other income	393,838	1,218,790	1,612,628	2,041,684
	7,677,111	2,221,748	9,898,859	11,499,608
Net assets released from restrictions	503,974	(503,974)	-	-
Total Support and Other Revenue	8,181,085	1,717,774	9,898,859	11,499,608
Total Revenue and Support	8,189,801	1,717,774	9,907,575	12,028,987
Expenses and Other Deductions:				
Program Services Expenses:				
Support of Our Greater Church Community	685,183	-	685,183	699,692
Ministry Areas in the Diocese	2,207,958	-	2,207,958	2,853,098
Governance and commission support	618,154	-	618,154	425,296
Communications and Technology Across the Diocese	361,198	-	361,198	391,366
Camps and conferences	70,791	-	70,791	713,600
Total Program Services Expenses	3,943,284	-	3,943,284	5,083,052
Supporting Services Expenses:				
General administration	1,627,691	-	1,627,691	1,588,094
Fundraising	201,318	-	201,318	185,691
Total Supporting Services Expenses	1,829,009	-	1,829,009	1,773,785
Total Expenses and Other Deductions	5,772,293	-	5,772,293	6,856,837
Change in net assets	2,417,508	1,717,774	4,135,282	5,172,150
Net assets, beginning of year	68,836,550	14,024,388	82,860,938	77,688,788
Net assets, end of year	\$ 71,254,058	\$ 15,742,162	\$ 86,996,220	\$ 82,860,938

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, 2020
(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2019)**

	2020										2019																												
	Support of Our Greater Church Community					Program Services					Supporting Services					Supporting Services																							
	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	Salaries and wages	Room and board	Travel	Grants	Scholarships	Committees	Ministries	Other	Insurance	Aid for mission churches	Aid to churches	Aid to other organizations	College ministries support	Support services	Auto expense and reserve	Telephone	Office supplies	Building expenses	Professional fees	Miscellaneous	Depreciation	Total expenses								
	\$ -	\$ 645,435	\$ 385,043	\$ 334,226	\$ 30,113	\$ 1,394,817	\$ 1,889,589	\$ 197,091	\$ 2,081,497	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
	2,972	13,420	5,344	3,534	25,270	10,361	4,227	14,588	39,858	137,798	137,798	474,830	3,153	-	-	39,510	79,200	112,665	882,205	753,688	106,801	988,667	682,371	109,500	47,250	271,012	244,771	119,806	50,751	19,172	89,100	218,318	249,461	296,283	6,826,568				
	-	238,089	-	-	238,089	-	-	-	238,089	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
	-	37,547	1,963	-	39,510	-	-	-	39,510	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	682,211	37,729	35,850	1,842	73,579	5,621	-	5,621	79,200	882,205	882,205	1,068,811	166,811	166,811	166,811	166,811	166,811	166,811	166,811	166,811	166,811	166,811	166,811	166,811	166,811	166,811	166,811	166,811	166,811	166,811	166,811	166,811	166,811	166,811	166,811	166,811	166,811		
	-	29,580	-	-	29,580	-	-	-	29,580	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	-	13,465	-	-	13,465	-	-	-	13,465	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	-	47,250	-	-	47,250	-	-	-	47,250	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	-	271,012	-	-	271,012	-	-	-	271,012	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	-	97,823	-	-	97,823	-	-	-	97,823	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	-	3,721	-	608	14,332	18,661	-	-	18,661	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	-	99,592	-	-	99,592	67,168	-	-	67,168	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	26,745	657	10,232	37,634	-	-	37,634	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	-	71,406	-	20,331	91,737	64,689	-	-	64,689	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	685,183	2,207,958	618,154	361,198	70,791	3,943,284	1,589,409	201,318	5,734,011	6,826,568	6,826,568	10,279,279	38,292	38,292	38,292	38,292	38,292	38,292	38,292	38,292	38,292	38,292	38,292	38,292	38,292	38,292	38,292	38,292	38,292	38,292	38,292	38,292	38,292	38,292	38,292	38,292	38,292	38,292	38,292
	\$ -	\$ 2,207,958	\$ 618,154	\$ 361,198	\$ 70,791	\$ 3,943,284	\$ 1,627,691	\$ 201,318	\$ 5,772,293	\$ 6,856,837	\$ 6,856,837	\$ 10,317,571	\$ 38,292	\$ 38,292	\$ 38,292	\$ 38,292	\$ 38,292	\$ 38,292	\$ 38,292	\$ 38,292	\$ 38,292	\$ 38,292	\$ 38,292	\$ 38,292	\$ 38,292	\$ 38,292	\$ 38,292	\$ 38,292	\$ 38,292	\$ 38,292	\$ 38,292	\$ 38,292	\$ 38,292	\$ 38,292	\$ 38,292	\$ 38,292	\$ 38,292	\$ 38,292	

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, 2020

(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2019)

	<u>2020</u>	<u>2019</u>
Cash flows from operating activities:		
Change in net assets	\$ 4,135,282	\$ 5,172,150
Adjustments to reconcile change in net assets to net cash flows from operating activities:		
Depreciation	38,282	30,279
Gain from sale of real estate	(1,756,029)	(1,956,681)
Unrealized gain on investments - net	(1,187,431)	(2,167,828)
Increase in beneficial interest in trusts	(14,761)	(25,920)
Change in:		
Accounts receivable	335,657	95,695
Contributions receivable	46,084	78,245
Accounts payable and other liabilities	517,075	42,408
Net cash flows from operating activities	<u>2,114,159</u>	<u>1,268,348</u>
Cash flows from investing activities:		
Purchase of investments, including reinvested income	(2,455,787)	(1,810,737)
Proceeds from sale of investments	707,227	522,005
Proceeds from sale of real estate	1,975,149	2,437,927
Purchase of property and equipment	-	(81,186)
Net cash flows from investing activities	<u>226,589</u>	<u>1,068,009</u>
Cash flows from financing activities:		
Payments on line of credit	-	(2,488,678)
Principal payments on notes payable	(1,847,602)	(103,874)
Net cash flows from financing activities	<u>(1,847,602)</u>	<u>(2,592,552)</u>
Net change in cash and cash equivalents	493,146	(256,195)
Cash and cash equivalents, beginning of year	1,893,322	2,149,517
Cash and cash equivalents, end of year	<u>\$ 2,386,468</u>	<u>\$ 1,893,322</u>
Supplemental disclosure of cash flow information:		
Cash paid for interest	<u>\$ 61,970</u>	<u>\$ 139,205</u>

The accompanying notes to the financial statements are an integral part of this statement.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2020

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" or "TOTF"), 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 STATEMENTS

DECEMBER 31, 2020

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 December 31, 2020.

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, 2020.

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, 2020 the Diocese had \$1,653,951 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.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2020

Note 2—Summary of significant accounting policies (continued)

Future Accounting Pronouncement – In February 2016, the Financial Accounting Standards Board (“FASB”) issued Accounting Standards Update (“ASU”) 2016-02, *Leases*. ASU 2016-02 is intended to improve financial reporting about leasing transactions. The ASU will require organizations that lease assets to recognize assets and liabilities on the statement of financial position for the rights and obligations created by those leases. The standard will be effective for the fiscal years beginning after December 15, 2021. The Diocese is currently in the process of evaluating the impact of the adopting the provisions of ASU 2016-02 on the financial statements.

Note 3—Liquidity and availability

Financial assets available for general expenditures within one year at December 31, 2020:

Financial assets at year-end:	
Cash and cash equivalents	\$ 2,386,468
Investments	28,853,116
Accounts receivable	431,247
Contributions receivable	84,805
Total financial assets at year-end	31,755,636
Less amounts not available to be used for general expenditures within one year:	
Net assets with donor restrictions	15,742,162
Financial assets available to be used within one year	\$ 16,013,474

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 14, 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, 2020:

	Fair Value	Cost
Investments - STAMP	\$ 814,172	\$ 829,971
Investments - Trustees of the Funds	28,038,944	14,998,809
	\$ 28,853,116	\$ 15,828,780

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.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2020

Note 4—Investments (continued)

Investment income included the following for December 31, 2020:

STAMP income	\$	24,336
STAMP unrealized loss		(7,785)
Trustees of the Funds income, net		1,049,131
Trustees of the Funds unrealized gain		1,195,216
	<u>\$</u>	<u>2,260,898</u>

Note 5—Investments carried at net asset value or its equivalent

All amounts held by TOTF are held in two accounts (TOTF and STAMP) 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 table below sets forth a summary of investments that are valued using NAV at December 31, 2020. 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)	\$ 28,038,944	n/a	n/a	Daily	None
STAMP ^(b)	\$ 814,172	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—Property and equipment

Major classes of property and equipment consisted of the following at December 31, 2020:

Equipment	\$	307,258
Vehicles		182,293
		<u>489,551</u>
Less accumulated depreciation		<u>(365,811)</u>
	<u>\$</u>	<u>123,740</u>

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2020

Note 7—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 \$247,220 at December 31, 2020, 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 8—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 2020, salary costs incurred and subsequently reimbursed were \$89,086 and \$148,400 for TOTF and DMS, respectively. As of December 31, 2020, the Diocese also had related party receivables with the TOTF, Memorial Trustees, and DMS in the amount of \$31,720, \$9,476, and \$11,385, 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 2020, the Diocese paid \$5,649 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. One loan to the Diocese is outstanding as of December 31, 2020, with a balance of \$1,004,085 (see Note 10).

Note 9—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 2020 was \$175,642. 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 2020 was \$125,251.

Note 10—Notes payable

Notes payable consisted of the following as of December 31, 2020:

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.	\$ 1,004,085
Less current portion	-
	<u>\$ 1,004,085</u>

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2020

Note 10—Notes payable (continued)

Estimated future principal payments on notes payable for years ending December 31 are as follows:

2021	\$	-
2022		-
2023		-
2024		1,004,085
		<u>1,004,085</u>
	\$	<u>1,004,085</u>

Note 11—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:

2021	\$	18,761
2022		4,670
2023		4,670
2024		4,670
2025		1,557
		<u>34,328</u>
	\$	<u>34,328</u>

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, 2020:

2021	\$	120,000
2022		120,000
2023		120,000
2024		120,000
2025		120,000
Thereafter		680,000
		<u>1,280,000</u>
	\$	<u>1,280,000</u>

Note 12—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, 2020 was \$2,705,549. No liability has been accrued with respect to the guarantee.

The Diocese has outstanding commitments at year-end of approximately \$146,359 with respect to a convention taking place in 2022.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2020

Note 12—Commitments and contingencies (continued)

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 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.

Note 13—Board-designated net assets

Net assets without donor restriction includes designated funds by the Diocese for the following purposes at December 31, 2020:

Diocesan programs	<u>\$ 57,050,665</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 14—Restricted net assets

The Diocese had restrictions on net assets as follows at December 31, 2020:

Purpose restricted:	
Development funds	\$ 2,251,857
Diocesan programs	2,935,284
Bishop's programs	3,414,899
Beneficial interest in perpetual trusts	247,220
Time restricted for endowments, some of which is perpetual in nature:	
Bishop's programs	<u>6,892,902</u>
Total restricted net assets	<u>\$ 15,742,162</u>

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, 2020:

Satisfaction of purpose restriction	<u>\$ 503,974</u>
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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2020

Note 15—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.

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, 2020, funds with original gift values of \$125,000, fair values of \$97,671, and deficiencies of \$27,329 were reported in net assets with donor restrictions. These deficiencies resulted from unfavorable market fluctuations.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2020

Note 15—Endowment funds (continued)

Endowment net asset composition by type of fund as of December 31, 2020:

	<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	\$ -	\$ 2,225,339	\$ 2,225,339
Accumulated investments gains	-	4,667,563	4,667,563
Endowment net assets, end of year	<u>\$ -</u>	<u>\$ 6,892,902</u>	<u>\$ 6,892,902</u>

Changes in endowment net assets for the fiscal year ended December 31, 2020:

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
Endowment net assets, beginning of year	\$ -	\$ 6,514,712	\$ 6,514,712
Investment income, net	-	382,415	382,415
Appropriation for expenditure	-	(4,225)	(4,225)
Endowment net assets, end of year	<u>\$ -</u>	<u>\$ 6,892,902</u>	<u>\$ 6,892,902</u>

Note 16—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 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 are other than quoted prices in active markets, which are wither directly or indirectly observable as of the reporting date, and fair value can be determined through the use of models or other valuation methodologies.

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 PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2020

Note 16—Fair value measurements (continued)

The valuation methodology used for assets measured at fair value is listed below. There have been no changes in the methodology used during 2020.

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.

The preceding method 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, 2020:

	Assets at Fair Value as of December 31, 2020			
	Level 1	Level 2	Level 3	Total
Beneficial interest in trusts	\$ -	\$ -	\$ 247,220	\$ 247,220
Investments measured at NAV ^(a)	-	-	-	28,853,116
Total assets at fair value	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 247,220</u>	<u>\$ 29,100,336</u>

^(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.

Level 3 Gains and Losses – The table below sets forth a summary of changes in the fair value of the beneficial interest in trust for 2020.

Balance, beginning of year	\$ 232,459
Change in fair value	14,761
Balance, end of year	<u>\$ 247,220</u>

Note 17—Comparative totals

The summarized amounts shown for 2019 in the accompanying financial statements are included to provide a basis for comparison with 2020 and are not intended to present all information necessary for a fair presentation of the summarized 2019 statements in conformity with U.S. GAAP. Accordingly, such information should be read in conjunction with the Diocese's financial statements for 2019, from which the summarized information was derived.

Note 18—Subsequent events

In preparing these financial statements, the Diocese has evaluated events and transactions for potential recognition or disclosure through November 15, 2021, the date the financial statements were available to be issued.

SUPPLEMENTARY INFORMATION

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULE OF OPERATING FUNDS, BUDGETARY COMPARISON
OF SUPPORT, AND REVENUES AND EXPENSES

YEAR ENDED DECEMBER 31, 2020 (WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2019)

	2020		2019	Budget Variance	
	Budget	Actual	Actual	Favorable (Unfavorable) Amount	Percent
Support and Revenue:					
Contributions from churches	\$4,250,000	\$4,067,603	\$3,899,719	\$ (182,397)	-4.29%
Other gifts, grants, and promises to give	274,000	144,493	73,156	(129,507)	-47.27%
Investment income (loss)	-	70,731	158,411	70,731	100.00%
Income from Virginia Episcopalians	15,000	8,716	34,591	(6,284)	-41.89%
Health insurance administration	105,000	108,383	101,052	3,383	3.22%
Miscellaneous income	-	6,653	2,317	6,653	0.00%
	4,644,000	4,406,579	4,269,246	(237,421)	-5.11%
Net assets released from restrictions	493,000	503,974	490,591	10,974	2.23%
Total Support and Revenue	5,137,000	4,910,553	4,759,837	(226,447)	-4.41%
Expenses:					
Ministry Areas:					
General Church Support	666,656	666,656	632,242	-	0.00%
Christian Formation:					
Committee on Christian Formation	303,760	270,704	294,024	33,056	10.88%
Youth ministry development	7,000	2,552	774	4,448	63.54%
Clergy and diocesan conferences	13,500	4,273	38,123	9,227	68.35%
Education for ministry program	2,500	(9,083)	12,898	11,583	463.32%
	326,760	268,446	345,819	58,314	17.85%
Strengthening Our Churches:					
Aid to mission churches	524,300	498,964	544,828	25,336	4.83%
Aid to mountain missions	75,500	55,837	71,718	19,663	26.04%
Special ministries and other committees	41,650	33,650	36,148	8,000	19.21%
Other areas for strengthening our churches	56,900	27,474	32,060	29,426	51.72%
	698,350	615,925	684,754	82,425	11.80%
Mission and Outreach:					
Committee on Mission and Outreach	28,820	7,105	10,503	21,715	75.35%
Other mission and outreach areas	62,500	52,250	45,500	10,250	16.40%
	91,320	59,355	56,003	31,965	35.00%
Ministry:					
Commission on Ministry	125,000	92,788	90,053	32,212	25.77%
Human Dignity and Justice:					
Areas for Human Need and Justice	32,890	3,152	4,520	29,738	90.42%
Total Ministry Areas	1,940,976	1,706,322	1,813,391	234,654	12.09%

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)

YEAR ENDED DECEMBER 31, 2020 (WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2019)

	2020		2019	Budget Variance	
	Budget	Actual	Actual	Favorable (Unfavorable) Amount	Percent
Expenses (continued):					
Governance and Committee Support:					
Standing Committee	\$ 10,000	\$ 1,095	\$ 1,617	\$ 8,905	89.05%
Executive Board, Deans, and Presidents	3,700	958	3,472	2,742	74.11%
Other committee support	34,752	15,555	21,256	19,197	55.24%
	<u>48,452</u>	<u>17,608</u>	<u>26,345</u>	<u>30,844</u>	<u>63.66%</u>
Communications & Technology:					
Virginia Episcopalian and eCommunique	64,000	12,386	46,032	51,614	80.65%
Other communications expenses	28,500	14,102	40,512	14,398	50.52%
	<u>92,500</u>	<u>26,488</u>	<u>86,544</u>	<u>66,012</u>	<u>71.36%</u>
Bishops, Staff, and Support:					
The Episcopate:					
Bishops	389,001	512,184	423,223	(123,183)	-31.67%
Episcopal office staff	118,255	185,993	194,810	(67,738)	-57.28%
Other expenses of the Office of the Bishop	9,000	839	7,410	8,161	90.68%
Bishops and Episcopal office travel	65,350	19,565	58,340	45,785	70.06%
	<u>581,606</u>	<u>718,581</u>	<u>683,783</u>	<u>(136,975)</u>	<u>-23.55%</u>
Staff:					
Professional staff	1,937,872	1,845,288	1,716,427	92,584	4.78%
Staff travel	58,712	21,406	25,484	37,306	63.54%
Other staff expenses	15,000	17,323	29,670	(2,323)	-15.49%
	<u>2,011,584</u>	<u>1,884,017</u>	<u>1,771,581</u>	<u>127,567</u>	<u>6.34%</u>
Support:					
Automobile expenses	40,000	30,921	64,592	9,079	22.70%
Office supplies, equipment, and services	97,382	126,678	124,097	(29,296)	-30.08%
Building related expenses	100,000	204,013	155,524	(104,013)	-104.01%
Professional fees	50,000	105,504	82,338	(55,504)	-111.01%
Other expenses	7,000	10,781	6,974	(3,781)	-54.01%
	<u>294,382</u>	<u>477,897</u>	<u>433,525</u>	<u>(183,515)</u>	<u>-62.34%</u>
Total Bishops, Staff, and Support	<u>2,887,572</u>	<u>3,080,495</u>	<u>2,888,889</u>	<u>(192,923)</u>	<u>-6.68%</u>
Expended assets released from restrictions:					
Aid to individuals and organizations	-	503,974	490,591	(503,974)	-
Total Expenses	<u>4,969,500</u>	<u>5,334,887</u>	<u>5,305,760</u>	<u>(365,387)</u>	<u>-7.35%</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)

YEAR ENDED DECEMBER 31, 2020 (WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2019)

	2020		2019	Budget Variance Favorable (Unfavorable)	
	Budget	Actual	Actual	Amount	Percent
Excess (deficiency) of support and revenue over expenses	<u>\$ 167,500</u>	<u>\$ (424,334)</u>	<u>\$ (545,923)</u>	<u>\$ (591,834)</u>	<u>-353.33%</u>
Transfer of Funds:					
Reserve accounts	(45,000)	(155,675)	(32,858)	(200,675)	100.00%
Shrine Mont camp program support	(122,500)	(70,787)	(122,500)	(51,713)	42.21%
Other	-	429,730	509,683	429,730	100.00%
	<u>(167,500)</u>	<u>203,268</u>	<u>354,325</u>	<u>177,342</u>	<u>-105.88%</u>
Total Changes in Net Assets After Transfers	<u>\$ -</u>	<u>\$ (221,066)</u>	<u>\$ (191,598)</u>	<u>\$ (414,492)</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
SCHEDULES OF DESIGNATED FUNDS

DECEMBER 31, 2020 AND 2019

	2020	2019
Annual Council Fund	\$ (84,584)	\$ (27,921)
Atlee Mission Fund	(384,372)	(377,349)
Auto Reserve	(58,079)	(95,443)
Biggar/Power Fund	600	600
Blakemore Trust Proceeds	57,723	1,215,815
Bishop Johnston Vestments	-	500
Bishops & Staff Reserve	47,575	48,775
Bishop's DMS Grant	130,521	109,085
Bishop's House	(123,852)	(39,685)
Bishop's house rent	(13,833)	10,627
Building Repairs Reserve	(425)	9,400
CCM-Reserve for Special Needs	29,836	9,836
CCM-Reserve for Transitions	25,000	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	(1,636)	2,422
Congregational Development & Revitalization	16,312	16,312
Council Scholarship Fund	360	360
COVID-19 support	(4,198)	-
DaySpring	198,324	351,217
DaySpring Real Estate Fund	38,896,220	38,896,220
Deacons Reserve	39,746	42,862
Des - St. Andrew's Charlottesville	7,427	27,420
Designated Gift - S S Johnston	500	-
Des - Trinity Highland Springs	21,686	24,153
Diaconal Formation Institute	(6,503)	(16,124)
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	14,836	14,236
Diocese of Tanzania	150,291	137,665
DOV Shout IT Facilities Fund	22,912	11,757
East End Initiative	(65,328)	(35,748)
Ecumenical and Interfaith Committee	960	960
Education for Ministry	965	965
EPIC Moms	19	19
Episcopal Transition Reserve	(32,765)	(30,697)
General Convention	13,620	(6,380)
Haiti	10,356	10,356
Interim Ministry Development	1,080	1,080
John G Hayes Jr Income Fd	(1,786)	(1,449)
John G Hayes Missionary Fund	1,126	1,126
La Iglesia de Santa Maria	(32,362)	(32,362)
Lambeth Convention	31,991	29,991
Subtotal (carried forward)	<u>39,016,678</u>	<u>40,427,016</u>

See report of independent auditor on supplementary information.

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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULES OF DESIGNATED FUNDS (CONTINUED)

DECEMBER 31, 2020 AND 2019

	2020	2019
Subtotal (brought forward)	\$ 39,016,678	\$ 40,427,016
Latino Ministry	(2,415)	(2,415)
LGBTQ Retreat	1,152	1,908
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	30,924	(4,076)
Mountain Mission Reserve	48,218	44,228
Native American Ministry	822	1,215
Office Equipment Reserve	6,932	6,932
Omisol Road - Reserve	(26,276)	40,715
Opioid Task Force	300	300
Prevention of Misconduct Reserve	4,000	4,000
Property & Opr Exp - St Pauls Haymarket	(17,428)	(7,357)
Property Exp - Church Hill Dr. Woodbridge	346,287	219,294
Property Fund	28,449	27,274
Property Maintenance Fund	19,827	20,634
Puerto Rico	1,793	1,793
Queen Esther Girls Secondary School Fund	27,426	-
Real Estate Value Fund	17,639,383	15,756,275
Region 2 Mission (Deltaville)	98,566	91,814
Reserve-2015 Unrestricted Reserve	649,758	681,459
Risk Management Program	26,315	18,481
Rockingham Property Fund (Reg 14)	12,811	12,811
Santa Maria Stewardship (DuPont Grant)	701	701
Shelton Shop Rd Property	182,834	166,155
SSJ Fund for Youth and Young Adult Formation	12,768	12,768
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	436,901	34,510
St. Margarets Ruther Glenn	135	135
St. Phoebe's School	(14,538)	(1,018)
Stewardship Committee Reserve	467	467
Stewardship of Creation Grant Fund	5,228	5,228
Triangle of Hope	21,541	(1,524)
Trinity, Beaverdam	18,149	15,097
Trustees of the Funds	2,677,301	1,226,377
Virginia Diocesan Library	3,176	15,250
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	\$ 61,220,774	\$ 58,790,536

See report of independent auditor on supplementary information.

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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULES OF DEVELOPMENT FUNDS

DECEMBER 31, 2020 AND 2019

	<u>2020</u>	<u>2019</u>
Bishop Jones' Evangelism Fund	\$ 500	\$ 500
Bishop Lee Fund for Small Church Vitality	135,167	104,483
B Maxwell Art Camp Scholarship Fund	1,658	200
Camp Equipment	13,155	13,155
Camp Program TOF Investments	1,747,649	1,272,040
Camp Scholarship Annual Fund	126,175	41,460
FCF - Unrestricted	67,849	67,849
Mustard Seed Grant Fund	5,941	14,252
Pledges Receivable - SM Shout It! Campaign	61,829	108,325
Shrine Mont Shout It! Campaign	57,426	12,621
St. Georges Camp	19,848	19,848
Youth Mission Vouchers 2007	(600)	(200)
Youth Mission Vouchers 2008	(1,000)	(1,000)
Youth Mission Vouchers 2009	(1,500)	(1,500)
Youth Mission Vouchers 2010	13,836	13,836
Youth Mission Vouchers 2011	1,205	1,205
DVA Grant Fund	1,125	1,125
DFHN	1,595	1,593
Total development funds	<u>\$ 2,251,858</u>	<u>\$ 1,669,792</u>

See report of independent auditor on supplementary information.

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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULES OF OTHER FUNDS

DECEMBER 31, 2020 AND 2019

	<u>2020</u>	<u>2019</u>
A.H. & C.J. Robinson Fund	\$ 409,409	\$ 296,243
Albert Baker Fund	136,750	136,750
Alison Gibson Fund	649	649
Ball Fund	165,354	165,354
Bishop Goff's Discretionary Fund	19,766	10,608
Bishop Goodwin Memorial Scholarship Fd	12,860	12,860
Bishop Gulick's Discretionary Fund	11,345	10,320
Bishop Ihloff Discretionary Fund	8,292	8,292
Bishop Jennifer Brooke-Davidson	6,890	750
Bishop Johnston's Discretionary Fund	59	3,361
Bishop Jones' Discretionary Fund	41,918	39,972
Bishop Jones Evangelism Grant Fund	8,793	8,793
Bishop Jones' Sabbatical Fund	3,226	3,226
Bishop Mason Memorial Fund	1,770	1,770
Bishops Combined Discretionary Fund	(1,504)	901
Bishop's Emergency Needs Fund	79,913	79,913
Bishop's Theological Education Fund	8,270	8,270
Bishop P.J.L. Disc Fd	(9,336)	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
Columbia Walker Memorial Missions Fund	51,735	51,735
David Lewis Memorial Fund	5,619	5,619
Disabled Clergy Fund	733,765	742,790
Diocesan Fund for Human Need	21,777	18,781
Diocesan Fund for World Mission	17,298	12,260
Dickinson Memorial Fund	(50,000)	(50,000)
Dooley Fund	263,986	263,986
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	339
Ellen Goldsborough Fund	(6,188)	7,062
Episcopal Fund	(15,000)	-
Fear Not Fund	550	525
Fifth Century Fund	50,000	50,000
Forest Fund	55,257	55,257
Francis Edmonia Newman Fund	75,956	76,785
Freda W Kipps Income Fund	38,863	38,863
Gillliatt Campus Ministry Fund	10,559	10,559
Hugh McGuire Taylor Fund	36,839	36,839
Subtotal (carried forward)	<u>2,292,585</u>	<u>2,206,902</u>

See report of independent auditor on supplementary information.

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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULES OF OTHER FUNDS (CONTINUED)

DECEMBER 31, 2020 AND 2019

	<u>2020</u>	<u>2019</u>
Subtotal (brought forward)	\$ 2,292,585	\$ 2,206,902
Ida B Gale Fund	37,554	37,554
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	1,955	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	18,332	14,832
Smoot Bequest Income Fund	(76,078)	(76,078)
Smoot Bequest to Dio Fund	55,592	55,592
SM Scholarship Fund	4,710	-
South African Bishops Fund	9,699	9,699
ST Investments - Restricted	299,288	290,140
St. John's Waldrop Fund	33,176	33,176
St. John's Greensprings Fund	7,168	9,991
UTO Fund	<u>187</u>	<u>187</u>
Subtotal	2,728,057	2,627,539
Funds invested with the Trustees of the Funds	22,667,100	21,439,780
Beneficial interest in trusts	<u>247,220</u>	<u>232,459</u>
Total Other Funds	<u>\$ 25,642,377</u>	<u>\$ 24,299,778</u>

See report of independent auditor on supplementary information.

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Diocese of Virginia Financial Report 2021

**THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA**

**FINANCIAL STATEMENTS AND
SUPPLEMENTARY INFORMATION**

*As of and for the Year Ended December 31, 2021
(With Comparative Totals for December 31, 2020)*

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

Opinion

We have audited the accompanying financial statements of The Protestant Episcopal Church in the Diocese of Virginia (the "Diocese") (a nonprofit organization), which comprise the statement of financial position as of December 31, 2021, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Diocese as of December 31, 2021, 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.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of The Protestant Episcopal Church in the Diocese of Virginia and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Diocese's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit 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 Diocese's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Diocese's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Report on Comparative Information

We have previously audited the Diocese's 2020 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated November 15, 2021. In our opinion, the comparative information presented herein as of and for the year ended December 31, 2020 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 17 through 24 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, 2021 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
December 12, 2022

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
STATEMENT OF FINANCIAL POSITION

DECEMBER 31, 2021
(WITH COMPARATIVE TOTALS FOR DECEMBER 31, 2020)

	<u>2021</u>	<u>2020</u>
ASSETS		
Current Assets:		
Cash and cash equivalents	\$ 1,702,127	\$ 2,386,468
Investments - STAMP	815,281	814,172
Accounts receivable	576,694	431,247
Contributions receivable	452,228	84,805
Prepaid expenses and other current assets	43,010	44,897
Real estate held for sale	1,263,449	1,263,449
Total Current Assets	<u>4,852,789</u>	<u>5,025,038</u>
Investments - Trustees of the Funds	<u>31,322,044</u>	<u>28,038,944</u>
Property and equipment - net	<u>118,730</u>	<u>123,740</u>
Other Assets:		
Real estate	55,271,457	55,371,487
Beneficial interest in trusts	272,095	247,220
Total Other Assets	<u>55,543,552</u>	<u>55,618,707</u>
Assets Held as Agent:		
Investments held for others	1,683,613	1,325,856
Less investment held for others	<u>(1,683,613)</u>	<u>(1,325,856)</u>
Total Assets Held as Agent	<u>-</u>	<u>-</u>
Total Assets	<u>\$ 91,837,115</u>	<u>\$ 88,806,429</u>
LIABILITIES		
Current Liabilities:		
Accounts payable and other liabilities	\$ 327,882	\$ 806,124
Long-Term Liabilities:		
Notes payable - less current portion	<u>983,032</u>	<u>1,004,085</u>
Total Liabilities	<u>1,310,914</u>	<u>1,810,209</u>
NET ASSETS		
Without Donor Restrictions:		
Undesignated	16,235,823	14,203,393
Board designated	<u>57,099,375</u>	<u>57,050,665</u>
Total Without Donor Restrictions	<u>73,335,198</u>	<u>71,254,058</u>
With Donor Restrictions	<u>17,191,003</u>	<u>15,742,162</u>
Total Net Assets	<u>90,526,201</u>	<u>86,996,220</u>
Total Liabilities and Net Assets	<u>\$ 91,837,115</u>	<u>\$ 88,806,429</u>

The accompanying notes to the financial statements are an integral part of these statements.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
STATEMENT OF ACTIVITIES

YEAR ENDED DECEMBER 31, 2021
(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2020)

	2021		2020	
	Without Donor Restrictions	With Donor Restrictions	Total	Total
Operating revenue	\$ 260,323	\$ -	\$ 260,323	\$ 8,716
Support and Other Revenue:				
Gain from sale of real estate	88,958	-	88,958	1,756,029
Gain on sale of property and equipment	3,995	-	3,995	-
Contributions from churches	4,124,907	-	4,124,907	4,067,603
Individual contributions and gifts	64,021	-	64,021	78,557
Health insurance reimbursement	109,396	-	109,396	108,383
Investment income, net	2,379,700	1,618,467	3,998,167	2,260,898
Change in beneficial interest in trust	-	24,875	24,875	14,761
Other income	304,736	432,644	737,380	1,612,628
	<u>7,075,713</u>	<u>2,075,986</u>	<u>9,151,699</u>	<u>9,898,859</u>
Net assets released from restrictions	627,145	(627,145)	-	-
Total Support and Other Revenue	<u>7,702,858</u>	<u>1,448,841</u>	<u>9,151,699</u>	<u>9,898,859</u>
Total Revenue and Support	<u>7,963,181</u>	<u>1,448,841</u>	<u>9,412,022</u>	<u>9,907,575</u>
Expenses and Other Deductions:				
Program Services Expenses:				
Support of Our Greater Church Community	631,938	-	631,938	685,183
Ministry Areas in the Diocese	2,433,827	-	2,433,827	2,207,958
Governance and commission support	620,305	-	620,305	618,154
Communications and Technology Across the Diocese	372,555	-	372,555	361,198
Camps and conferences	361,049	-	361,049	70,791
Total Program Services Expenses	<u>4,419,674</u>	<u>-</u>	<u>4,419,674</u>	<u>3,943,284</u>
Supporting Services Expenses:				
General administration	1,331,190	-	1,331,190	1,627,691
Fundraising	131,177	-	131,177	201,318
Total Supporting Services Expenses	<u>1,462,367</u>	<u>-</u>	<u>1,462,367</u>	<u>1,829,009</u>
Total Expenses and Other Deductions	<u>5,882,041</u>	<u>-</u>	<u>5,882,041</u>	<u>5,772,293</u>
Change in net assets	<u>2,081,140</u>	<u>1,448,841</u>	<u>3,529,981</u>	<u>4,135,282</u>
Net assets, beginning of year	<u>71,254,058</u>	<u>15,742,162</u>	<u>86,996,220</u>	<u>82,860,938</u>
Net assets, end of year	<u>\$ 73,335,198</u>	<u>\$ 17,191,003</u>	<u>\$ 90,526,201</u>	<u>\$ 86,996,220</u>

The accompanying notes to the financial statements are an integral part of these statements.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
STATEMENT OF FUNCTIONAL EXPENSES

YEAR ENDED DECEMBER 31, 2021
 (WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2020)

	2021						2020			
	Program Services			Supporting Services			Supporting Services			
	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	Fundraising	Total Supporting Services	Total
Salaries and wages	\$ -	\$ 794,583	\$ 449,475	\$ 356,957	\$ 113,680	\$ 1,714,695	\$ 817,821	\$ 131,019	\$ 948,840	\$ 2,663,535
Room and board	-	-	-	-	177,347	177,347	-	-	-	177,347
Travel	5,494	8,139	4,132	4,031	-	21,796	6,582	158	6,740	28,536
Grants	-	311,397	-	-	-	311,397	-	-	-	311,397
Scholarships	-	37,660	-	-	-	37,660	-	-	-	37,660
Committees	-	58,268	739	-	-	59,007	-	-	-	59,007
Ministries	-	34,352	20,451	-	-	54,803	575	-	575	55,378
Other	626,444	11,050	-	4,163	5,637	647,294	7,373	-	7,373	654,667
Insurance	-	1,323	-	-	-	1,323	116,262	-	116,262	117,585
Aid for mission churches	-	593,804	-	-	-	593,804	-	-	-	593,804
Aid to churches	-	47,500	-	-	-	47,500	-	-	-	47,500
Aid to other organizations	-	263,663	-	-	-	263,663	-	-	-	263,663
College ministries support	-	130,635	-	-	-	130,635	-	-	-	130,635
Support services	-	-	-	-	-	-	-	-	-	-
Auto expense and reserve	-	-	-	-	-	-	-	-	-	-
Telephone	-	-	-	-	-	-	-	-	-	-
Office supplies	-	2,584	13	40	11,892	11,892	10,379	-	10,379	22,271
Building expenses	-	125,952	-	-	32,983	35,620	45,333	-	45,333	80,953
Professional fees	-	-	145,495	250	19,510	165,255	119,899	-	119,899	245,851
Miscellaneous	-	12,897	-	7,114	-	20,011	102,725	-	102,725	122,736
Depreciation	631,938	2,433,827	620,305	372,555	361,049	4,419,674	1,297,251	131,177	1,428,428	5,848,102
Total Expenses	\$ 631,938	\$ 2,433,827	\$ 620,305	\$ 372,555	\$ 361,049	\$ 4,419,674	\$ 1,331,190	\$ 131,177	\$ 1,462,367	\$ 5,882,041
										\$ 5,772,283

The accompanying notes to the financial statements are an integral part of these statements.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
STATEMENT OF CASH FLOWS

YEAR ENDED DECEMBER 31, 2021
(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2020)

	<u>2021</u>	<u>2020</u>
Cash flows from operating activities:		
Change in net assets	\$ 3,529,981	\$ 4,135,282
Adjustments to reconcile change in net assets to net cash flows from operating activities:		
Depreciation	33,939	38,282
Gain from sale of real estate	(88,958)	(1,756,029)
Gain on sale of property and equipment	(3,995)	-
Unrealized gain on investments - net	(2,848,432)	(1,187,431)
Increase in beneficial interest in trusts	(24,875)	(14,761)
Change in operating assets and liabilities:		
Accounts receivable	(145,447)	335,657
Contributions receivable	(367,423)	46,084
Prepaid expenses and other current assets	1,887	-
Accounts payable and other liabilities	(478,242)	517,075
Net cash flows from operating activities	<u>(391,565)</u>	<u>2,114,159</u>
Cash flows from investing activities:		
Purchase of investments, including reinvested income	(893,984)	(2,455,787)
Proceeds from sale of investments	458,207	707,227
Proceeds from sale of real estate	188,988	1,975,149
Purchase of property and equipment	(28,929)	-
Net cash flows from investing activities	<u>(271,723)</u>	<u>226,589</u>
Cash flows from financing activities:		
Principal payments on notes payable	(21,053)	(1,847,602)
Net cash flows from financing activities	<u>(21,053)</u>	<u>(1,847,602)</u>
Net change in cash and cash equivalents	(684,341)	493,146
Cash and cash equivalents, beginning of year	<u>2,386,468</u>	<u>1,893,322</u>
Cash and cash equivalents, end of year	<u>\$ 1,702,127</u>	<u>\$ 2,386,468</u>
Supplemental disclosure of cash flow information:		
Cash paid for interest	<u>\$ 22,947</u>	<u>\$ 61,970</u>

The accompanying notes to the financial statements are an integral part of these statements.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2021

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” or “TOTF”), 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 STATEMENTS

DECEMBER 31, 2021

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 receivables are written off when determined to be uncollectible. In management's opinion, no allowance is needed at December 31, 2021.

Property and Equipment – Property and equipment is 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, 2021.

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, 2021 the Diocese had \$1,018,779 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.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2021

Note 2—Summary of significant accounting policies (continued)

Future Accounting Pronouncement – In February 2016, the Financial Accounting Standards Board (“FASB”) issued Accounting Standards Update (“ASU”) 2016-02, *Leases*. ASU 2016-02 is intended to improve financial reporting about leasing transactions. The ASU will require organizations that lease assets to recognize assets and liabilities on the statement of financial position for the rights and obligations created by those leases. The standard will be effective for the fiscal years beginning after December 15, 2021. The Diocese is currently in the process of evaluating the impact of the adopting the provisions of ASU 2016-02 on the financial statements.

Note 3—Liquidity and availability

Financial assets available for general expenditures within one year at December 31, 2021:

Financial assets at year-end:	
Cash and cash equivalents	\$ 1,702,127
Investments	32,137,325
Accounts receivable	576,694
Contributions receivable	<u>452,228</u>
Total financial assets at year-end	34,868,374

Less amounts not available to be used for general expenditures within one year:	
Net assets with donor restrictions	<u>17,191,003</u>
Financial assets available to be used within one year	<u>\$ 17,677,371</u>

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 14, 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, 2021:

	<u>Fair Value</u>	<u>Cost</u>
Investments - STAMP	\$ 815,281	\$ 841,848
Investments - Trustees of the Funds	<u>31,322,044</u>	<u>15,538,296</u>
	<u>\$ 32,137,325</u>	<u>\$ 16,380,144</u>

The Diocese also has amounts invested with the 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.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2021

Note 4—Investments (continued)

Investment income included the following for December 31, 2021:

STAMP income	\$	14,382
STAMP unrealized loss		(10,773)
Trustees of the Funds income, net		1,135,353
Trustees of the Funds unrealized gain		2,859,205
	<u>\$</u>	<u>3,998,167</u>

Note 5—Investments carried at net asset value or its equivalent

All amounts held by TOTF are held in two accounts, TOTF and STAMP, 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 table below sets forth a summary of investments that are valued using NAV at December 31, 2021. 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)	\$ 31,322,044	n/a	n/a	Daily	None
STAMP ^(b)	\$ 815,281	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—Property and equipment

Major classes of property and equipment consisted of the following at December 31, 2021:

Equipment	\$	307,258
Vehicles		164,488
		<u>471,746</u>
Less accumulated depreciation		<u>(353,016)</u>
	<u>\$</u>	<u>118,730</u>

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2021

Note 7—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 \$272,095 at December 31, 2021, 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 8—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 2021, salary costs incurred and subsequently reimbursed were \$134,749 and \$41,114 for TOTF and DMS, respectively. As of December 31, 2021, the Diocese also had related party receivables with the TOTF, Memorial Trustees, and DMS in the amount of \$6,469, \$13,181, and \$22,635, respectively, which are included in accounts receivable on the statement of financial position.

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 2021, the Diocese paid \$177,347 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. One loan to the Diocese is outstanding as of December 31, 2021, with a balance of \$983,032 (see Note 10).

Note 9—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 2021 was \$151,795. 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 2021 was \$143,357.

Note 10—Notes payable

Notes payable consisted of the following as of December 31, 2021:

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 five-year extensions are granted.	\$ 983,032
Less current portion	-
	<u>\$ 983,032</u>

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2021

Note 10—Notes payable (continued)

Estimated future principal payments on notes payable for years ending December 31 are as follows:

2022	\$	-
2023		-
2024		983,032
	<u>\$</u>	<u>983,032</u>

Note 11—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:

2022	\$	17,032
2023		16,430
2024		16,430
2025		13,317
2026		11,760
Thereafter		1,960
	<u>\$</u>	<u>76,929</u>

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, 2021:

2022	\$	120,000
2023		120,000
2024		120,000
2025		120,000
2026		120,000
Thereafter		560,000
	<u>\$</u>	<u>1,160,000</u>

Note 12—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, 2021 was \$2,523,645. No liability has been accrued with respect to the guarantee.

The Diocese has outstanding commitments at year-end of approximately \$146,359 with respect to a convention taking place in 2022.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2021

Note 12—Commitments and contingencies (continued)

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 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.

Note 13—Board-designated net assets

Net assets without donor restriction includes designated funds by the Diocese for the following purposes at December 31, 2021:

Diocesan programs	<u>\$ 57,099,375</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 14—Restricted net assets

The Diocese had restrictions on net assets as follows at December 31, 2021:

Purpose restricted:	
Development funds	\$ 2,501,070
Diocesan programs	2,987,869
Bishop’s programs	3,780,017
Beneficial interest in perpetual trusts	272,096
Time restricted for endowments, some of which is perpetual in nature:	
Bishop’s programs	<u>7,649,951</u>
Total restricted net assets	<u>\$ 17,191,003</u>

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, 2021:

Satisfaction of purpose restriction	<u>\$ 627,145</u>
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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2021

Note 15—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.

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, 2021, funds with original gift values of \$125,000, fair values of \$111,660, and deficiencies of \$13,340 were reported in net assets with donor restrictions. These deficiencies resulted from unfavorable market fluctuations.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2021

Note 15—Endowment funds (continued)

Endowment net asset composition by type of fund as of December 31, 2021:

	Without Donor Restrictions	With Donor Restrictions	Total
Donor-restricted endowment funds:			
Original donor-restricted amounts and amounts required to be maintained in perpetuity by donor	\$ -	\$ 2,273,900	\$ 2,273,900
Accumulated investments gains	-	5,376,051	5,376,051
Endowment net assets, end of year	<u>\$ -</u>	<u>\$ 7,649,951</u>	<u>\$ 7,649,951</u>

Changes in endowment net assets for the fiscal year ended December 31, 2021:

	Without Donor Restrictions	With Donor Restrictions	Total
Endowment net assets, beginning of year	\$ -	\$ 6,892,903	\$ 6,892,903
Investment income, net	-	757,048	757,048
Appropriation for expenditure	-	-	-
Endowment net assets, end of year	<u>\$ -</u>	<u>\$ 7,649,951</u>	<u>\$ 7,649,951</u>

Note 16—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 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 are other than quoted prices in active markets, which are wither directly or indirectly observable as of the reporting date, and fair value can be determined through the use of models or other valuation methodologies.

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 PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2021

Note 16—Fair value measurements (continued)

The valuation methodology used for assets measured at fair value is listed below. There have been no changes in the methodology used during 2021.

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.

The preceding method 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, 2021:

	Assets at Fair Value as of December 31, 2021			
	Level 1	Level 2	Level 3	Total
Beneficial interest in trusts	\$ -	\$ -	\$ 272,095	\$ 272,095
Investments measured at NAV	-	-	-	32,137,325
Total assets at fair value	\$ -	\$ -	\$ 272,095	\$ 32,409,420

^(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.

Level 3 Gains and Losses – The table below sets forth a summary of changes in the fair value of the beneficial interest in trust for 2021.

Balance, beginning of year	\$ 247,220
Change in fair value	24,875
Balance, end of year	\$ 272,095

Note 17—Comparative totals

The summarized amounts shown for 2020 in the accompanying financial statements are included to provide a basis for comparison with 2021 and are not intended to present all information necessary for a fair presentation of the summarized 2020 statements in conformity with U.S. GAAP. Accordingly, such information should be read in conjunction with the Diocese's financial statements for 2020, from which the summarized information was derived.

Note 18—Subsequent events

In preparing these financial statements, the Diocese has evaluated events and transactions for potential recognition or disclosure through December 12, 2022, the date the financial statements were available to be issued.

The Diocese sold a property in Rockingham, Virginia in January 2022 for approximately \$600,000. This will result in a gain on sale of property of approximately \$427,000 in 2022.

SUPPLEMENTARY INFORMATION

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULE OF OPERATING FUNDS, BUDGETARY COMPARISON
OF SUPPORT, AND REVENUES AND EXPENSES

YEAR ENDED DECEMBER 31, 2021

(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2020)

	2021		2020	Budget Variance Favorable (Unfavorable)	
	Budget	Actual	Actual	Amount	Percent
Support and Revenue:					
Contributions from churches	\$ 3,963,903	\$ 4,124,907	\$ 4,067,603	\$ 161,004	4.06%
Other gifts, grants, and promises to give	264,000	64,021	144,493	(199,979)	-75.75%
Investment income	-	140,915	70,731	140,915	100.00%
Income from Virginia Episcopalian	-	(134)	8,716	(134)	100.00%
Health insurance administration	108,120	109,396	108,383	1,276	1.18%
Miscellaneous income	-	77,808	6,653	77,808	100.00%
	4,336,023	4,516,913	4,406,579	180,890	4.17%
Net assets released from restrictions	531,100	627,145	503,974	96,045	18.08%
Total Support and Revenue	4,867,123	5,144,058	4,910,553	276,935	5.69%
Expenses:					
Ministry Areas:					
General Church Support	601,865	601,865	666,656	-	0.00%
Christian Formation:					
Committee on Christian Formation	313,750	277,274	270,704	36,476	11.63%
Youth ministry development	6,000	1,643	2,552	4,357	72.62%
Clergy and diocesan conferences	10,850	4,001	4,273	6,849	63.12%
Education for ministry program	2,750	5,500	(9,083)	(2,750)	-100.00%
	333,350	288,418	268,446	44,932	13.48%
Strengthening Our Churches:					
Aid to mission churches	459,700	457,150	498,964	2,550	0.55%
Aid to mountain missions	49,200	56,223	55,837	(7,023)	-14.27%
Special ministries and other committees	28,150	(12,731)	33,650	40,881	145.23%
Other areas for strengthening our churches	185,825	30,053	27,474	155,772	83.83%
	722,875	530,695	615,925	192,180	26.59%
Mission and Outreach:					
Committee on Mission and Outreach	24,000	3,378	7,105	20,622	85.93%
Other mission and outreach areas	58,000	52,500	52,250	5,500	9.48%
	82,000	55,878	59,355	26,122	31.86%
Ministry:					
Commission on Ministry	59,000	64,151	92,788	(5,151)	-8.73%
Human Dignity and Justice:					
Areas for Human Need and Justice	60,505	5,975	3,152	54,530	90.12%
Total Ministry Areas	1,859,595	1,546,982	1,706,322	312,613	16.81%

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)

YEAR ENDED DECEMBER 31, 2021
(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2020)

	2021		2020	Budget Variance Favorable (Unfavorable)	
	Budget	Actual	Actual	Amount	Percent
Expenses (continued):					
Governance and Committee Support:					
Standing Committee	\$ 6,520	\$ -	\$ 1,095	\$ 6,520	100.00%
Executive Board, Deans, and Presidents	3,000	739	958	2,261	75.37%
Other committee support	34,045	24,579	15,555	9,466	27.80%
	<u>43,565</u>	<u>25,318</u>	<u>17,608</u>	<u>18,247</u>	<u>41.88%</u>
Communications & Technology:					
Virginia Episcopalian and eCommunique	1,500	342	12,386	1,158	77.20%
Other communications expenses	31,000	18,311	14,102	12,689	40.93%
	<u>32,500</u>	<u>18,653</u>	<u>26,488</u>	<u>13,847</u>	<u>42.61%</u>
Bishops, Staff, and Support:					
The Episcopate:					
Bishops	426,325	557,232	512,184	(130,907)	-30.71%
Episcopal office staff	82,570	172,094	185,993	(89,524)	-108.42%
Other expenses of the Office of the Bishop	9,000	2,413	839	6,587	73.19%
Bishops and Episcopal office travel	32,674	15,524	19,565	17,150	52.49%
	<u>550,569</u>	<u>747,263</u>	<u>718,581</u>	<u>(196,694)</u>	<u>-35.73%</u>
Staff:					
Professional staff	1,902,448	1,714,104	1,845,288	188,344	9.90%
Staff travel	29,615	10,492	21,406	19,123	64.57%
Other staff expenses	7,500	7,518	17,323	(18)	-0.24%
	<u>1,939,563</u>	<u>1,732,114</u>	<u>1,884,017</u>	<u>207,449</u>	<u>10.70%</u>
Support:					
Automobile expenses	21,230	36,351	30,921	(15,121)	-71.22%
Office supplies, equipment, and services	71,600	113,428	126,678	(41,828)	-58.42%
Building related expenses	80,000	221,682	204,013	(141,682)	-177.10%
Professional fees	40,000	70,302	105,504	(30,302)	-75.76%
Other expenses	65,000	16,959	10,781	48,041	73.91%
	<u>277,830</u>	<u>458,722</u>	<u>477,897</u>	<u>(180,892)</u>	<u>-65.11%</u>
Total Bishops, Staff, and Support	<u>2,767,962</u>	<u>2,938,099</u>	<u>3,080,495</u>	<u>(170,137)</u>	<u>-6.15%</u>
Expended assets released from restrictions:					
Aid to individuals and organizations	-	627,145	503,974	(627,145)	100.00%
Total Expenses	<u>4,703,622</u>	<u>5,156,197</u>	<u>5,334,887</u>	<u>(452,575)</u>	<u>-9.62%</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)

YEAR ENDED DECEMBER 31, 2021
(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2020)

	2021		2020	Budget Variance Favorable (Unfavorable)	
	Budget	Actual	Actual	Amount	Percent
Excess (deficiency) of support and revenue over expenses	\$ 163,501	\$ (12,139)	\$ (424,334)	\$ (175,640)	-107.42%
Transfer of Funds:					
Reserve accounts	(44,000)	(89,604)	(155,675)	(133,604)	303.65%
Shrine Mont camp program support	(119,501)	(87,367)	(70,787)	(32,134)	26.89%
Other	-	445,771	429,730	445,771	100.00%
	(163,501)	268,800	203,268	280,033	-171.27%
Total Changes in Net Assets After Transfers	\$ -	\$ 256,661	\$ (221,066)	\$ 104,393	100.00%

See report of independent auditor on supplementary information.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULES OF DESIGNATED FUNDS

DECEMBER 31, 2021 AND 2020

(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2020)

	2021	2020
Annual Council Fund	\$ (87,550)	\$ (84,584)
Atlee Mission Fund	(372,372)	(384,372)
Auto Reserve	(114,166)	(58,079)
Biggar/Power Fund	600	600
Blakemore Trust Proceeds	79,927	57,723
Bishops & Staff Reserve	47,575	47,575
Bishop's DMS Grant	91,550	130,521
Bishop's House	(147,560)	(123,852)
Bishop's house rent	(49,973)	(13,833)
Building Repairs Reserve	(425)	(425)
CCM-Reserve for Special Needs	15,503	29,836
CCM-Reserve for Transitions	40,000	25,000
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	630	(1,636)
Congregational Development & Revitalization	16,312	16,312
Council Scholarship Fund	360	360
COVID-19 support	(4,688)	(4,198)
DaySpring	78,005	198,324
DaySpring Real Estate Fund	38,896,220	38,896,220
Deacons Reserve	39,611	39,746
Des - St. Andrew's Charlottesville	(5,611)	7,427
Designated Gift - S S Johnston	500	500
Des - Trinity Highland Springs	20,597	21,686
Diaconal Formation Institute	(6,253)	(6,503)
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	14,836	14,836
Diocese of Tanzania	105,011	150,291
DOV Shout IT Facilities Fund	33,186	22,912
East End Initiative	(65,328)	(65,328)
Ecumenical and Interfaith Committee	960	960
Education for Ministry	965	965
EPIC Moms	19	19
Episcopal Transition Reserve	(53,711)	(32,765)
General Convention	33,620	13,620
Haiti	10,356	10,356
Interim Ministry Development	1,080	1,080
John G Hayes Jr Income Fd	(1,786)	(1,786)
John G Hayes Missionary Fund	1,126	1,126
La Iglesia de Santa Maria	(32,362)	(32,362)
Lambeth Convention	33,991	31,991
Subtotal (carried forward)	<u>38,727,170</u>	<u>39,016,678</u>

See report of independent auditor on supplementary information.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULES OF DESIGNATED FUNDS (CONTINUED)

DECEMBER 31, 2021 AND 2020
(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2020)

	2021	2020
Subtotal (brought forward)	\$ 38,727,170	\$ 39,016,678
Latino Ministry	(2,415)	(2,415)
LGBTQ Retreat	1,152	1,152
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	36,924	30,924
Mountain Mission Reserve	51,495	48,218
Native American Ministry	1,022	822
Office Equipment Reserve	6,932	6,932
Omisol Road - Reserve	20,746	(26,276)
Opioid Task Force	277	300
Prevention of Misconduct Reserve	4,000	4,000
Property & Opr Exp - St Pauls Haymarket	(17,387)	(17,428)
Property Exp - Church Hill Dr. Woodbridge	405,758	346,287
Property Fund	28,449	28,449
Property Maintenance Fund	(6,237)	19,827
Puerto Rico	1,793	1,793
Queen Esther Girls Secondary School Fund	(2,574)	27,426
Real Estate Value Fund	17,749,394	17,639,383
Region 2 Mission (Deltaville)	105,518	98,566
Reserve-2015 Unrestricted Reserve	579,534	649,758
Risk Management Program	32,965	26,315
Rockingham Property Fund (Reg 14)	12,811	12,811
Santa Maria Stewardship (DuPont Grant)	701	701
Shelton Shop Rd Property	196,514	182,834
SSJ Fund for Youth and Young Adult Formation	12,768	12,768
SSJ Portrait Fund	(11,500)	(11,500)
St. Clare's (W Henrico) Mission	(126,417)	(126,417)
St. Francis Mission Fd (Goochland)	(179,357)	(179,357)
ST Investments	437,496	436,901
St. Margarets Ruther Glenn	135	135
St. Phoebe's School	(20,208)	(14,538)
Stewardship Committee Reserve	467	467
Stewardship of Creation Grant Fund	5,228	5,228
Triangle of Hope	20,311	21,541
Trinity, Beaverdam	20,734	18,149
Trustees of the Funds	2,997,169	2,677,301
Virginia Diocesan Library	(12,841)	3,176
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	\$ 61,358,390	\$ 61,220,774

See report of independent auditor on supplementary information.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULES OF DEVELOPMENT FUNDS

DECEMBER 31, 2021 AND 2020
(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2020)

	<u>2021</u>	<u>2020</u>
Bishop Jones' Evangelism Fund	\$ 2,615	\$ 500
Bishop Lee Fund for Small Church Vitality	157,490	135,167
B Maxwell Art Camp Scholarship Fund	2,749	1,658
Camp Equipment	13,155	13,155
Camp Program TOF Investments	1,921,520	1,747,649
Camp Scholarship Annual Fund	201,937	126,175
FCF - Unrestricted	67,849	67,849
Mustard Seed Grant Fund	1,523	5,941
Pledges Receivable - SM Shout It! Campaign	31,335	61,829
Shrine Mont Shout It! Campaign	61,019	57,426
St. Georges Camp	19,848	19,848
Youth Mission Vouchers 2007	(600)	(600)
Youth Mission Vouchers 2008	(1,000)	(1,000)
Youth Mission Vouchers 2009	(1,500)	(1,500)
Youth Mission Vouchers 2010	19,206	13,836
Youth Mission Vouchers 2011	1,205	1,205
DVA Grant Fund	1,125	1,125
DFHN	1,595	1,595
Total Development Funds	<u>\$ 2,501,071</u>	<u>\$ 2,251,858</u>

See report of independent auditor on supplementary information.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULES OF OTHER FUNDS

DECEMBER 31, 2021 AND 2020

(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2020)

	2021	2020
A.H. & C.J. Robinson Fund	\$ 520,914	\$ 409,409
Albert Baker Fund	136,750	136,750
Alison Gibson Fund	649	649
Ball Fund	165,354	165,354
Bishop Goff's Discretionary Fund	34,870	19,766
Bishop Goodwin Memorial Scholarship Fd	15,123	12,860
Bishop Gulick's Discretionary Fund	11,938	11,345
Bishop Ihloff Discretionary Fund	8,292	8,292
Bishop Jennifer Brooke-Davidson	10,867	6,890
Bishop Johnston's Discretionary Fund	(5,347)	59
Bishop Jones' Discretionary Fund	38,718	41,918
Bishop Jones Evangelism Grant Fund	6,678	8,793
Bishop Jones' Sabbatical Fund	3,226	3,226
Bishop Mason Memorial Fund	2,632	1,770
Bishops Combined Discretionary Fund	31,640	(1,504)
Bishop's Emergency Needs Fund	79,913	79,913
Bishop's Theological Education Fund	6,008	8,270
Bishop P.J.L. Disc Fd	(19,336)	(9,336)
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
Columbia Walker Memorial Missions Fund	51,735	51,735
David Lewis Memorial Fund	5,619	5,619
Disabled Clergy Fund	728,756	733,765
Diocesan Fund for Human Need	24,850	21,777
Diocesan Fund for World Mission	23,818	17,298
Dickinson Memorial Fund	(50,000)	(50,000)
Dooley Fund	324,270	263,986
duPont Diocesan Enrichment Fund	1,853	4,453
duPont Small Church Clergy Development	17,050	17,050
E Holcombe Palmer Fund	3,301	3,301
ECW Gift - Bishop Goff	339	339
Ellen Goldsborough Fund	(13,438)	(6,188)
Episcopal Fund	(15,000)	(15,000)
Fear Not Fund	600	550
Fifth Century Fund	50,000	50,000
Forest Fund	55,257	55,257
Francis Edmonia Newman Fund	73,912	75,956
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>2,490,074</u>	<u>2,292,585</u>

See report of independent auditor on supplementary information.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULES OF OTHER FUNDS (CONTINUED)

DECEMBER 31, 2021 AND 2020

(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2020)

	2021	2020
Subtotal (brought forward)	\$ 2,490,074	\$ 2,292,585
Ida B Gale Fund	37,554	37,554
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	1,955	1,955
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	30,332	18,332
Smoot Bequest Income Fund	(76,078)	(76,078)
Smoot Bequest to Dio Fund	55,592	55,592
SM Scholarship Fund	4,710	4,710
South African Bishops Fund	9,699	9,699
ST Investments - Restricted	299,695	299,288
St. John's Waldrop Fund	33,176	33,176
St. John's Greensprings Fund	3,208	7,168
UTO Fund	187	187
Bishop Porter Disc Fund	7,804	-
J. Lee Hill Discretionary	1,000	-
Charles Norse Fund	2,600	-
Unrestricted Bequests	10,000	-
Subtotal	2,955,397	2,728,057
Funds invested with the Trustees of the Funds	25,315,651	22,667,100
Beneficial interest in trusts	272,095	247,220
Total Other Funds	\$ 28,543,143	\$ 25,642,377

See report of independent auditor on supplementary information.

Trustees of the Funds Financial Report 2020

Trustees of the Funds of the Protestant
Episcopal Church in the Diocese of Virginia,
Inc.
Financial Statements
December 31, 2020 and 2019



WELLSCOLEMAN

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, 2020 and 2019, 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, 2020 and 2019, 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 \$33,098,775 (26% of net assets) and \$42,233,063 (34% of net assets) as of December 31, 2020 and 2019, 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.



September 9, 2021

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

STATEMENTS OF FINANCIAL POSITION

December 31, 2020 and 2019

ASSETS

	<u>2020</u>	<u>2019</u>
Current Assets		
Cash and cash equivalents	\$ 11,420,424	\$ 8,023,289
Accrued investment income	26,850	99,238
Other receivables	<u>41,322</u>	<u>-</u>
Total current assets	<u>11,488,596</u>	<u>8,122,527</u>
Marketable Securities		
Investments in securities, at fair market value	<u>114,237,123</u>	<u>112,077,282</u>
Total marketable securities	<u>114,237,123</u>	<u>112,077,282</u>
Property and Equipment		
Land and building (net)	<u>688,547</u>	<u>688,547</u>
Net property and equipment	<u>688,547</u>	<u>688,547</u>
Other Assets		
Note receivable	100,000	100,000
Beneficial interest in trust	<u>2,415,276</u>	<u>2,269,701</u>
Total other assets	<u>2,515,276</u>	<u>2,369,701</u>
Total Assets	<u>\$ 128,929,542</u>	<u>\$ 123,258,057</u>

See accompanying notes to financial statements.

LIABILITIES AND NET ASSETS

	<u>2020</u>	<u>2019</u>
Current Liabilities		
Accrued expenses	\$ -	\$ 26,852
Investment fees payable	24,711	22,100
Due to the Diocese of Virginia	<u>92,866</u>	<u>66,754</u>
Total current liabilities	117,577	115,706
Long-Term Liabilities		
Annuity payable	<u>6,597</u>	<u>6,368</u>
Total liabilities	<u>124,174</u>	<u>122,074</u>
Net Assets		
Parish Funds (2020 - 497 Parish funds with 54,103.255 units at \$1,471.11 and undistributed gain of \$546,416) (2019 - 500 Parish funds with 53,996.377 units at \$1,414.51 and undistributed gain of \$11,821)	80,138,472	76,390,236
Diocesan Funds (2020 - 66 Diocesan funds with 7,995.626 units at \$1,471.11 and undistributed gain of \$80,751) (2019 - 83 Diocesan funds with 9,102.54 units at \$1,414.51 and undistributed gain of \$1,993)	11,843,228	12,877,627
Trustee Funds (2020 - 85 Trustee funds with 17,736.371 units at \$1,471.11 and undistributed gain of \$179,128) (2019 - 84 Trustee funds with 16,684.87 units at \$1,414.51 and undistributed gain of \$3,652)	26,271,352	23,604,567
Parish STAMP Funds (2020 - 42 Parish funds with market value of \$3,900,373) (2019 - 45 Parish funds with market value of \$3,219,491)	3,900,373	3,219,491
Trustee STAMP Funds (2020 - 9 Trustee funds with market value of \$3,441,556) (2019 - 8 Trustee funds with market value of \$3,978,695)	3,441,556	3,978,695
Other Trustee Funds	2,521,840	2,376,820
Mayo Memorial Fund	<u>688,547</u>	<u>688,547</u>
Total net assets	<u>128,805,368</u>	<u>123,135,983</u>
Total Liabilities and Net Assets	<u>\$ 128,929,542</u>	<u>\$ 123,258,057</u>

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

SCHEDULE OF INVESTMENTS

December 31, 2020

	<u>Number of Shares</u>	<u>Fair Value</u>
Common Stocks - 11.4%		
Communications Services		
Alphabet	272	\$ 476,623
Dish Network	5,367	173,569
Walt Disney	1,761	319,058
Liberty Broadband	1,873	296,627
T-Mobile	2,943	396,864
Consumer Discretionary		
Amazon	118	384,326
Nike	1,808	255,778
TJX Companies	3,958	270,292
Other	5,563	653,346
Consumer Staples		
Nestle	1,844	217,223
Other	4,220	353,641
Financial		
American Tower Corp	1,789	401,559
Berkshire Hathaway	1,564	362,645
Brookfield Asset Management	10,888	449,348
J P Morgan Chase	2,297	291,880
Markel Corporation	1,033	308,957
Other	7,087	714,249
Health Care		
Becton Dickinson	798	199,676
Danaher	2,146	476,712
Johnson & Johnson	1,897	298,550
Medtronic	1,747	204,644
Other	2,768	502,749
Industrials		
Other	2,906	669,030
Information Technology		
Accenture PLC	1,481	386,852
Adobe Systems Inc	901	450,608
Apple	3,296	437,346
Mastercard Inc Cl A	1,125	401,558
Microsoft	1,980	440,392
VISA Inc	1,754	383,652
Other	4,707	768,688
Materials		
Sherwin Williams Co	481	353,492
Other	4,151	750,342

- 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, 2020

	<u>Number of Shares</u>	<u>Fair Value</u>
Bonds - 7.1%		
Corporate Obligations	3,967,471	4,594,329
Government and Agency Obligations		
FHLM	531,649	475,083
FNMA	1,017,062	1,198,943
GNMA	316,168	344,562
United States Treasury	1,295,000	1,523,484
Mutual Funds - 63.2%		
FPA Crescent	36,456	1,311,311
Natixis LS Strategic Alpha	116,879	1,215,541
Federated Ultra Short Bond Fund	255,973	2,360,072
Lord Abbett Short Duration Income Fund	323,117	1,360,321
PIMCO Funds	101,496	1,009,885
Silchester International Investors Value Equity	81,580	12,141,601
Vanguard Fixed Income Inflation Protected Securities Fund	102,207	2,894,495
Vanguard Fixed Income Short-Term Investment Grade Fund	122,419	1,350,281
Vanguard FTSE All World Ex US Index Fund	115,027	13,253,460
Vanguard Total Stock Market Index Fund	300,188	28,442,830
Vanguard Total Bond Market Index Fund	581,194	6,753,475
Hedge Funds - 12.7%		
Drake Capital Offshore Partners	6,648,161	6,648,161
Forester Diversified	3,673	4,538,037
Forester Diversified	146	165,470
Forester Diversified	500	619,179
Forester Diversified	500	680,001
Forester Diversified	1,656	1,886,677
Real Estate and Natural Resource Funds - 5.4%		
Commonfund Capital Natural Res Partners VIII	526,635	526,635
Metropolitan Real Estate Partners IV	141,026	141,026
Property Holdings IV LLC REIT	1,352,146	1,352,146
Park Street Capital Natural Resources Fund	618,086	618,086
Seaport Global Property Securities Fund	3,541,833	3,541,833
Other	18,316	18,316
Private Equity Funds - 0.2%		
MIT Private Equity Fund II	55,213	55,213
MIT Private Equity Fund IV	166,394	<u>166,394</u>
Total Investments - 100% (Cost \$79,327,708)		<u>\$ 114,237,123</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, 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.**

STATEMENTS OF ACTIVITIES FROM OPERATIONS

For the years ended December 31, 2020 and 2019

	<u>2020</u>	<u>2019</u>
Investment Income		
Interest	\$ 202,132	\$ 362,272
Dividends	1,282,468	1,800,720
Other investment income	<u>700</u>	<u>47,285</u>
	<u>1,485,300</u>	<u>2,210,277</u>
 Expenses		
Investment management and consultant fees	273,332	328,659
General and administrative	<u>198,793</u>	<u>381,767</u>
	<u>472,125</u>	<u>710,426</u>
 Net Investment Income	<u>1,013,175</u>	<u>1,499,851</u>
 Other Revenue		
Income earned on Trustee-owned assets	187,203	236,298
Change in beneficial interest in trust	<u>145,575</u>	<u>292,136</u>
	<u>332,778</u>	<u>528,434</u>
 Grants to the Diocese of Virginia	<u>(166,704)</u>	<u>(344,782)</u>
 Realized Gain in Investments		
Net realized gain from security transactions (excluding short-term securities):		
Proceeds from securities sold	29,713,431	34,250,429
Cost of securities sold	<u>(26,829,980)</u>	<u>(31,067,424)</u>
	<u>2,883,451</u>	<u>3,183,005</u>
 Unrealized Appreciation During the Year		
Ending	34,909,416	28,682,568
Beginning	<u>(28,682,568)</u>	<u>(15,714,805)</u>
	<u>6,226,848</u>	<u>12,967,763</u>
 Change in Net Assets Resulting from Operations	<u>\$ 10,289,548</u>	<u>\$ 17,834,271</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, 2020 and 2019

	<u>2020</u>	<u>2019</u>
Change in Net Assets from Operations:		
Net investment income	\$ 1,013,175	\$ 1,499,851
Beneficial interest in trust	145,575	292,136
Income received on Trustee-owned assets	187,203	236,298
Grants to the Diocese of Virginia	(166,704)	(344,782)
Net realized gain on investments sold	2,883,451	3,183,005
Net unrealized gain from market appreciation	<u>6,226,848</u>	<u>12,967,763</u>
Change in net assets resulting from operations	<u>10,289,548</u>	<u>17,834,271</u>
Change in Net Assets from Fund Transactions:		
Investment of funds	6,602,724	6,586,548
Income distributions reinvested	2,481,831	3,128,586
Withdrawals during the year	(8,921,591)	(19,819,528)
Distributions to fund investors - including reinvestments	<u>(4,783,127)</u>	<u>(5,967,789)</u>
Change in net assets due to fund transactions	<u>(4,620,163)</u>	<u>(16,072,183)</u>
Change in Net Assets	5,669,385	1,762,088
Net Assets - beginning of year	<u>123,135,983</u>	<u>121,373,895</u>
Net Assets - end of year (including undistributed investment income)	<u>\$ 128,805,368</u>	<u>\$ 123,135,983</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, 2020 and 2019

	<u>2020</u>	<u>2019</u>
Cash Flows from Operating Activities		
Change in net assets from operations	\$ 10,289,548	\$ 17,834,271
Adjustments to reconcile change in net assets from operations to net cash and cash equivalents provided by operating activities		
Gain on sale of investments	(2,883,451)	(3,183,005)
Purchase of investments	(22,762,973)	(14,089,158)
Proceeds from the sale of investments	29,713,431	34,250,429
Unrealized gains on investments	(6,226,848)	(12,967,763)
Increase in beneficial interest in trust	(145,575)	(292,136)
 (Increase) decrease in operating assets		
Accrued investment income	72,388	41,301
Other receivables	(41,322)	-
 Increase (decrease) in operating liabilities		
Due to the Diocese of Virginia	26,112	(32,879)
Accrued expenses	(26,852)	(33,412)
Investment fees payable	2,611	(11,897)
Annuity payable	229	208
	<u>8,017,298</u>	<u>21,515,959</u>
 Net cash and cash equivalents provided by operating activities		
 Cash Flows from Financing Activities		
Investment and income distribution reinvestments	9,084,555	9,715,134
Withdrawals and distributions	(13,704,718)	(25,787,317)
	<u>(4,620,163)</u>	<u>(16,072,183)</u>
 Net cash and cash equivalents used by financing activities		
 Increase in cash and cash equivalents	3,397,135	5,443,776
 Cash and Cash Equivalents, beginning of year	<u>8,023,289</u>	<u>2,579,513</u>
 Cash and Cash Equivalents, end of year	<u>\$ 11,420,424</u>	<u>\$ 8,023,289</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, 2020 and 2019

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 \$61.48 and \$72.97 per unit, aggregating \$4,783,127 and \$5,967,789, were paid to unitholders in 2020 and 2019, 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, 2020.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2020 and 2019

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.

Evaluation of Subsequent Events: Management has evaluated subsequent events through September 9, 2021, 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>2020</u>	<u>2019</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 \$2,415,276 and \$2,269,701 at December 31, 2020 and 2019, 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, 2020 and 2019

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 2020 or 2019.

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, 2020 and 2019

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>				<u>Total</u>
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Observable Inputs (Level 2)	Other Unobservable Inputs (Level 3)	Significant Unobservable Inputs (Level 3) Net Asset Value	
December 31, 2020					
Debt and equity securities:					
Common stock:					
Communication services	\$ 1,662,741	\$ -	\$ -	\$ -	\$ 1,662,741
Consumer discretionary	1,563,742	-	-	-	1,563,742
Consumer staples	570,864	-	-	-	570,864
Financial	2,528,638	-	-	-	2,528,638
Healthcare	1,682,331	-	-	-	1,682,331
Industrials	669,030	-	-	-	669,030
Information technology	3,269,096	-	-	-	3,269,096
Materials	1,103,834	-	-	-	1,103,834
Mortgage-backed securities	2,018,588	-	-	-	2,018,588
U.S. Treasury securities	1,523,484	-	-	-	1,523,484
Corporate bonds	-	4,594,329	-	-	4,594,329
Mutual funds:					
Global equity funds	2,671,632	-	-	-	2,671,632
Fixed income funds	57,280,039	-	-	-	57,280,039
Global equity funds measured at net asset value	-	-	-	12,141,601	12,141,601
Hedge funds:					
Hedge funds investments measured at net asset value	-	-	-	20,957,174	20,957,174
	<u>\$ 76,544,019</u>	<u>\$ 4,594,329</u>	<u>\$ -</u>	<u>\$ 33,098,775</u>	<u>\$ 114,237,123</u>

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2020 and 2019

6. Fair Value Measurement - Continued

	<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>
<u>December 31, 2019</u>					
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, 2020 and 2019

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>2020</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 -	\$ 6,648,161	n/a	6/30/2017	Semi-annually	90 days
Equity long/short ^(a)	4,538,037	n/a	12/31/2020	Annually	95 days
	680,001	n/a	2/28/2021	Annually	95 days
	165,470	n/a	2/28/2021	Annually	95 days
	619,179	n/a	6/30/2021	n/a	95 days
	1,886,677	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, 2020 and 2019

7. Investments Carried at Net Asset Value or its Equivalent - Continued

<u>2020</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	526,635	50,750	8/19/2023	n/a	n/a
Resource Funds ^(b)	9,895	7,853	1/3/2023	n/a	n/a
	141,026	33,000	7/31/2019	n/a	n/a
	8,421	81,000	12/31/2015	n/a	n/a
	1,352,146	18,650	9/16/2017	n/a	n/a
	618,086	30,375	1/31/2027	n/a	n/a
	3,541,833	n/a	n/a	Monthly	15 business days
Private Equity Funds ^(c)	55,213	9,782	12/31/2018	n/a	n/a
	<u>166,394</u>	88,543	3/17/2023	n/a	n/a
	20,957,174				
Global Equity Fund ^(d)	12,141,601	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, 2020 and 2019

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>
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
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

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2020 and 2019

8. Unit Information and Financial Highlights

Selected data for a unit outstanding throughout 2020 and 2019, on average, follows:

	<u>2020</u>	<u>2019</u>
Interest income	\$ 2.55	\$ 4.28
Dividend income	14.43	19.17
Other income	<u>0.27</u>	<u>0.56</u>
Total investment income	17.25	24.01
Total expenses	<u>(5.88)</u>	<u>(8.32)</u>
Investment income - net	11.37	15.69
Income distributions	<u>(61.48)</u>	<u>(72.97)</u>
	(50.11)	(57.28)
Net realized gain (loss) and change in unrealized appreciation (depreciation)	<u>106.71</u>	<u>183.78</u>
Change in net asset value	56.60	126.50
Net assets value - beginning of year	<u>1,414.51</u>	<u>1,288.01</u>
Net assets value - end of year	<u>\$ 1,471.11</u>	<u>\$ 1,414.51</u>
Total return	3.85%	8.94%
Supplemental Data:		
Unitized Net Assets:		
Net assets, end of year	\$118,253,052	\$112,872,430
Ratio to average net assets:		
Expenses	0.40%	0.59%
Net investment income	0.77%	1.11%

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2020 and 2019

8. Unit Information and Financial Highlights - Continued

	<u>2020</u>	<u>2019</u>
Non-Unitized Net Assets:		
Net assets, end of year	\$ 10,552,316	\$ 10,263,553
Investment return	\$ 196,065	\$ 262,088
Income earned on Trustee- owned assets	\$ 187,203	\$ 236,298
Beneficial interest in trust	\$ 145,575	\$ 292,136
Grants	\$ 166,704	\$ 344,782
Ratio to average net assets:		
Expenses	0.06%	0.06%
Investment return	1.86%	2.55%
Income earned on Trustee- owned assets	1.77%	2.30%
Beneficial interest in trust	1.38%	2.85%
Grants	1.58%	3.36%

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 assets under management for the year ended December 31, 2020 and 2019 consist of the following:

	<u>2020</u>		<u>2019</u>	
Investment management and consultant fees				
Investment manager fees - direct	\$ 165,450		\$ 212,857	
Investment manager fees - indirect	426,640		355,781	
Investment consultant - direct	<u>107,882</u>		<u>115,801</u>	
Total investment management and consultant fees	699,972	0.56%	684,439	0.57%
General and administrative expenses				
Audit, insurance, staff and other administrative - direct	134,542		313,380	
Master custodian - direct	<u>64,251</u>		<u>68,388</u>	
Total general and administrative expenses	198,793	0.16%	381,768	0.32%
Total cost of operations - direct	472,125	0.38%	710,426	0.59%
Total cost of operations - indirect	<u>426,640</u>	<u>0.34%</u>	<u>355,781</u>	0.30%
Total Cost of Operations	<u>\$ 898,765</u>	<u>0.72%</u>	<u>\$1,066,207</u>	0.89%

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2020 and 2019

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 \$89,086 and \$262,443 as of and for the years ended December 31, 2020 and 2019, respectively. The Corporation had a related-party payable with the Diocese in the amount of \$92,866 and \$66,754 as of December 31, 2020 and 2019, 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 \$166,704 and \$344,782 to the Diocese of Virginia for the years ended December 31, 2020 and 2019, respectively.

As described in Note 3, a note receivable of \$100,000 is outstanding from the Diocesan Missionary Society of Virginia as of December 31, 2020 and 2019.

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 Event

In 2020, TOTF hired TCG Administrators (TCG) to perform custodial, administrative and reporting services for the Corporation. Matrix, through an agreement with TCG, is the custodian of the assets and holds its investments at TD Ameritrade. Certain assets were transferred to the new custodian in December 2020 while the remaining assets were transferred in January 2021.

Trustees of the Funds Financial Report 2021

Trustees of the Funds of the Protestant
Episcopal Church in the Diocese of Virginia, Inc.
Financial Statements
December 31, 2021 and 2020



WELLSCOLEMAN

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

Opinion

We have audited the accompanying financial statements of Trustees of the Funds of the Protestant Episcopal Church in the Diocese of Virginia, Inc. (a nonprofit organization), which comprise the statements of financial position as of December 31, 2021 and 2020, and 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.

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, 2021 and 2020, and the changes in their net assets and their cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audits of the Financial Statements section of our report. We are required to be independent of Trustees of the Funds of the Protestant Episcopal Church in the Diocese of Virginia, Inc. and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

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 \$35,649,955 (25% of net assets) and \$33,098,775 (26% of net assets) as of December 31, 2021 and 2020, 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.

- Continued -

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Trustees of the Funds of the Protestant Episcopal Church in the Diocese of Virginia, Inc.'s ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audits of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit 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 Trustees of the Funds of the Protestant Episcopal Church in the Diocese of Virginia, Inc.'s internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Trustees of the Funds of the Protestant Episcopal Church in the Diocese of Virginia, Inc.'s ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audits findings, and certain internal control related matters that we identified during the audits.



November 1, 2022

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

STATEMENTS OF FINANCIAL POSITION

December 31, 2021 and 2020

ASSETS

	<u>2021</u>	<u>2020</u>
Current Assets		
Cash and cash equivalents	\$ 3,406,697	\$ 11,420,424
Accrued investment income	39,535	26,850
Other receivables	<u>71,297</u>	<u>41,322</u>
Total current assets	<u>3,517,529</u>	<u>11,488,596</u>
Marketable Securities		
Investments in securities, at fair market value	<u>138,493,486</u>	<u>114,237,123</u>
Total marketable securities	<u>138,493,486</u>	<u>114,237,123</u>
Property and Equipment		
Land and building (net)	<u>688,547</u>	<u>688,547</u>
Net property and equipment	<u>688,547</u>	<u>688,547</u>
Other Assets		
Note receivable	100,000	100,000
Beneficial interest in trust	<u>2,604,002</u>	<u>2,415,276</u>
Total other assets	<u>2,704,002</u>	<u>2,515,276</u>

Total Assets	<u>\$ 145,403,564</u>	<u>\$ 128,929,542</u>
	See accompanying notes to financial statements.	

LIABILITIES AND NET ASSETS

	<u>2021</u>	<u>2020</u>
Current Liabilities		
Investment fees payable	\$ 13,149	\$ 24,711
Due to the Diocese of Virginia	<u>53,371</u>	<u>92,866</u>
Total current liabilities	66,520	117,577
Long-Term Liabilities		
Annuity payable	<u>6,597</u>	<u>6,597</u>
Total liabilities	<u>73,117</u>	<u>124,174</u>
Net Assets		
Balanced fund		
Parish Funds (2021 - 486 Parish funds with 55,047.617 units at \$1,618.43 and undistributed gain of \$35,996) (2020 - 497 Parish funds with 54,103.255 units at \$1,471.11 and undistributed gain of \$546,416)	89,090,957	80,138,472
Diocesan Funds (2021 - 65 Diocesan funds with 7,841.4835 units at \$1,618.43 and undistributed gain of \$5,128) (2020 - 66 Diocesan funds with 7,995.626 units at \$1,471.11 and undistributed gain of \$80,751)	12,691,006	11,843,228
Trustee Funds (2021 - 85 Trustee funds with 17,998.280 units at \$1,618.43 and undistributed gain of \$11,769.31) (2020 - 85 Trustee funds with 17,736.371 units at \$1,471.11 and undistributed gain of \$179,128)	<u>29,128,956</u>	<u>26,271,352</u>
	<u>130,910,919</u>	<u>118,253,052</u>
Short Term fund		
Parish Funds (2021 - 43 Parish funds with market value of \$4,088,827) (2020 - 42 Parish funds with market value of \$3,900,373)	4,088,827	3,900,373
Trustee Funds (2021 - 10 Trustee funds with market value of \$6,127,279) (2020 - 9 Trustee funds with market value of \$3,441,556)	<u>6,127,279</u>	<u>3,441,556</u>
	<u>10,216,106</u>	<u>7,341,929</u>
All Equity Fund		
Trustee Funds	532,441	-
Parish Funds	<u>184,942</u>	-
	<u>717,383</u>	-
Other Trustee Funds	2,797,492	2,521,840
Mayo Memorial Fund	<u>688,547</u>	<u>688,547</u>
Total net assets	<u>145,330,447</u>	<u>128,805,368</u>
Total Liabilities and Net Assets	<u>\$ 145,403,564</u>	<u>\$ 128,929,542</u>

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

SCHEDULE OF INVESTMENTS

December 31, 2021

	<u>Number of Shares</u>	<u>Fair Value</u>
Bonds - 5.82%		
Corporate Obligations	4,144,000	\$ 4,426,585
Government and Agency Obligations		
Fed Home Loan Mtg Corp	136,881	305,708
Fed National Mtg Assn	771,635	1,102,025
FHLMC UMBS 15Y Fixed	40,000	41,010
FHLMC UMBS 30Y Fixed	75,000	74,685
FNMA Pass-Thru I	520,000	352,017
Government National Mtg Assn	126,000	227,119
United States Treasury Bonds	930,000	938,761
United States Treasury Notes	550,000	553,653
Mutual Funds - 68.32%		
Baird Funds Ultra Short Bond Inst	401,914	4,039,236
Schwab Funds Treas Obligations Money Ultra	1,010,075	1,010,075
Vanguard Short Term Bond Index Inst	471,545	5,003,092
Blackrock Funds Event Driven Equity Inst	204,244	2,026,103
FPA Funds Crescent Supra Inst	71,126	2,632,380
Natixis Funds LS Strategic Alpha Y	238,068	2,454,482
Vanguard FTSE Social Index Inst	425,222	14,219,407
Vanguard Total Bond Mkt Index Inst	968,574	10,838,343
Vanguard Inflation Protected Sec Admrl	176,102	5,008,336
Vanguard FTSE All-World Ex-US Index I	131,519	15,895,398
Vanguard Total Stock Mkt Index Inst	263,396	30,970,095
Brown Capital Management Intl Sm Co Investor	1,215	33,316
Parnassus Investments Mid Cap Investor	1,535	69,384
Vanguard FTSE Social Index Admiral	9,449	438,927
Vanguard Bal Index Admiral	244	11,971
ETFs - 0.124%		
Vanguard ESG Intl Stk ETF	2,764	171,423
Hedge Funds - 12.63%		
Drake Capital Offshore Partners, L.P.		7,107,309
Forester Diversified		2,861,218
Fundsmith		7,524,746

- 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, 2021

	<u>Number of Shares</u>	<u>Fair Value</u>
Real Estate and Natural Resource Funds - 6.11%		
Commonfund Capital Natural Res Partners VIII		693,831
Mangham Assoc Resources Fund I		12,107
Metropolitan Real Estate Partners IV		125,758
Metropolitan Real Estate Partners 2008 Distressed		8,793
Property Holdings IV LLC REIT		1,342,699
Park Street Capital Natural Resources Fund		818,050
Seaport Global Property Securities Fund		5,457,679
Private Equity Funds - 0.06%		
MIT Private Equity Fund II		24,701
MIT Private Equity Fund IV		61,342
Global Equity Funds - 6.94%		
Silchester Northern Trust		<u>9,611,722</u>
Total Investments - 100% (Cost \$104,130,245)		<u>\$ 138,493,486</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, 2020

	<u>Number of Shares</u>	<u>Fair Value</u>
Common Stocks - 11.4%		
Communications Services		
Alphabet	272	\$ 476,623
Dish Network	5,367	173,569
Walt Disney	1,761	319,058
Liberty Broadband	1,873	296,627
T-Mobile	2,943	396,864
Consumer Discretionary		
Amazon	118	384,326
Nike	1,808	255,778
TJX Companies	3,958	270,292
Other	5,563	653,346
Consumer Staples		
Nestle	1,844	217,223
Other	4,220	353,641
Financial		
American Tower Corp	1,789	401,559
Berkshire Hathaway	1,564	362,645
Brookfield Asset Management	10,888	449,348
J P Morgan Chase	2,297	291,880
Markel Corporation	1,033	308,957
Other	7,087	714,249
Health Care		
Becton Dickinson	798	199,676
Danaher	2,146	476,712
Johnson & Johnson	1,897	298,550
Medtronic	1,747	204,644
Other	2,768	502,749
Industrials		
Other	2,906	669,030
Information Technology		
Accenture PLC	1,481	386,852
Adobe Systems Inc	901	450,608
Apple	3,296	437,346
Mastercard Inc Cl A	1,125	401,558
Microsoft	1,980	440,392
VISA Inc	1,754	383,652
Other	4,707	768,688
Materials		
Sherwin Williams Co	481	353,492
Other	4,151	750,342

- 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, 2020

	<u>Number of Shares</u>	<u>Fair Value</u>
Bonds - 7.1%		
Corporate Obligations	3,967,471	4,594,329
Government and Agency Obligations		
FHLM	531,649	475,083
FNMA	1,017,062	1,198,943
GNMA	316,168	344,562
United States Treasury	1,295,000	1,523,484
Mutual Funds - 63.2%		
FPA Crescent	36,456	1,311,311
Natixis LS Strategic Alpha	116,879	1,215,541
Federated Ultra Short Bond Fund	255,973	2,360,072
Lord Abbett Short Duration Income Fund	323,117	1,360,321
PIMCO Funds	101,496	1,009,885
Silchester International Investors Value Equity	81,580	12,141,601
Vanguard Fixed Income Inflation Protected Securities Fund	102,207	2,894,495
Vanguard Fixed Income Short-Term Investment Grade Fund	122,419	1,350,281
Vanguard FTSE All World Ex US Index Fund	115,027	13,253,460
Vanguard Total Stock Market Index Fund	300,188	28,442,830
Vanguard Total Bond Market Index Fund	581,194	6,753,475
Hedge Funds - 12.7%		
Drake Capital Offshore Partners	6,648,161	6,648,161
Forester Diversified	3,673	4,538,037
Forester Diversified	146	165,470
Forester Diversified	500	619,179
Forester Diversified	500	680,001
Forester Diversified	1,656	1,886,677
Real Estate and Natural Resource Funds - 5.4%		
Commonfund Capital Natural Res Partners VIII	526,635	526,635
Metropolitan Real Estate Partners IV	141,026	141,026
Property Holdings IV LLC REIT	1,352,146	1,352,146
Park Street Capital Natural Resources Fund	618,086	618,086
Seaport Global Property Securities Fund	3,541,833	3,541,833
Other	18,316	18,316
Private Equity Funds - 0.2%		
MIT Private Equity Fund II	55,213	55,213
MIT Private Equity Fund IV	166,394	<u>166,394</u>
Total Investments - 100% (Cost \$79,327,708)		<u>\$ 114,237,123</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, 2021 and 2020

	<u>2021</u>	<u>2020</u>
Investment Income		
Interest	\$ 260,355	\$ 202,132
Dividends	1,942,244	1,282,468
Other investment income	<u>22,299</u>	<u>700</u>
	<u>2,224,898</u>	<u>1,485,300</u>
 Expenses		
Investment management and consultant fees	257,161	273,332
General and administrative	<u>299,442</u>	<u>198,793</u>
	<u>556,603</u>	<u>472,125</u>
 Net Investment Income	<u>1,668,295</u>	<u>1,013,175</u>
 Other Revenue		
Income earned on Trustee-owned assets	249,011	187,203
Change in beneficial interest in trust	<u>188,726</u>	<u>145,575</u>
	<u>437,737</u>	<u>332,778</u>
 Grants to the Diocese of Virginia	<u>(168,342)</u>	<u>(166,704)</u>
 Realized Gain in Investments		
Net realized gain from security transactions (excluding short-term securities):		
Proceeds from securities sold	43,353,755	29,713,431
Cost of securities sold	<u>(27,932,823)</u>	<u>(26,829,980)</u>
	<u>15,420,932</u>	<u>2,883,451</u>
 Unrealized Appreciation (Depreciation) During the Year		
Ending	34,412,378	34,909,416
Beginning	<u>(34,909,416)</u>	<u>(28,682,568)</u>
	<u>(497,038)</u>	<u>6,226,848</u>
 Change in Net Assets Resulting from Operations	<u>\$ 16,861,584</u>	<u>\$ 10,289,548</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, 2021 and 2020

	<u>2021</u>	<u>2020</u>
Change in Net Assets from Operations:		
Net investment income	\$ 1,668,295	\$ 1,013,175
Beneficial interest in trust	188,726	145,575
Income received on Trustee-owned assets	249,011	187,203
Grants to the Diocese of Virginia	(168,342)	(166,704)
Net realized gain on investments sold	15,420,932	2,883,451
Net unrealized gain (loss) from market appreciation	<u>(497,038)</u>	<u>6,226,848</u>
Change in net assets resulting from operations	<u>16,861,584</u>	<u>10,289,548</u>
Change in Net Assets from Fund Transactions:		
Investment of funds	8,934,575	6,602,724
Income distributions reinvested	2,622,177	2,481,831
Withdrawals during the year	(6,812,452)	(8,921,591)
Distributions to fund investors - including reinvestments	<u>(5,080,805)</u>	<u>(4,783,127)</u>
Change in net assets due to fund transactions	<u>(336,505)</u>	<u>(4,620,163)</u>
Change in Net Assets	16,525,079	5,669,385
Net Assets - beginning of year	<u>128,805,368</u>	<u>123,135,983</u>
Net Assets - end of year		
(including undistributed investment income)	<u>\$ 145,330,447</u>	<u>\$ 128,805,368</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, 2021 and 2020

	<u>2021</u>	<u>2020</u>
Cash Flows from Operating Activities		
Change in net assets from operations	\$ 16,861,584	\$ 10,289,548
Adjustments to reconcile change in net assets from operations to net cash and cash equivalents provided (used) by operating activities		
Gain on sale of investments	(15,420,932)	(2,883,451)
Purchase of investments	(52,686,224)	(22,762,973)
Proceeds from the sale of investments	43,353,755	29,713,431
Unrealized (gains) losses on investments	497,038	(6,226,848)
Increase in beneficial interest in trust	(188,726)	(145,575)
 (Increase) decrease in operating assets		
Accrued investment income	(12,685)	72,388
Other receivables	(29,975)	(41,322)
 Increase (decrease) in operating liabilities		
Due to the Diocese of Virginia	(39,495)	26,112
Accrued expenses	-	(26,852)
Investment fees payable	(11,562)	2,611
Annuity payable	-	229
	<u> </u>	<u> </u>
Net cash and cash equivalents provided (used) by operating activities	<u>(7,677,222)</u>	<u>8,017,298</u>
 Cash Flows from Financing Activities		
Investment and income distribution reinvestments	11,556,752	9,084,555
Withdrawals and distributions	(11,893,257)	(13,704,718)
	<u> </u>	<u> </u>
Net cash and cash equivalents used by financing activities	<u>(336,505)</u>	<u>(4,620,163)</u>
 Increase (decrease) in cash and cash equivalents	(8,013,727)	3,397,135
 Cash and Cash Equivalents, beginning of year	<u>11,420,424</u>	<u>8,023,289</u>
 Cash and Cash Equivalents, end of year	<u>\$ 3,406,697</u>	<u>\$ 11,420,424</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, 2021 and 2020

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.

Balanced Fund - This unitized fund was established many decades ago, with the objective of providing a conservative investment option for endowment funds and other long-term accounts. It has been invested in a variety of equity, fixed income, real asset, and hedge products. The Corporation manages this fund with the intention of earning a return of 4.5% plus inflation annually. Many churches and organizations rely on the Balanced Fund payouts to cover annual expenses, so the focus is on consistent and reliable results. The Investment Policy Statement sets the following weighting ranges:

- 45-75% Global Equity
- 10-20% Flexible Capital
- 10-20% Fixed Income
- 5-15% Real Assets
- 0-5% Private Equity
- 0% - 5% Liquid Capital

Short Term Fund - Created to provide an option for participants who wanted to earn more on their funds than in a savings account or certificate of deposit. This fund is designed for those who do not expect to withdraw funds for 2 or more years, but who do not want to participate in the equity markets. The balance is invested in fixed income funds with an average maturity of 1.7 years and an average duration of 1.9 years.

- 5-15% Zero to six months
- 35-45% Six months to eighteen months
- 45-55% Eighteen months and over

The Corporation will not manage the Short Term Fund for an annual payout. All funds will remain fully invested over time. Participants will withdraw funds as they choose.

All Equity Fund - The All-Equity Fund invests in a portfolio of stock index, exchange traded, and actively managed funds, with the goal of maximizing long-term return with minimal costs. This fund was created in response to churches and organizations that are not as concerned with consistent annual results and want to fully participate in the equity markets. Monies in this fund will be invested in 4 to 6 equity funds, with initial allocations:

- 60-80% Domestic Public Equity
- 10-30% Non-US Developed Equity
- 0-20% Emerging Market Equity

The Corporation will not manage the All-Equity Fund for an annual payout. All funds will remain fully invested over time. Participants will withdraw funds as they choose.

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:

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2021 and 2020

2. Summary of Significant Accounting Policies - Continued

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 (Balanced Fund): 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 (Balanced Fund): 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 \$63.76 and \$61.48 per unit, aggregating \$5,080,805 and \$4,783,127, were paid to unitholders in 2021 and 2020, 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, 2021.

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 November 1, 2022, which is the date the financial statements were available to be issued.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2021 and 2020

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>2021</u>	<u>2020</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 \$2,604,002 and \$2,415,276 at December 31, 2021 and 2020, respectively, which has been recorded as an asset and is adjusted each year to reflect the change in value.

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.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2021 and 2020

6. Fair Value Measurement - 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.

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 2021 or 2020.

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.

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>				<u>Total</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>December 31, 2021</u>					
Debt and equity securities:					
Mortgage-backed securities	\$ 2,102,564	\$ -	\$ -	\$ -	\$ 2,102,564
U.S. Treasury securities	1,492,414	-	-	-	1,492,414
Corporate bonds	-	4,426,585	-	-	4,426,585
Mutual funds:					
Global equity funds	2,632,380	-	-	-	2,632,380
Fixed income funds	92,018,165	-	-	-	92,018,165
Global equity funds measured at net asset value	-	-	-	9,611,722	9,611,722
ETFs:					
Global equity	171,423	-	-	-	171,423
Hedge funds:					
Hedge funds investments measured at net asset value	-	-	-	26,038,233	26,038,233
	<u>\$ 98,416,946</u>	<u>\$ 4,426,585</u>	<u>\$ -</u>	<u>\$ 35,649,955</u>	<u>\$ 138,493,486</u>

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2021 and 2020

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 Observable Inputs (Level 2)	Other Unobservable Inputs (Level 3)	Significant Unobservable Inputs (Level 3)	Net Asset Value	Total
<u>December 31, 2020</u>						
Debt and equity securities:						
Common stock:						
Communication services	\$ 1,662,741	\$ -	\$ -	\$ -	\$ -	\$ 1,662,741
Consumer discretionary	1,563,742	-	-	-	-	1,563,742
Consumer staples	570,864	-	-	-	-	570,864
Financial	2,528,638	-	-	-	-	2,528,638
Healthcare	1,682,331	-	-	-	-	1,682,331
Industrials	669,030	-	-	-	-	669,030
Information technology	3,269,096	-	-	-	-	3,269,096
Materials	1,103,834	-	-	-	-	1,103,834
Mortgage-backed securities	2,018,588	-	-	-	-	2,018,588
U.S. Treasury securities	1,523,484	-	-	-	-	1,523,484
Corporate bonds	-	4,594,329	-	-	-	4,594,329
Mutual funds:						
Global equity funds	2,671,632	-	-	-	-	2,671,632
Fixed income funds	57,280,039	-	-	-	-	57,280,039
Global equity funds measured at net asset value	-	-	-	-	12,141,601	12,141,601
Hedge funds:						
Hedge funds investments measured at net asset value	-	-	-	-	20,957,174	20,957,174
	<u>\$ 76,544,019</u>	<u>\$ 4,594,329</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 33,098,775</u>	<u>\$ 114,237,123</u>

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.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2021 and 2020

7. Investments Carried at Net Asset Value or its Equivalent - Continued

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>2021</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 -	\$ 7,107,309	n/a	6/30/2017	Semi-annually	90 days
Equity long/short ^(a)	2,384,759	n/a	12/31/2020	Annually	95 days
	476,459	n/a	2/28/2021	Annually	95 days
	7,524,746	n/a	n/a	n/a	n/a
Real Estate and Natural	693,831	31,500	8/19/2023	n/a	n/a
Resource Funds ^(b)	12,107	7,658	1/3/2023	n/a	n/a
	125,758	33,000	7/31/2019	n/a	n/a
	7,192	80,001	12/31/2015	n/a	n/a
	1,601	18,000	n/a	n/a	n/a
	1,342,699	18,650	9/16/2017	n/a	n/a
	818,050	30,375	1/31/2027	n/a	n/a
	5,457,679	n/a	n/a	Monthly	15 business days
Private Equity Funds ^(c)	24,701	9,782	12/31/2018	n/a	n/a
	<u>61,342</u>	88,543	3/17/2023	n/a	n/a
	26,038,233				
Global Equity Fund ^(d)	9,611,722	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, 2021 and 2020

7. Investments Carried at Net Asset Value or its Equivalent - Continued

<u>2020</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 -	\$ 6,648,161	n/a	6/30/2017	Semi-annually	90 days
Equity long/short ^(a)	4,538,037	n/a	12/31/2020	Annually	95 days
	680,001	n/a	2/28/2021	Annually	95 days
	165,470	n/a	2/28/2021	Annually	95 days
	619,179	n/a	6/30/2021	n/a	95 days
	1,886,677	n/a	9/30/2021	n/a	95 days
Real Estate and Natural	526,635	50,750	8/19/2023	n/a	n/a
Resource Funds ^(b)	9,895	7,853	1/3/2023	n/a	n/a
	141,026	33,000	7/31/2019	n/a	n/a
	8,421	81,000	12/31/2015	n/a	n/a
	1,352,146	18,650	9/16/2017	n/a	n/a
	618,086	30,375	1/31/2027	n/a	n/a
	3,541,833	n/a	n/a	Monthly	15 business days
Private Equity Funds ^(c)	55,213	9,782	12/31/2018	n/a	n/a
	166,394	88,543	3/17/2023	n/a	n/a
	20,957,174				
Global Equity Fund ^(d)	12,141,601	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

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2021 and 2020

8. Unit Information and Financial Highlights

Selected data for a unit outstanding of the Balanced Fund throughout 2021 and 2020, on average, follows:

	<u>2021</u>	<u>2020</u>
Interest income	\$ 3.22	\$ 2.55
Dividend income	22.80	14.43
Other income	<u>0.28</u>	<u>0.27</u>
Total investment income	26.30	17.25
Total expenses	<u>(6.88)</u>	(5.88)
Investment income - net	19.42	11.37
Income distributions	<u>(63.76)</u>	(61.48)
	(44.34)	(50.11)
Net realized gain (loss) and change in unrealized appreciation (depreciation)	<u>191.66</u>	<u>106.71</u>
Change in net asset value	147.32	56.60
Net assets value - beginning of year	<u>1,471.11</u>	<u>1,414.51</u>
Net assets value - end of year	\$ 1,618.43	\$ 1,471.11
Total return	9.10%	3.85%
Supplemental Data:		
Unitized Net Assets (Balanced Fund):		
Net assets, end of year	\$ 130,910,919	\$ 118,253,052
Ratio to average net assets:		
Expenses	0.43%	0.40%
Net investment income	1.20%	0.77%

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2021 and 2020

8. Unit Information and Financial Highlights - Continued

	<u>2021</u>	<u>2020</u>
Non-Unitized Net Assets (Non-Balanced Fund):		
Net assets, end of year	\$ 14,419,528	\$ 10,552,316
Investment return	\$ (8,524)	\$ 196,065
Income earned on Trustee- owned assets	\$ 249,011	\$ 187,203
Beneficial interest in trust	\$ 188,726	\$ 145,575
Grants	\$ 168,342	\$ 166,704
Ratio to average net assets:		
Expenses	0.00%	0.06%
Investment return	-0.06%	1.86%
Income earned on Trustee- owned assets	1.73%	1.77%
Beneficial interest in trust	1.31%	1.38%
Grants	1.17%	1.58%

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 assets under management for the year ended December 31, 2021 and 2020 consist of the following:

	<u>2021</u>		<u>2020</u>	
Investment management and consultant fees				
Investment manager fees - direct	\$ 142,098		\$ 165,450	
Investment manager fees - indirect	436,157		426,640	
Investment consultant - direct	<u>115,063</u>		<u>107,882</u>	
Total investment management and consultant fees	693,318	0.50%	699,972	0.56%
General and administrative expenses				
Audit, insurance, staff and other administrative - direct	254,798		134,542	
Master custodian - direct	<u>19,554</u>		<u>64,251</u>	
Total general and administrative expenses	274,352	0.20%	198,793	0.16%
Total cost of operations - direct	531,513	0.38%	472,125	0.38%
Total cost of operations - indirect	<u>436,157</u>	0.31%	<u>426,640</u>	0.34%
Total Cost of Operations	<u>\$ 967,670</u>	0.69%	<u>\$ 898,765</u>	0.72%

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2021 and 2020

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 \$120,496 and \$89,086 as of and for the years ended December 31, 2021 and 2020, respectively. The Corporation had a related-party payable with the Diocese in the amount of \$53,310 and \$92,813 as of December 31, 2021 and 2020, 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 \$168,342 and \$166,704 to the Diocese of Virginia for the years ended December 31, 2021 and 2020 respectively.

As described in Note 3, a note receivable of \$100,000 is outstanding from the Diocesan Missionary Society of Virginia as of December 31, 2021 and 2020.

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

Subsequent to December 31, 2021, the Board of Directors decided to engage LCG Associates as investment consultants for the next 5 years.

Due to the adverse market conditions, the Corporation's investments incurred a significant reduction in fair value since December 31, 2021. The permanency of the reduction in fair market value is not determinable at this time.

Diocesan Missionary Society
Financial Report
2020

Diocesan Missionary Society of Virginia
Financial Statements and Supplementary
Information
December 31, 2020 and 2019



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DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

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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

Trustees

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George Covucci

The Rev. Andrew T.P. Merrow

Bradley Gable

William E. Weatherford, Jr.

Russell Lockey

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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 (a nonprofit organization), which comprise the statements of financial position as of December 31, 2020 and 2019, 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, 2020 and 2019, 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 2020 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 audits 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.



May 17, 2021

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

STATEMENTS OF FINANCIAL POSITION

December 31, 2020 and 2019

ASSETS

	<u>2020</u>	<u>2019</u>
Current Assets		
Cash and cash equivalents	\$ 2,207,060	\$ 1,040,770
Investments	4,980,137	4,837,435
Loans receivable, current portion	132,938	247,243
Accrued interest receivable	<u>27,226</u>	<u>33,303</u>
Total current assets	<u>7,347,361</u>	<u>6,158,751</u>
Property and Equipment		
Properties used by active congregations	1,495,094	1,495,094
Properties used by Episcopal campus ministries	750,170	750,170
Unimproved real estate	1,560,545	1,560,545
Construction in progress	<u>1,018,624</u>	<u>15,057</u>
Total property and equipment	<u>4,824,433</u>	<u>3,820,866</u>
Less accumulated depreciation	<u>(187,233)</u>	<u>(176,561)</u>
Net property and equipment	<u>4,637,200</u>	<u>3,644,305</u>
Other Assets		
Loans receivable - collateralized	3,254,848	5,197,415
Loans receivable - uncollateralized	<u>814,923</u>	<u>852,589</u>
Total other assets	<u>4,069,771</u>	<u>6,050,004</u>
Total Assets	<u>\$ 16,054,332</u>	<u>\$ 15,853,060</u>

See accompanying notes to financial statements.

LIABILITIES AND NET ASSETS

	<u>2020</u>	<u>2019</u>
Current Liabilities		
Accounts payable	\$ 259,924	\$ 93,175
Notes payable, current portion	32,144	185,000
Security deposit	<u>35,000</u>	<u>35,000</u>
Total current liabilities	327,068	313,175
Long-Term Liabilities		
Notes payable	<u>545,245</u>	<u>540,144</u>
Total liabilities	<u>872,313</u>	<u>853,319</u>
Net Assets		
Without donor restrictions		
Undesignated	11,812,902	10,727,666
Designated by board	<u>693,876</u>	<u>1,654,943</u>
Total without donor restrictions	<u>12,506,778</u>	<u>12,382,609</u>
With donor restrictions		
Purpose restrictions	488,779	430,670
Perpetual in nature	<u>2,186,462</u>	<u>2,186,462</u>
Total with donor restrictions	<u>2,675,241</u>	<u>2,617,132</u>
Total net assets	<u>15,182,019</u>	<u>14,999,741</u>
Total Liabilities and Net Assets	<u>\$ 16,054,332</u>	<u>\$ 15,853,060</u>

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

STATEMENT OF ACTIVITIES

For the year ended December 31, 2020

	<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	\$ 242,473	\$ -	\$ -	\$ 242,473
Investment income	37,752	46,987	-	84,739
Unrealized gains on investments	-	59,395	-	59,395
Realized losses on investments	-	(1,286)	-	(1,286)
Other income	1,989	-	-	1,989
Net assets released from restrictions	<u>46,987</u>	<u>(46,987)</u>	-	-
Total support and revenue	<u>329,201</u>	<u>58,109</u>	-	<u>387,310</u>
Expenses				
Program	147,082	-	-	147,082
Management and general	<u>57,950</u>	-	-	<u>57,950</u>
Total expenses	<u>205,032</u>	-	-	<u>205,032</u>
Change in Net Assets	124,169	58,109	-	182,278
Net Assets, beginning	<u>12,382,609</u>	<u>430,670</u>	<u>2,186,462</u>	<u>14,999,741</u>
Net Assets, ending	<u>\$ 12,506,778</u>	<u>\$ 488,779</u>	<u>\$ 2,186,462</u>	<u>\$ 15,182,019</u>

See accompanying notes to financial statements.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

STATEMENT OF ACTIVITIES

For the year ended December 31, 2019

	Without Donor Restrictions	With Donor Restrictions		Total
		Purpose Restrictions	Perpetual in Nature	
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	<u>71,065</u>	<u>(71,065)</u>	<u>-</u>	<u>-</u>
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	<u>56,000</u>	<u>-</u>	<u>-</u>	<u>56,000</u>
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 FUNCTIONAL EXPENSES

For the year ended December 31, 2020

	<u>Program</u>	<u>Management and General</u>	<u>Total</u>
Income distribution to Diocese of Virginia	\$ 47,044	\$ -	\$ 47,044
Loan program - interest expense	26,892	-	26,892
Bishop grant	42,500	-	42,500
Depreciation expense	10,672	-	10,672
Other program services	15,771	-	15,771
Administration fees	-	45,000	45,000
Professional fees	4,203	12,950	17,153
	<u>\$ 147,082</u>	<u>\$ 57,950</u>	<u>\$ 205,032</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	<u>15,137</u>	<u>11,000</u>	<u>26,137</u>
	<u>\$ 159,453</u>	<u>\$ 56,000</u>	<u>\$ 215,453</u>

See accompanying notes to financial statements.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

STATEMENTS OF CASH FLOWS

For the years ended December 31, 2020 and 2019

	<u>2020</u>	<u>2019</u>
Cash Flows from Operating Activities		
Change in net assets	\$ 182,278	\$ 607,853
Adjustments to reconcile change in net assets to net cash and cash equivalents provided (used) by operating activities		
Depreciation	10,672	17,472
Gain on land exchange	-	(329,631)
Unrealized gain on investments	(59,395)	(99,044)
Realized loss on investments	1,286	604
(Increase) decrease in operating assets		
Accrued interest receivable	6,077	(4,206)
Loans made	-	(1,255,408)
Collections on loans receivable	2,094,538	450,767
Increase (decrease) in operating liabilities		
Accounts payable	<u>166,749</u>	<u>25,297</u>
Net cash and cash equivalents provided (used) by operating activities	<u>2,402,205</u>	<u>(586,296)</u>
Cash Flows from Investing Activities		
Construction costs	(1,003,567)	(15,057)
Purchase of investments	(84,593)	(727,067)
Proceeds from exchange of land	-	310,000
Proceeds from security deposit	-	35,000
Proceeds from sale of investments	<u>-</u>	<u>47,785</u>
Net cash and cash equivalents used by investing activities	<u>(1,088,160)</u>	<u>(349,339)</u>
Cash Flows from Financing Activities		
Principal payment on notes payable	<u>(147,755)</u>	<u>(210,000)</u>
Net cash and cash equivalents used by financing activities	<u>(147,755)</u>	<u>(210,000)</u>
Increase (decrease) in cash and cash equivalents	1,166,290	(1,145,635)
Cash and Cash Equivalents, beginning	<u>1,040,770</u>	<u>2,186,405</u>
Cash and Cash Equivalents, ending	<u>\$ 2,207,060</u>	<u>\$ 1,040,770</u>
Supplemental Disclosure of Cash Flow Information:		
Cash paid for interest	\$ 26,892	\$ 35,609

See accompanying notes to financial statements.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

NOTES TO FINANCIAL STATEMENTS

December 31, 2020 and 2019

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% - 6.5% 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 statements 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, 2020 and 2019

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 2020 or 2019.

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, 2020.

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 May 17, 2021, which is the date the financial statements were available to be issued.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2020 and 2019

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, 2020 expected to be available within one year to meet the cash needs for general expenditures.

Cash and cash equivalents	\$ 2,207,060
Investments	4,980,137
Loans receivable, current portion	132,938
Accrued interest receivable	27,226
Less those unavailable for general expenditures within one year, due to:	
Board designation	(693,876)
Donor-imposed restrictions:	
Purpose restrictions	(488,779)
Investments held in perpetuity	<u>(2,186,462)</u>
	<u>\$ 3,978,244</u>

4. Investments

Investments are reported at fair value. The fair values at December 31 are as follows:

	<u>2020</u>	<u>2019</u>
Cash and cash equivalents	\$ 2,238,479	\$ 2,227,681
Trustees of the Funds	1,005,204	926,343
STAMP	<u>1,736,454</u>	<u>1,683,411</u>
	<u>\$ 4,980,137</u>	<u>\$ 4,837,435</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, 2020 and 2019

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, 2020 and 2019. This category includes the following type of investment:

<u>December 31, 2020</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)	\$ 1,005,204	n/a	n/a	Daily	None
STAMP (b)	\$ 1,736,454	n/a	n/a	Daily	None

<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

(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>2020</u>	<u>2019</u>
Land	\$ 3,395,860	\$ 3,395,860
Land and development costs	69,779	69,779
Buildings	340,170	340,170
Construction in progress	<u>1,018,624</u>	<u>15,057</u>
	4,824,433	3,820,866
Less accumulated depreciation	<u>(187,233)</u>	<u>(176,561)</u>
	<u>\$ 4,637,200</u>	<u>\$ 3,644,305</u>

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2020 and 2019

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 to continue its Episcopal campus ministry. The Board designated \$1,670,000 for the development of this property in 2019. As of December 31, 2020, the Society has spent \$1,018,624 on construction in progress for this property. The project is expected to be finished in June 2021 and within the budget designated by the Board. 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, 2020 and 2019 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 Society is currently negotiating with a third-party to sell a portion of the land. The book value of the land and development costs of this property was \$126,441 at December 31, 2020 and 2019 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, 2020 and 2019 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 1.75% 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, 2020 and 2019

7. Notes Payable - Continued

Estimated principal payments on notes payable for future years ending December 31 are as follows:

For the year ending December 31

2021	\$ 32,144
2022	145,000
2023	138,000
2024	205,000
2025	37,245
Thereafter	<u>20,000</u>
	<u>\$ 577,389</u>

8. Net Assets

Net assets with donor restrictions of the Society are as follows:

	<u>December 31, 2020</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	\$ 418,213	\$ 1,386,408
Capital needs	70,566	-
Lending to churches	-	515,991
Other endowed funds	-	<u>284,063</u>
	<u>\$ 488,779</u>	<u>\$ 2,186,462</u>

	<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	-	<u>284,063</u>
	<u>\$ 430,670</u>	<u>\$ 2,186,462</u>

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2020 and 2019

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, 2020:

	Balance <u>12/31/2019</u>	Receipts	Disbursements	Balance <u>12/31/2020</u>
Designated by Board				
Canterbury project	\$ 1,654,943	\$ -	\$ 1,003,567	\$ 651,376
Bishop's Grant	<u>-</u>	<u>42,500</u>	<u>-</u>	<u>42,500</u>
	<u>\$ 1,654,943</u>	<u>\$ 42,500</u>	<u>\$ 1,003,567</u>	<u>\$ 693,876</u>

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 2020 and 2019) 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, 2020 or 2019.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2020 and 2019

9. Endowments - Continued

Activity in all endowment funds is as follows:

	With Donor Restrictions		<u>Total</u>
	Purpose	Perpetual	
	<u>Restrictions</u>	<u>in Nature</u>	
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 gain	98,440	-	98,440
Amounts appropriated for mission work	(71,065)	-	(71,065)
Net assets - December 31, 2019	430,670	2,186,462	2,617,132
Investment return:			
Investment income	46,987	-	46,987
Net realized and unrealized gain	58,109	-	58,109
Amounts appropriated for mission work	(46,987)	-	(46,987)
Net assets - December 31, 2020	<u>\$ 488,779</u>	<u>\$ 2,186,462</u>	<u>\$ 2,675,241</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 2020 and 2019, salary costs incurred and subsequently reimbursed were \$45,000. At December 31, 2020, the Society owed the Diocese \$11,250 for these services.

The Society provides loans to organizations within the Diocese. One loan to the Diocese is outstanding as of December 31, 2020 with a total balance of \$1,004,086 and three loans to the Diocese were outstanding as of December 31, 2019, with a total balance of \$2,851,413.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2020 and 2019

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. Impact of COVID-19

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 Society's cash and investments are subject to interest rate and credit risks (see Note 11). At the time of issuance of this report, the Society does not expect any significant collection issues with its loans receivable. As events are rapidly changing, additional impacts may arise that could adversely affect the Society's operations, liquidity, and financial position.

13. Subsequent Events

In December 2020, the Society approved a \$100,000 loan request from St. Michael's, Arlington at 3.75% with a 25-year amortization and a 5-year balloon payment. The Society is currently in the process of finalizing the loan documents. Once loan documents are finalized, the funds will be transferred.

In December 2020, the Society approved refinancing St. Francis, Manakin-Sabot's outstanding loan balance of \$107,000 at 3.75%. The Society is currently in the process of finalizing the loan documents.

SUPPLEMENTAL INFORMATION

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

SCHEDULE OF LOANS RECEIVABLE

For the year ended December 31, 2020

	Balance 12/31/2019	Loans Made	Reduction of Allowance for Doubtful Accounts	Loan Write-offs	Payments Received	Balance 12/31/2020	Interest Earned	Note Maturity Date	Interest Rate
Collateralized by Deeds of Trust:									
Christ Church, Spotsylvania	\$ 236,858	\$ -	\$ -	\$ -	\$ 6,249	\$ 230,609	\$ 12,871	03/31/2021	5.50%
Church of Our Saviour, Montpeller	298,304	-	-	-	9,562	288,742	14,942	10/01/2025	3.75%
Diocese of Virginia - DaySpring loan	1,722,162	-	-	-	1,722,162	-	52,752	05/01/2024	4.50%
Diocese of Virginia - Omisol Road	109,554	-	-	-	109,554	-	4,344	10/10/2022	6.50%
Diocese of Virginia - Santa Maria (Bldg Baptist)	1,019,697	-	-	-	15,611	1,004,086	28,288	04/01/2024	2.80%
Meade Memorial Church, Alexandria	77,429	-	-	-	3,724	73,705	3,913	10/01/2021	4.50%
St. Andrew's #3, Richmond	61,454	-	-	-	17,142	44,312	2,873	06/27/2021	5.50%
St. David's, Aylett	48,574	-	-	-	1,278	47,296	2,160	03/01/2024	4.50%
St. Francis, Goochland	110,173	-	-	-	2,854	107,319	5,962	04/30/2021	5.50%
Buck Mountain, Earlysville	15,126	-	-	-	15,126	-	410	02/01/2021	5.50%
Olivet Episcopal Church	112,099	-	-	-	3,661	108,438	6,057	10/31/2022	5.50%
St. James, Mount Vernon	957,762	-	-	-	57,384	900,378	41,703	08/01/2023	4.50%
Trinity, Charlottesville	135,830	-	-	-	81,383	54,447	2,790	08/01/2023	4.50%
Grace Episcopal, Alexandria	519,396	-	-	-	12,877	506,519	23,071	05/01/2024	4.50%
Total collateralized loans	5,424,418	-	-	-	2,058,567	3,365,851	202,136		
Uncollateralized Loans:									
St. Peter's in the Woods	704,083	-	-	-	31,948	672,135	31,174	05/01/2026	4.50%
St. Margaret's, Woodbridge	168,746	-	-	-	4,023	164,723	9,163	10/01/2022	5.50%
Total uncollateralized loans	872,829	-	-	-	35,971	836,858	40,337		
Total	\$ 6,297,247	\$ -	\$ -	\$ -	\$ 2,094,538	\$ 4,202,709	\$ 242,473		

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

SCHEDULE OF REAL ESTATE

For the year ended December 31, 2020

<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	\$ 54,495	\$ 145,505
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	<u>1,100,000</u>	<u>-</u>	<u>1,100,000</u>
		<u>1,495,094</u>	<u>74,495</u>	<u>1,420,599</u>
Properties used by Episcopal Campus Ministries				
01/04/2007	Episcopal Campus Ministries, Fredericksburg	450,170	112,738	337,432
11/15/2019	Episcopal Campus Ministries, Harrisonburg	<u>300,000</u>	<u>-</u>	<u>300,000</u>
		<u>750,170</u>	<u>112,738</u>	<u>637,432</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	<u>145,700</u>	<u>-</u>	<u>145,700</u>
		<u>1,560,545</u>	<u>-</u>	<u>1,560,545</u>
		<u>\$ 3,805,809</u>	<u>\$ 187,233</u>	<u>\$ 3,618,576</u>

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
SCHEDULE OF NOTES PAYABLE

For the year ended December 31, 2020

	<u>Balance</u>	<u>Additions</u>	<u>Balance</u>	<u>Maturity</u>	<u>Interest</u>
	<u>12/31/2019</u>	<u>(Reductions)</u>	<u>12/31/2020</u>	<u>Date</u>	<u>Rate</u>
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%
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%
Maxine Bishop Fund, St. Paul's, Alexandria	40,000	-	40,000	01/27/2022	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. Pauls, Alexandria	100,000	(87,755)	12,245	11/11/2025	1.75%
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	07/22/2025	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%
	<u>\$ 725,144</u>	<u>\$ (147,755)</u>	<u>\$ 577,389</u>		

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, 2020

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>

Diocesan Missionary Society
Financial Report
2021

Diocesan Missionary Society of Virginia
Financial Statements and
Supplementary Information
December 31, 2021 and 2020



WELLSCOLEMAN

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INDEPENDENT AUDITOR'S REPORT

The Board of Trustees
Diocesan Missionary Society of Virginia
Richmond, Virginia

Opinion

We have audited the accompanying financial statements of Diocesan Missionary Society of Virginia (a Virginia not-for-profit corporation), which comprise the statements of financial position as of December 31, 2021 and 2020, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

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, 2021 and 2020, 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.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audits of the Financial Statements section of our report. We are required to be independent of Diocesan Missionary Society of Virginia and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management 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; and for 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Diocesan Missionary Society of Virginia's ability to continue as a going concern within one year after the date of the financial statements are available to be issued.

- Continued -

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Auditor's Responsibility for the Audits of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit 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 Diocesan Missionary Society of Virginia's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Diocesan Missionary Society of Virginia's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audits, significant audit findings, and certain internal control related matters that we identified during the audits.

Supplementary Information

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying 2021 supplementary schedules of loans receivable, real estate, notes payable, and net assets with donor restrictions - perpetual in nature on pages 19-22 are presented for purposes of additional analysis and are not a required part of the 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, except for the portion marked "unaudited," has been subjected to the auditing procedures applied in the audits 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 as a whole. The information marked "unaudited" has not been subjected to the auditing procedures applied in the audits of the financial statements, and accordingly, we do not express an opinion or provide any assurance on it.



May 23, 2022

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

STATEMENTS OF FINANCIAL POSITION

December 31, 2021 and 2020

ASSETS

	<u>2021</u>	<u>2020</u>
Current Assets		
Cash and cash equivalents	\$ 826,622	\$ 2,207,060
Investments	5,569,783	4,980,137
Loans receivable, current portion	553,663	132,938
Accrued interest receivable	23,777	27,226
Total current assets	<u>6,973,845</u>	<u>7,347,361</u>
Property and Equipment		
Properties used by active congregations	1,495,094	1,495,094
Properties used by Episcopal campus ministries	2,361,556	750,170
Unimproved real estate	1,560,545	1,560,545
Construction in progress	-	1,018,624
Total property and equipment	<u>5,417,195</u>	4,824,433
Less accumulated depreciation	<u>(224,762)</u>	<u>(187,233)</u>
Net property and equipment	<u>5,192,433</u>	<u>4,637,200</u>
Other Assets		
Loans receivable - collateralized	3,022,064	3,254,848
Loans receivable - uncollateralized	<u>813,413</u>	<u>814,923</u>
Total other assets	<u>3,835,477</u>	<u>4,069,771</u>
Total Assets	<u>\$ 16,001,755</u>	<u>\$ 16,054,332</u>

See accompanying notes to financial statements.

LIABILITIES AND NET ASSETS

	<u>2021</u>	<u>2020</u>
Current Liabilities		
Accounts payable	\$ 123,299	\$ 259,924
Notes payable, current portion	145,000	32,144
Security deposit	<u>35,000</u>	<u>35,000</u>
Total current liabilities	303,299	327,068
Long-Term Liabilities		
Notes payable	<u>432,389</u>	545,245
Total liabilities	<u>735,688</u>	<u>872,313</u>
Net Assets		
Without donor restrictions		
Undesignated	12,436,213	11,812,902
Designated by Board	<u>97,205</u>	<u>693,876</u>
Total without donor restrictions	<u>12,533,418</u>	<u>12,506,778</u>
With donor restrictions		
Purpose restrictions	546,187	488,779
Perpetual in nature	<u>2,186,462</u>	<u>2,186,462</u>
Total with donor restrictions	<u>2,732,649</u>	<u>2,675,241</u>
Total net assets	<u>15,266,067</u>	<u>15,182,019</u>
Total Liabilities and Net Assets	<u>\$ 16,001,755</u>	<u>\$ 16,054,332</u>

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

STATEMENT OF ACTIVITIES

For the year ended December 31, 2021

	<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	\$ 170,999	\$ -	\$ -	\$ 170,999
Investment income	34,760	44,862	-	79,622
Unrealized gains on investments	-	46,102	-	46,102
Realized gains on investments	-	11,306	-	11,306
Net assets released from restrictions	<u>44,862</u>	<u>(44,862)</u>	<u>-</u>	<u>-</u>
Total support and revenue	<u>250,621</u>	<u>57,408</u>	<u>-</u>	<u>308,029</u>
Expenses				
Program	165,481	-	-	165,481
Management and general	<u>58,500</u>	<u>-</u>	<u>-</u>	<u>58,500</u>
Total expenses	<u>223,981</u>	<u>-</u>	<u>-</u>	<u>223,981</u>
Change in Net Assets	26,640	57,408	-	84,048
Net Assets, beginning	<u>12,506,778</u>	<u>488,779</u>	<u>2,186,462</u>	<u>15,182,019</u>
Net Assets, ending	<u>\$ 12,533,418</u>	<u>\$ 546,187</u>	<u>\$ 2,186,462</u>	<u>\$ 15,266,067</u>

See accompanying notes to financial statements.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

STATEMENT OF ACTIVITIES

For the year ended December 31, 2020

	Without Donor Restrictions	<u>With Donor Restrictions</u>		
		Purpose Restrictions	Perpetual in Nature	<u>Total</u>
Support and Revenue				
Interest income on loans	\$ 242,473	\$ -	\$ -	\$ 242,473
Investment income	37,752	46,987	-	84,739
Unrealized gains on investments	-	59,395	-	59,395
Realized losses on investments	-	(1,286)	-	(1,286)
Other income	1,989	-	-	1,989
Net assets released from restrictions	<u>46,987</u>	<u>(46,987)</u>	<u>-</u>	<u>-</u>
Total support and revenue	<u>329,201</u>	<u>58,109</u>	<u>-</u>	<u>387,310</u>
Expenses				
Program	147,082	-	-	147,082
Management and general	<u>57,950</u>	<u>-</u>	<u>-</u>	<u>57,950</u>
Total expenses	<u>205,032</u>	<u>-</u>	<u>-</u>	<u>205,032</u>
Change in Net Assets	124,169	58,109	-	182,278
Net Assets, beginning	<u>12,382,609</u>	<u>430,670</u>	<u>2,186,462</u>	<u>14,999,741</u>
Net Assets, ending	<u>\$ 12,506,778</u>	<u>\$ 488,779</u>	<u>\$ 2,186,462</u>	<u>\$ 15,182,019</u>

See accompanying notes to financial statements.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

STATEMENT OF FUNCTIONAL EXPENSES

For the year ended December 31, 2021

	<u>Program</u>	<u>Management and General</u>	<u>Total</u>
Income distribution to Diocese of Virginia	\$ 41,719	\$ -	\$ 41,719
Loan program - interest expense	21,406	-	21,406
Bishop grant	42,500	-	42,500
Depreciation expense	37,529	-	37,529
Other program services	20,587	-	20,587
Administration fees	-	45,000	45,000
Professional fees	1,740	13,500	15,240
	<u>\$ 165,481</u>	<u>\$ 58,500</u>	<u>\$ 223,981</u>

See accompanying notes to financial statements.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

STATEMENT OF FUNCTIONAL EXPENSES

For the year ended December 31, 2020

	<u>Program</u>	<u>Management and General</u>	<u>Total</u>
Income distribution to Diocese of Virginia	\$ 47,044	\$ -	\$ 47,044
Loan program - interest expense	26,892	-	26,892
Bishop grant	42,500	-	42,500
Depreciation expense	10,672	-	10,672
Other program services	15,771	-	15,771
Administration fees	-	45,000	45,000
Professional fees	4,203	12,950	17,153
	<u>\$ 147,082</u>	<u>\$ 57,950</u>	<u>\$ 205,032</u>

See accompanying notes to financial statements.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

STATEMENTS OF CASH FLOWS

For the years ended December 31, 2021 and 2020

	<u>2021</u>	<u>2020</u>
Cash Flows from Operating Activities		
Change in net assets	\$ 84,048	\$ 182,278
Adjustments to reconcile change in net assets to net cash and cash equivalents provided (used) by operating activities		
Depreciation	37,529	10,672
Unrealized gain on investments	(46,102)	(59,395)
Realized (gain) loss on investments	(11,306)	1,286
(Increase) decrease in operating assets		
Accrued interest receivable	3,449	6,077
Loans made	(412,828)	-
Collections on loans receivable	226,397	2,094,538
Increase (decrease) in operating liabilities		
Accounts payable	<u>(136,625)</u>	<u>166,749</u>
Net cash and cash equivalents provided (used) by operating activities	<u>(255,438)</u>	<u>2,402,205</u>
Cash Flows from Investing Activities		
Purchase of property and equipment	(592,762)	(1,003,567)
Purchase of investments	<u>(532,238)</u>	<u>(84,593)</u>
Net cash and cash equivalents used by investing activities	<u>(1,125,000)</u>	<u>(1,088,160)</u>
Cash Flows from Financing Activities		
Principal payment on notes payable	-	(147,755)
Net cash and cash equivalents used by financing activities	-	<u>(147,755)</u>
Increase (decrease) in cash and cash equivalents	(1,380,438)	1,166,290
Cash and Cash Equivalents, beginning	<u>2,207,060</u>	<u>1,040,770</u>
Cash and Cash Equivalents, ending	<u>\$ 826,622</u>	<u>\$ 2,207,060</u>
Supplemental Disclosure of Cash Flow Information:		
Cash paid for interest	\$ 21,406	\$ 26,892

See accompanying notes to financial statements.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

NOTES TO FINANCIAL STATEMENTS

December 31, 2021 and 2020

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 2.80% - 5.50% 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 statements 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, 2021 and 2020

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 2021 or 2020.

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, 2021.

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 May 23, 2022, which is the date the financial statements were available to be issued.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2021 and 2020

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, 2021 expected to be available within one year to meet the cash needs for general expenditures.

Cash and cash equivalents	\$	826,622
Investments		5,569,783
Loans receivable, current portion		553,663
Accrued interest receivable		23,777
Less those unavailable for general expenditures within one year, due to:		
Board designation		(97,205)
Donor-imposed restrictions:		
Purpose restrictions		(546,187)
Investments held in perpetuity		<u>(2,186,462)</u>
		<u>\$ 4,143,991</u>

4. Investments

Investments are reported at fair value. The fair values at December 31 are as follows:

	<u>2021</u>	<u>2020</u>
Cash and cash equivalents	\$ -	\$ 2,238,479
Trustees of the Funds	1,150,009	1,005,204
STAMP	<u>4,419,774</u>	<u>1,736,454</u>
	<u>\$ 5,569,783</u>	<u>\$ 4,980,137</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 Truist Bank (formerly 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, 2021 and 2020

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, 2021 and 2020. This category includes the following type of investment:

<u>December 31, 2021</u>	<u>Fair Value</u>	<u>Unfunded</u> <u>Commitments</u>	<u>Lock-in</u> <u>Period</u>	<u>Redemption</u> <u>Frequency</u>	<u>Redemption</u> <u>Notice Period</u>
Trustees of the Funds (a)	\$ 1,150,009	n/a	n/a	Daily	None
STAMP (b)	\$ 4,419,774	n/a	n/a	Daily	None
<u>December 31, 2020</u>	<u>Fair Value</u>	<u>Unfunded</u> <u>Commitments</u>	<u>Lock-in</u> <u>Period</u>	<u>Redemption</u> <u>Frequency</u>	<u>Redemption</u> <u>Notice Period</u>
Trustees of the Funds (a)	\$ 1,005,204	n/a	n/a	Daily	None
STAMP (b)	\$ 1,736,454	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>2021</u>	<u>2020</u>
Land	\$ 3,395,860	\$ 3,395,860
Land and development costs	69,779	69,779
Buildings	1,951,556	340,170
Construction in progress	-	1,018,624
	<u>5,417,195</u>	<u>4,824,433</u>
Less accumulated depreciation	<u>(224,762)</u>	<u>(187,233)</u>
	<u>\$ 5,192,433</u>	<u>\$ 4,637,200</u>

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2021 and 2020

6. Real Estate - Continued

In 2019, the Society exchanged property used by Episcopal Campus Ministries in Harrisonburg, Virginia for \$310,000 cash and undeveloped property owned by James Madison University to continue its Episcopal campus ministry. The Board designated \$1,670,000 for the development of this property in 2019. As of December 31, 2021, the Society has spent \$1,611,386 on construction costs and the property is now in service. The cost is included in properties used by Episcopal Campus Ministries on the statement of financial position as of December 31, 2021.

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 original 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's original intent was to 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's intention to purchase the remaining portion from the Society once the other sale has been completed is under discussion. The book value of the land and development costs was \$1,288,404 at December 31, 2021 and 2020 and is included in unimproved real estate on the statements of financial position.

The Society also owns parcels of land in Stafford County which it intends to sell. The Society sold one parcel to a third-party in March 2022 (see Note 13). The book value of all parcels of land and development costs of the property was \$272,141 at December 31, 2021 and 2020 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, 2021 and 2020 and is included in properties used by active congregations on the statements of financial position.

7. Notes Payable

Notes payable consists 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 1.75% 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, 2021 and 2020

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>	
2022	\$ 145,000
2023	138,000
2024	205,000
2025	37,245
2026	32,144
Thereafter	<u>20,000</u>
	<u>\$ 577,389</u>

8. Net Assets

Net assets with donor restrictions of the Society are as follows:

	<u>December 31, 2021</u>	
	With Donor Restrictions	
	<u>Purpose Restrictions</u>	<u>Perpetual in Nature</u>
Reid Fund for mountain mission work	\$ 475,621	\$ 1,386,408
Capital needs	70,566	-
Lending to churches	-	515,991
Other endowed funds	-	<u>284,063</u>
	<u>\$ 546,187</u>	<u>\$ 2,186,462</u>

	<u>December 31, 2020</u>	
	With Donor Restrictions	
	<u>Purpose Restrictions</u>	<u>Perpetual in Nature</u>
Reid Fund for mountain mission work	\$ 418,213	\$ 1,386,408
Capital needs	70,566	-
Lending to churches	-	515,991
Other endowed funds	-	<u>284,063</u>
	<u>\$ 488,779</u>	<u>\$ 2,186,462</u>

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2021 and 2020

8. Net Assets - Continued

The following schedule details the activity of the Board designated funds for the year ended December 31, 2021:

	Balance			Balance
	<u>12/31/2020</u>	<u>Receipts</u>	<u>Disbursements</u>	<u>12/31/2021</u>
Designated by Board				
Canterbury project	\$ 651,376	\$ -	\$ 592,762	\$ 58,614
Bishop's Grant	<u>42,500</u>	<u>38,591</u>	<u>42,500</u>	<u>38,591</u>
	<u>\$ 693,876</u>	<u>\$ 38,591</u>	<u>\$ 635,262</u>	<u>\$ 97,205</u>

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 2021 and 2020) 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.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2021 and 2020

9. Endowments - Continued

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, 2021 or 2020.

Activity in all endowment funds is as follows:

	With Donor Restrictions		<u>Total</u>
	<u>Purpose</u> <u>Restrictions</u>	<u>Perpetual</u> <u>in Nature</u>	
Net assets - December 31, 2019	\$ 430,670	\$ 2,186,462	\$ 2,617,132
Investment return:			
Investment income	46,987	-	46,987
Net realized and unrealized gain	58,109	-	58,109
Amounts appropriated for mission work	(46,987)	-	(46,987)
Net assets - December 31, 2020	488,779	2,186,462	2,675,241
Investment return:			
Investment income	44,862	-	44,862
Net realized and unrealized gain	57,408	-	57,408
Amounts appropriated for mission work	(44,862)	-	(44,862)
Net assets - December 31, 2021	\$ 546,187	\$ 2,186,462	\$ 2,732,649

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 2021 and 2020, salary costs incurred and subsequently reimbursed were \$45,000. At December 31, 2021, the Society owed the Diocese \$22,500 for these services.

Each year, the Society can approve an amount to be paid to the Diocese in the form of a Bishop's Grant. The Bishop's Grant is used by the Bishop of the Diocese on a discretionary basis. As of December 31, 2021, the Society approved and owes the Diocese \$42,500.

The Society provides loans to organizations within the Diocese. One loan to the Diocese is outstanding as of December 31, 2021 and 2020, with a balance of \$983,033 and \$1,004,086, respectively.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2021 and 2020

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. Impact of COVID-19

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 Society's cash and investments are subject to interest rate and credit risks (see Note 11). At the time of issuance of this report, the Society does not expect any significant collection issues with its loans receivable. As events are rapidly changing, additional impacts may arise that could adversely affect the Society's operations, liquidity, and financial position.

13. Subsequent Events

In January 2022, St. Paul's Vestry, Alexandria, Virginia, approved reinvesting their four promissory notes that are set to mature in 2022 for a new 5-year term with an interest rate of 1.75% paid semiannually.

In January 2022, St. Matthew's Church in Richmond, Virginia approved reinvesting their promissory note of \$15,000 that is set to mature in 2022 for another 5-year term with an interest rate of 1.75% paid semiannually.

In February 2022 the Society approved St. Mark's, Richmond, Virginia to make another \$41,000 draw on the \$400,000 construction line to pay towards the roof construction contract. The Society also approved St. Mark's to use the remaining funds of the construction line, approximately \$45,000, to be used for parking lot upgrades. The \$45,000 will be disbursed when the construction line is converted into a traditional loan. Loan documents are currently being finalized.

On March 7, 2022, the Society executed a contract to sell their Stafford County property located at 428 Joshua Road for \$240,000.

SUPPLEMENTARY INFORMATION

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

SCHEDULE OF LOANS RECEIVABLE

For the year ended December 31, 2021

	Balance 12/31/2020	Loans Made	Reduction of Allowance for Doubtful Accounts	Loan Write-offs	Payments Received	Balance 12/31/2021	Interest Earned	Note Maturity Date	Interest Rate
Collateralized by Deeds of Trust:									
Christ Church, Spotsylvania	\$ 230,609	\$ -	\$ -	\$ -	\$ 7,343	\$ 223,266	\$ 10,493	03/31/2026	3.75%
Church of Our Saviour, Montpelier	288,742	-	-	-	7,236	281,506	10,665	10/01/2025	3.75%
Diocese of Virginia - Santa Maria (Blvd Baptist)	1,004,086	-	-	-	21,053	983,033	26,817	04/01/2024	2.80%
Meade Memorial Church, Alexandria	73,705	-	-	-	5,708	67,997	3,464	10/01/2026	3.75%
Olivet Episcopal Church	108,438	-	-	-	3,330	105,108	5,881	10/31/2022	5.50%
St. Andrew's #3, Richmond	44,312	-	-	-	20,714	23,598	1,785	06/01/2023	5.50%
St. David's, Aylett	47,296	-	-	-	1,237	46,059	2,101	03/01/2024	4.50%
St. Francis, Goochland	107,319	-	-	-	2,418	104,901	3,324	12/31/2025	3.75%
St. James, Mount Vernon	900,378	-	-	-	54,287	846,091	39,203	08/01/2023	4.50%
Trinity, Charlottesville	54,447	-	-	-	5,932	48,515	2,419	08/01/2023	4.50%
Grace Episcopal, Alexandria	506,519	-	-	-	57,416	449,103	21,846	05/01/2024	4.50%
St. Michael's Arlington	-	100,000	-	-	16,278	83,722	1,720	05/01/2026	3.75%
St. Mark's Richmond	-	312,828	-	-	-	312,828	2,530	03/01/2022	3.75%
Total collateralized loans	3,365,851	412,828	-	-	202,952	3,575,727	132,248		
Uncollateralized Loans:									
St. Peter's in the Woods	672,135	-	-	-	19,195	652,940	29,816	05/01/2026	4.50%
St. Margaret's, Woodbridge	164,723	-	-	-	4,250	160,473	8,935	10/01/2022	5.50%
Total uncollateralized loans	836,858	-	-	-	23,445	813,413	38,751		
Total	\$ 4,202,709	\$ 412,828	\$ -	\$ -	\$ 226,397	\$ 4,389,140	\$ 170,999		

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

SCHEDULE OF REAL ESTATE

For the year ended December 31, 2021

<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	\$ 56,493	\$ 143,507
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>76,493</u>	<u>1,418,601</u>
Properties used by Episcopal Campus Ministries				
01/04/2007	Episcopal Campus Ministries, Fredericksburg	450,170	121,413	328,757
11/15/2019	Episcopal Campus Ministries, Harrisonburg	1,911,386	26,856	1,884,530
		<u>2,361,556</u>	<u>148,269</u>	<u>2,213,287</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>\$ 5,417,195</u>	<u>\$ 224,762</u>	<u>\$ 5,192,433</u>

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

SCHEDULE OF NOTES PAYABLE

For the year ended December 31, 2021

	Balance 12/31/2020	Additions (Reductions)	Balance 12/31/2021	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%
Gillatt Endowment - Emmanuel, Harrisonburg	50,000	-	50,000	09/28/2022	2.50%
Maxine Bishop and Christian Education Fund, St. Paul's, Alexandria	12,245	-	12,245	11/11/2025	1.75%
Maxine Bishop Fund, St. Paul's, Alexandria	40,000	-	40,000 *	01/27/2022	5.50%
Maxine Bishop Fund, St. Paul's, Alexandria	10,000	-	10,000 *	05/04/2022	5.50%
Maxine Bishop Fund, St. Paul's, Alexandria	10,000	-	10,000 *	06/23/2022	5.50%
Maxine Bishop Fund, St. Paul's, Alexandria	20,000	-	20,000 *	07/07/2022	5.50%
Maxine Bishop Fund, St. Paul's, Alexandria	10,000	-	10,000	02/23/2024	5.50%
Rector's Disc Fund, St. John's Church, Richmond	3,544	-	3,544	07/12/2026	1.75%
St. James, Louisa	10,000	-	10,000	12/11/2023	2.50%
St. James, Louisa	20,000	-	20,000	07/21/2026	1.75%
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%
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	04/01/2026	1.75%
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	07/22/2025	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%
The ECW of Holy Comforter Church, Vienna	10,000	-	10,000	11/10/2023	5.50%
Other Notes Payable:					
Disabled Clergy Fund, Trustees of the Funds	100,000	-	100,000	11/21/2024	2.50%
	<u>\$ 577,389</u>	<u>\$ -</u>	<u>\$ 577,389</u>		

Note: Remittances for interest are made semi-annually.

* Subsequent to the year ended December 31, 2021, the loan balances were renewed for another 5-year term with an interest rate of 1.75% paid semiannually.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

SCHEDULE OF NET ASSETS WITH DONOR RESTRICTIONS - PERPETUAL IN NATURE

For the year ended December 31, 2021

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 endowed fund	<u>284,063</u>
Total net assets with donor restrictions - perpetual in nature	<u>\$ 2,186,462</u>

2022 Program Budget

As proposed and adopted

DIOCESE OF VIRGINIA 2022 BUDGET
As proposed and as adopted.

Item #	CATEGORY AND PROGRAM	2017		2018		2019		2020		2021		2022		2022		Note			
		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	Approved by 04/24 Convention	2022 Budget Requests to Exec. Bd.	September Exec. Bd. Adjustments	October/ Draft to Convention	Interim Adjustments	Approved by November Convention						
INCOME																			
1	ANTICIPATED PLEDGE INCOME	4,301,500	4,240,000	4,170,000	4,250,000	3,963,903	3,980,000	3,980,000	3,980,000	3,980,000	3,980,000	3,980,000	3,980,000	3,980,000	3,980,000	3,980,000			
2	RENTS & EXTERNAL TRUSTS	230,000	180,000	180,000	274,000	264,000	257,400	257,400	257,400	257,400	257,400	257,400	257,400	257,400	257,400	257,400			
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	110,000	110,000	110,000	110,000	110,000	110,000	110,000	110,000	110,000	110,000			
5	FUND INCOME	450,000	450,000	450,000	524,639	531,100	899,900	899,900	899,900	899,900	899,900	899,900	899,900	899,900	899,900	899,900			
6	TOTAL INCOME	5,121,500	5,010,000	4,935,000	5,168,639	4,867,123	5,247,300	5,247,300	5,247,300	5,247,300	5,247,300	5,247,300	5,247,300	5,247,300	5,247,300	5,292,300			
		9%	9%	9%	10%	11%	17%	17%	17%	17%	17%	17%	17%	17%	17%	17%			
EXPENSES																			
Church Citizenship and Grant Programs																			
1	Support of Our Greater Church Community	703,722	626,665	632,242	666,666	601,865	617,050	617,050	617,050	617,050	617,050	617,050	617,050	617,050	617,050	617,050	617,050		
2	General Convention Representation - Reserve	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000		
3	Shrine Mont Camp Scholarships	-	-	-	-	-	95,600	95,600	95,600	95,600	95,600	95,600	95,600	95,600	95,600	95,600	95,600		
4	Clergy Children's Scholarships	-	-	-	-	-	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000		
5	Clergy Retreat Scholarships	-	-	-	-	-	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000		
6	Mustard Seed & Small Church Revitalization Grants	-	-	-	-	-	62,500	62,500	62,500	62,500	62,500	62,500	62,500	62,500	62,500	62,500	62,500		
7	Province III - Representation & Support	9,025	9,025	9,025	14,752	14,045	14,400	14,400	14,400	14,400	14,400	14,400	14,400	14,400	14,400	14,400	14,400		
8	Virginia Council of Churches (VCC)	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000		
9	Virginia Interfaith Center for Public Policy (VICPP)	5,000	5,000	5,000	5,000	5,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000		
10	Committee on Ecumenical & Interfaith Issues	7,220	7,380	9,700	8,820	4,000	8,820	8,820	8,820	8,820	8,820	8,820	8,820	8,820	8,820	8,820	8,820		
	Total - Church Citizenship	751,967	675,070	682,967	722,228	651,911	905,370	905,370	905,370	905,370	905,370	905,370	905,370	905,370	905,370	905,370	905,370		
	Percent of Total Budget	15%	13%	14%	14%	13%	17%	17%	17%	17%	17%	17%	17%	17%	17%	17%	17%		
Evangelism and Christian Formation																			
11	Formation Staff Cost	206,800	206,800	168,161	217,480	186,740	180,000	180,000	180,000	180,000	180,000	180,000	180,000	180,000	180,000	180,000	180,000		
12	Formation Staff Travel	7,500	7,500	7,500	7,500	3,750	3,880	3,880	3,880	3,880	3,880	3,880	3,880	3,880	3,880	3,880	3,880		
13	Aging, Committee on	13,300	13,300	13,300	13,300	-	15,150	15,150	15,150	15,150	15,150	15,150	15,150	15,150	15,150	15,150	15,150		
14	Grants for Evangelism Work in the Diocese	-	-	-	268,360	25,000	-	-	-	-	-	-	-	-	-	-	-		
15	Grants for Episcopal College Ministries	192,712	210,102	239,600	210,000	270,000	295,726	295,726	295,726	295,726	295,726	295,726	295,726	295,726	295,726	295,726	295,726		
16	Committee on Parish Youth Ministries	21,500	21,500	21,500	18,250	18,250	18,150	18,150	18,150	18,150	18,150	18,150	18,150	18,150	18,150	18,150	18,150		
17	Ministries in Higher Education, Committee on	600	600	600	600	500	500	500	500	500	500	500	500	500	500	500	500		
18	Shrine Mont Camp Program Support	122,500	122,500	122,500	122,500	119,500	125,000	125,000	125,000	125,000	125,000	125,000	125,000	125,000	125,000	125,000	125,000		
19	Ministry Development	7,000	7,000	7,000	7,000	6,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000		
20	Fee for Education for Ministry Program	2,500	2,500	2,500	2,500	2,750	2,750	2,750	2,750	2,750	2,750	2,750	2,750	2,750	2,750	2,750	2,750		
	Total - Evangelism and Christian Formation	574,412	591,802	582,661	660,750	632,490	646,156	646,156	646,156	646,156	646,156	646,156	646,156	646,156	646,156	646,156	646,156	646,156	
	Percent of Total Budget	11%	12%	12%	13%	13%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%	

DIocese of Virginia 2022 Budget
As proposed and as adopted.

Item #	CATEGORY AND PROGRAM	2017		2018		2019		2020		2021		2022		2022		Approved by November Convention Note
		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	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	as adopted by Annual Convention	as adopted by Annual Convention	
Ministries of Human Dignity & Justice																
21	HD&J Staff Coats	118,300	118,300	118,300	118,300	-	-	-	-	88,630	245,000	245,000	245,000	-	-	245,000
22	Bishops' Minority Scholarship	2,400	2,400	2,400	2,400	2,400	2,400	2,400	2,400	2,500	2,500	2,500	2,500	-	-	2,500
23	HD&J Travel	7,500	7,500	7,500	7,500	7,500	7,500	7,500	7,500	3,750	7,500	7,500	7,500	-	-	7,500
24	Office of Missional Engagement	20,500	20,500	20,500	20,500	20,500	20,500	20,500	20,500	20,000	21,500	21,500	21,500	-	-	21,500
25	Gracelands	40,500	40,500	40,500	40,500	40,500	40,500	40,500	40,500	40,500	40,500	40,500	40,500	-	-	40,000
26	Support - Office of Mission & Outreach	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	5,500	5,000	5,000	5,000	-	-	5,000
27	Stewardship of Creation, Committee on the	1,000	1,000	1,000	1,000	2,250	4,250	20,255	17,500	17,500	28,500	28,500	28,500	-	-	28,500
28	Mission for Racial Justice & Healing	9,080	12,236	9,225	21,250	-	-	22,750	500	24,750	24,750	24,750	24,750	-	-	24,750
29	Triangle of Hope	-	-	-	-	-	-	-	-	-	500	500	500	-	-	500
30	Latino Task Force	-	-	-	-	1,000	1,000	1,000	1,000	-	-	-	-	-	-	-
31	Mental Health, Committee on	4,170	4,170	4,170	4,170	4,170	4,170	4,170	4,170	-	-	-	-	-	-	-
32	Prevention of Sexual Misconduct, Committee on	2,620	2,620	2,620	2,620	2,620	2,620	2,620	2,620	-	-	-	-	-	-	-
33	Women in Mission & Ministry	600	600	600	600	600	600	600	600	-	-	-	-	-	-	-
Total - Human Dignity & Justice		216,670	220,836	220,836	220,836	114,290	114,290	221,985	221,985	391,250	391,250	391,250	391,250	7%	7%	391,250
<i>Percent of Total Budget</i>		<i>4%</i>	<i>4%</i>	<i>4%</i>	<i>4%</i>	<i>2%</i>	<i>2%</i>	<i>5%</i>	<i>5%</i>	<i>7%</i>	<i>7%</i>	<i>7%</i>	<i>7%</i>			<i>7%</i>
Direct Support of Congregations in the Diocese																
34	DSC Staff Cost	235,600	235,600	261,665	412,803	372,213	200,000	200,000	200,000	3,465	3,465	3,465	3,465	-	-	200,000
35	DSC Staff Travel	7,500	7,500	7,500	7,500	60,000	-	-	-	-	-	-	-	-	-	3,465
36	Post-COVID Ministry	-	-	-	-	-	-	-	-	33,000	33,000	33,000	33,000	-	-	33,000
37	Root, Thrive, Sear Cohort	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15,000
38	College for Congregational Development Coaching Committee on Congregational Missions (CCM)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15,000
39	Allocation for Mission Support	683,981	662,702	650,152	599,800	648,900	39,000	39,000	39,000	455,647	455,647	455,647	455,647	-	-	455,647
	<i>All Souls, Aflie</i>	41,800	41,800	41,500	41,500	38,000	-	-	-	39,000	39,000	39,000	39,000	-	-	39,000
	<i>Buck Mountain, Earlysville</i>	25,000	22,000	20,000	15,000	13,500	-	-	-	8,700	8,700	8,700	8,700	-	-	8,700
	<i>Christ Church, Lucketts</i>	15,000	14,400	14,400	15,000	14,400	-	-	-	56,000	56,000	56,000	56,000	-	-	56,000
	<i>Cristo Rey, Arlington</i>	8,900	8,900	8,900	8,900	8,900	-	-	-	13,900	13,900	13,900	13,900	-	-	13,900
	<i>Good Shepherd, Bluemont</i>	13,000	14,500	14,500	5,500	5,500	-	-	-	5,000	5,000	5,000	5,000	-	-	5,000
	<i>Good Shepherd, Boonesville</i>	5,500	10,000	14,000	11,000	9,900	-	-	-	15,000	15,000	15,000	15,000	-	-	15,000
	<i>Grace Church, Stanardsville</i>	42,000	42,000	42,000	40,000	35,000	-	-	-	38,000	38,000	38,000	38,000	-	-	38,000
	<i>Holy Cross Korean Mission</i>	1,500	1,500	1,500	1,500	1,500	-	-	-	1,500	1,500	1,500	1,500	-	-	1,500
	<i>Immanuel, King & Queen</i>	7,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<i>Incarnation, Mineral</i>	28,615	31,352	31,352	30,500	28,300	-	-	-	25,000	25,000	25,000	25,000	-	-	25,000
	<i>McIlhenny Parish, Albemarle</i>	30,000	20,000	10,000	5,000	-	-	-	-	-	-	-	-	-	-	-
	<i>Our Saviour, Montpelier</i>	66,000	67,000	68,500	70,000	62,500	-	-	-	62,000	62,000	62,000	62,000	-	-	62,000
	<i>San Jose, Arlington</i>	40,000	40,000	40,000	40,000	30,000	-	-	-	28,000	28,000	28,000	28,000	-	-	28,000
	<i>San Marcos, Alexandria</i>	35,000	30,000	30,000	20,600	9,000	-	-	-	10,000	10,000	10,000	10,000	-	-	10,000
	<i>Santa Maria, Falls Church</i>	10,000	10,000	10,000	10,000	35,000	-	-	-	20,000	20,000	20,000	20,000	-	-	20,000
	<i>Santa David's, Aylett</i>	38,000	35,000	35,000	41,000	40,000	-	-	-	32,000	32,000	32,000	32,000	-	-	32,000
	<i>St. Francis Korean, McLean</i>	45,000	45,000	45,000	80,000	75,000	-	-	-	65,000	65,000	65,000	65,000	-	-	65,000
	<i>St. Francis, Marekin Sabot</i>	75,000	75,000	75,000	11,500	5,000	-	-	-	2,100	2,100	2,100	2,100	-	-	2,100
	<i>St. Gabriel's, Leesburg</i>	10,500	11,500	11,500	8,500	-	-	-	-	-	-	-	-	-	-	-
	<i>St. George's, Pine Grove</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

DIocese of Virginia 2022 Budget
As proposed and as adopted.

Item # CATEGORY AND PROGRAM	2017 as adopted by		2018 as adopted by		2019 as adopted by		2020 as adopted by		2021 as adopted by		2022 as adopted by		2022 as proposed		
	Annual	Convention	Annual	Convention	Annual	Convention	Annual	Convention	04/24	Convention	Budget Requests to Exec. Bd.	September Exec. Bd. Adjustments	October Draft to Exec. Bd.	Interim Adjustments	November Convention Note
Email the Budget Working Group at budget@thedioocese.net															
St. John the Baptist, Ivy	8,846	7,950	15,000	9,800	9,800	9,800	18,000	9,000	9,800	9,800	12,347	-	12,347	-	12,347
St. Paul's West Point & Grace, Millers Tavern	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	9,000	-	-	-	-	-	-
St. Paul's, Ingham	8,800	8,800	5,000	5,000	5,000	5,000	5,000	3,000	3,000	2,100	2,100	2,100	2,100	2,100	
St. Peter's, Richmond	22,000	21,000	21,000	-	-	-	-	-	-	-	-	-	-	-	-
Varina, Richmond	28,000	26,000	24,000	24,000	24,000	24,000	24,000	24,000	20,000	20,000	20,000	20,000	20,000	20,000	
40 Interest on Santa Maria Property Loan	22,000	22,000	22,000	22,000	22,000	22,000	22,000	22,000	22,000	22,000	22,000	22,000	22,000	22,000	
41 Reserve for mission maintenance projects	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	
42 Reserve for special needs of mission congregations	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	
43 Reserve for Transitions	35,000	20,000	20,000	20,000	15,000	15,000	15,000	15,000	15,000	15,000	10,000	10,000	10,000	10,000	
44 Small Church Conference/Continuing Ed/Cmte expenses	1,100	1,150	8,150	10,150	10,150	10,150	10,150	550	550	700	700	700	700	700	
45 Committee on Stewardship	6,000	6,000	6,000	6,000	6,000	6,000	6,000	5,100	5,100	2,500	2,500	2,500	2,500	2,500	
46 Committee on Liturgy & Church Music	2,500	2,500	2,500	2,500	2,500	2,500	2,500	1,800	1,800	2,000	2,000	2,000	2,000	2,000	
47 Transition Ministry Expenses	2,000	2,000	2,000	2,000	2,000	2,000	2,000	1,800	1,800	2,000	2,000	2,000	2,000	2,000	
48 Congregational Development Expenses	6,500	6,500	6,500	6,500	6,500	6,500	6,500	5,925	5,925	5,300	5,300	5,300	5,300	5,300	
49 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	5,000	5,000	5,000	
50 Real Estate Tax (Underdeveloped Land)	41,000	41,000	41,000	41,000	41,000	41,000	41,000	31,000	31,000	28,800	28,800	28,800	28,800	28,800	
Total - Strengthening Our Churches	1,066,161	1,031,982	1,042,467	1,160,283	1,160,283	1,160,283	1,160,283	1,199,838	1,199,838	843,412	843,412	843,412	843,412	843,412	16%
<i>Percent of Total Budget</i>															
Support and Development of the Ministry															
51 Ministry Staff Costs	348,800	348,800	175,161	328,257	328,257	328,257	347,240	347,240	347,240	347,240	320,000	320,000	320,000	320,000	320,000
52 Ministry Staff Travel	15,400	15,400	15,400	15,400	15,400	15,400	15,400	7,700	7,700	11,275	11,275	11,275	11,275	11,275	
53 Commission on Ministry - General Expenses	3,000	3,000	3,000	3,000	3,000	3,000	3,000	2,000	2,000	3,000	3,000	3,000	3,000	3,000	
54 Committee on Discernment	5,100	5,100	5,100	5,100	5,100	5,100	5,100	3,000	3,000	5,000	5,000	5,000	5,000	5,000	
55 Clergy & Diocesan Conferences	13,500	13,500	13,500	13,500	13,500	13,500	10,850	10,850	10,850	13,500	13,500	13,500	13,500	13,500	
56 Committee on Leadership Formation	1,600	1,600	-	-	-	-	-	-	-	-	-	-	-	-	
57 Committee on the Diaconate	14,600	14,600	14,600	14,600	14,600	14,600	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	
58 Committee on the Priesthood	60,000	60,000	60,000	60,000	60,000	60,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	
59 Committee on the Young Priests Initiative	20,300	20,300	20,300	20,300	20,300	20,300	4,000	4,000	4,000	16,000	16,000	16,000	16,000	16,000	
60 Diocesan Board of Examining Chaplains	3,300	3,300	3,300	3,300	3,300	3,300	6,750	6,750	6,750	6,750	6,750	6,750	6,750	6,750	
61 Committee on Continuing Clergy Formation	18,700	18,700	18,700	18,700	18,700	18,700	15,000	15,000	15,000	17,450	17,450	17,450	17,450	17,450	
Total for Ministry Areas	504,300	504,300	329,061	483,157	483,157	483,157	424,790	424,790	424,790	444,525	444,525	444,525	444,525	444,525	8%
<i>Percent of Total Budget</i>															

DIocese of Virginia 2022 Budget
As proposed and as adopted.

Item #	CATEGORY AND PROGRAM	2017		2018		2019		2020		2021		2022		2022		Approved by November Convention Note	
		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	as adopted by 04/24 Convention	as adopted by October Draft to Exec. Bd.	as adopted by October Draft to Exec. Bd.	September Adjustments	Interim Adjustments	Approved by November Convention				
Governance, Communications & Finance																	
62	Governance Staff Costs	184,400	184,400	191,835	241,049	244,825	244,825	244,825	244,825	244,825	244,825	325,000	325,000	325,000	325,000	325,000	325,000
63	Governance Travel	5,700	5,700	3,000	5,700	5,700	2,850	5,700	5,700	2,850	5,375	5,375	5,375	5,375	5,375	5,375	5,375
64	Standing Committee	3,000	3,000	3,000	10,000	6,520	10,000	10,000	10,000	6,520	5,900	5,900	5,900	5,900	5,900	5,900	5,900
65	Finance Staff	283,100	283,100	395,859	324,716	330,640	330,640	330,640	330,640	330,640	330,640	360,000	360,000	360,000	360,000	360,000	360,000
66	Finance Travel	9,562	9,562	9,454	9,562	4,240	9,562	4,240	9,562	4,240	5,590	5,590	5,590	5,590	5,590	5,590	5,590
67	Executive Board, Deans & Presidents	3,700	3,700	3,700	3,700	3,000	3,700	3,000	3,700	3,000	2,900	2,900	2,900	2,900	2,900	2,900	2,900
68	Communications Staff Costs	124,600	124,600	137,891	185,016	188,890	188,890	188,890	188,890	188,890	188,890	200,000	200,000	200,000	200,000	200,000	200,000
69	Communications Travel	5,550	5,550	5,550	2,775	2,775	5,550	2,775	5,550	2,775	5,960	5,960	5,960	5,960	5,960	5,960	5,960
70	Virginia Episcopalian & e-Communique	64,000	64,000	64,000	64,000	64,000	64,000	64,000	64,000	64,000	12,000	12,000	12,000	12,000	12,000	12,000	12,000
71	Web Presence	5,000	5,000	5,000	5,000	7,500	7,500	7,500	7,500	7,500	3,460	3,460	3,460	3,460	3,460	3,460	3,460
72	Other Communications Expenses	23,500	23,500	23,500	23,500	23,500	23,500	23,500	23,500	23,500	9,000	9,000	9,000	9,000	9,000	9,000	9,000
Total Governance, Communication & Finance		712,112	712,112	845,489	877,783	816,240	816,240	816,240	816,240	816,240	816,240	935,185	935,185	935,185	935,185	935,185	935,185
Percent of Total Budget		14%	14%	17%	17%	17%	17%	17%	17%	17%	17%	18%	18%	18%	18%	18%	18%
The Episcopate																	
73	Bishops	502,700	502,700	522,695	420,640	426,325	426,325	426,325	426,325	426,325	426,325	515,000	515,000	515,000	515,000	515,000	515,000
74	Episcopal Office Staff	184,900	184,900	111,916	118,255	82,570	118,255	82,570	118,255	82,570	3,000	3,000	3,000	3,000	3,000	3,000	3,000
75	Other expenses of the Bishops Office	5,500	5,500	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000
76	Bishops' Travel	61,850	61,850	61,850	61,850	30,925	61,850	30,925	61,850	30,925	29,240	29,240	29,240	29,240	29,240	29,240	29,240
77	Bishops' Office Travel	3,500	3,500	3,500	3,500	1,749	3,500	1,749	3,500	1,749	3,160	3,160	3,160	3,160	3,160	3,160	3,160
78	Reserve - Lambeth	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
79	Episcopal Transition Expense & Reserve	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000
Total Episcopate		764,450	764,450	708,962	613,245	550,589	613,245	550,589	613,245	550,589	737,400	737,400	737,400	737,400	737,400	737,400	737,400
Percent of Total Budget		15%	15%	14%	12%	11%	12%	11%	12%	11%	14%	14%	14%	14%	14%	14%	15%
Administration & Operations																	
80	Mayo House Staff	188,400	188,400	215,553	227,541	143,270	227,541	143,270	227,541	143,270	800	800	800	800	800	800	800
81	Mayo House Staff Travel	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	1,450	7,500	7,500	7,500	7,500	7,500	7,500	7,500
82	Temporary Assistance	21,500	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	21,230	21,230	21,230	21,230	21,230	21,230	21,230
83	Other Staff Expenses	48,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000
84	Auto Expense & Reserve	27,000	27,000	27,000	27,000	27,000	27,000	27,000	27,000	27,000	37,080	37,080	37,080	37,080	37,080	37,080	37,080
85	Telephone & Cell Phone Expense	85,000	85,000	85,000	85,000	85,000	85,000	85,000	85,000	85,000	80,000	80,000	80,000	80,000	80,000	80,000	80,000
86	Office Supplies, Equipment & Services	100,178	100,000	100,775	100,000	100,000	100,000	100,000	100,000	100,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000
87	Building Related Expenses & Reserve	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000
88	Audit, Legal & Professional fees	7,900	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	353,380	353,380	353,380	353,380	353,380	353,380	353,380
89	Other operating expenses	529,428	509,488	523,328	535,923	369,400	535,923	369,400	535,923	369,400	7%	7%	7%	7%	7%	7%	7%
Total for Administration & Operations		1,888,400	1,888,400	2,155,553	2,275,411	1,432,700	2,275,411	1,432,700	2,275,411	1,432,700	145,000	145,000	145,000	145,000	145,000	145,000	145,000
Percent of Total Budget		35%	35%	34%	34%	28%	34%	28%	34%	28%	3%	3%	3%	3%	3%	3%	3%
TOTAL EXPENSES																	
TOTAL EXPENSES		5,121,500	5,010,000	4,935,000	5,168,639	4,867,123	5,168,639	4,867,123	5,168,639	4,867,123	5,256,678	5,256,678	5,256,678	5,256,678	5,256,678	5,256,678	5,256,678
NET SURPLUS (DEFICIT)		-	0	0	(0)	0	(0)	0	(0)	0	(9,378)	(9,378)	(9,378)	(9,378)	(9,378)	(9,378)	(9,378)
NET SURPLUS (DEFICIT)		-	0	0	(0)	0	(0)	0	(0)	0	45,000	45,000	45,000	45,000	45,000	45,000	45,000

2022 Narrative Budget

As proposed and adopted

Narrative Budget

DIocese OF VIRGINIA
2022 NARRATIVE
As proposed and as adopted.

Email the Budget Working Group at budget@thediocese.net		
Item # CATEGORY AND PROGRAM	2022 October Draft to Convention	Note
INCOME		
1 ANTICIPATED PLEDGE INCOME	3,980,000	Rolling three year average of receipts.
2 RENTS & EXTERNAL TRUSTS	257,400	Rent on church and residential properties and externally held Dooley, Reid, and Robinson trusts.
3 VIRGINIA EPISCOPALIAN SUPPORT	-	Subscription fees no longer collected.
4 HEALTH INSURANCE ADMIN REIMBURSEMENT	110,000	The 1995 Executive Board approved a percentage of collected premium 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 2019.
5 FUND INCOME	944,900	These funds are available from endowed funds and restricted monies set aside by earlier donations, and includes a reserve transfer covering the salary of an assisting bishop. This income is generally restricted for specific purposes which are fulfilled through the operating budget.
6 TOTAL INCOME	5,292,300	
EXPENSES		
Church Citizenship and Grant Programs		
1 Support of Our Greater Church Community	617,050	Our support of the general Church budget is a reminder of that this diocese is part of the worldwide Anglican Communion; 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 Episcopal Church, asks the Diocese of Virginia for a 2022 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.
2 General Convention Representation - Reserve	20,000	Funds are set aside each year to create a reserve to cover travel and registration costs for deputies going to General Convention every three years. The travel expense for diocesan staff who attend is included in staff travel accounts.
3 Shrine Mont Camp Scholarships	95,600	The Diocese is committed to making the Shrine Mont Camps program accessible to children regardless of ability to pay. These funds are provided by several invested funds dedicated to this purpose.
4 Clergy Children's Scholarships	50,000	In 2020 the Executive Board established a fund making college scholarship awards to the children of clergy with funds given for that purpose via a bequest.
5 Clergy Retreat Scholarships	20,000	In 2022 the Executive Board will make this funding available for clergy to take personal retreats.
6 Mustard Seed & Small Church Revitalization Grants	62,500	These grants provide funding to enhance the missions and ministries of congregations in the Diocese via a process administered by the Executive Board.
7 Province III - Representation & Support	14,400	Province III deputies represent the Diocese of Virginia at provincial committee and Synod meetings. Representatives are elected by Annual Convention. This line is predominantly the provincial assessment; there is a small allocation for travel expenses by our deputies to synod meetings.
8 Virginia Council of Churches (VCC)	7,000	The Virginia Council of Churches is our core link to other 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. At the time of the Executive Board meeting, no request had been received and \$7,000 represents a placeholder based on our prior grants.
9 Virginia Interfaith Center for Public Policy (VICPP)	10,000	A non-profit, statewide organization committed to representing the faith community in Virginia on matters of public policy. In 2022, the Center will advocate for: creating a paid sick day standard; removing the farmworker exemption from the minimum wage; ending the use of solitary confinement in Virginia's prisons; requiring implicit bias training for healthcare providers; and establishing a pilot homeownership reparations program.
10 Committee on Ecumenical & Interfaith Issues	8,820	Provides an annual report to the Diocese; promotes our LARCUM Covenant, our interfaith and interchurch ecumenism dialogues in all mission & ministry of our Diocese.
Total - Church Citizenship	905,370	
<i>Percent of Total Budget</i>		

Narrative Budget

DIocese OF VIRGINIA
2022 NARRATIVE
As proposed and as adopted.

	Email the Budget Working Group at budget@thediocese.net		
Item #	CATEGORY AND PROGRAM	2022 October Draft to Convention	Note
Evangelism and Christian Formation			
11	Formation Staff Cost	180,000	This category covers the salary and benefits for the Missioner and Assistant for Christian Formation.
12	Formation Staff Travel	3,880	This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals and other transportation.
13	Aging, Committee on	15,150	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 and a 50th wedding anniversary celebration.
14	Grants for Evangelism Work in the Diocese	-	Unused grant money from 2021 will be placed in a reserve for future distribution.
15	Grants for Episcopal College Ministries	295,726	Episcopal chaplaincy programs on college campuses within the Diocese of Virginia support our young adults at a critical time in life. The 2022 budget request includes support for an Episcopal presence at James Madison University, the University of Mary Washington and young adults in the Fredericksburg area, the University of Virginia, and Virginia Commonwealth University.
16	Committee on Parish Youth Ministries	18,150	Focuses on providing opportunities for fellowship, service, and spiritual growth to the youth of the Diocese. This committee is 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.
17	Ministries in Higher Education, Committee on	500	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.
18	Shrine Mont Camp Program Support	125,000	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, such as nurses, insurance, and the repair and replacement of equipment for the camp program in an effort to keep tuition rates lower. Additional scholarship support is provided through the scholarship endowment fund (see expense line 3).
19	Ministry Development	5,000	Through this line the Office of Christian formation sponsors training of formation leaders, the development and sharing of tools for ministry, and meetings of formation leaders in the Diocese.
20	Fee for Education for Ministry Program	2,750	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 reduces direct costs to participants.
Total - Evangelism and Christian Formation		646,156	
<i>Percent of Total Budget</i>			
Ministries of Human Dignity & Justice			
21	Human Dignity & Justice Staff Costs	245,000	This category covers the salary and benefits for the Missioner for Racial Justice and Healing and the Minister for Missional Engagement.
22	Bishop's Minority Scholarship	2,500	This allocation for minority scholarships to support and encourage ordination or additional professional training for continued service to God's call began in 2007. The 2022 budget includes this need-based aid for minority students at Episcopal seminaries and in supporting minority lay professionals expand their ministries.
23	Human Dignity & Justice Staff Travel	7,500	This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals and other transportation.
24	Office of Missional Engagement	21,500	Included in this line are funding for the diocesan Intercultural Summit, translation and interpretation of diocesan events and materials, support for the prayer breakfast at the General Assembly, and attendance at Mission, Advocacy, and Justice training.

Narrative Budget

DIocese OF VIRGINIA
2022 NARRATIVE
As proposed and as adopted.

Email the Budget Working Group at budget@thediocese.net		2022
Item # CATEGORY AND PROGRAM	October Draft	Note
Item # CATEGORY AND PROGRAM	to Convention	Note
25 GraceInside	40,000	Formerly the Chaplain Service Prison Ministry, Graceinside works to provide chaplains for the 30,000 men & women who are incarcerated in the Commonwealth and to restore chaplaincy to the state's juvenile correctional centers. Since 1920, Chaplain Service has 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.
26 External Support - Office of Missional Engagement	5,000	Allocation from the Office of Missional Engagement for our partners in the Diocese of Tanganyika in support of their bishop's priorities around food security and education.
27 Committee on the Stewardship of Creation	16,000	Develops programs to bring together church leaders and subject matter experts to explore and educate concerning threats to Virginia's natural resources. The committee plans a diocesan conference, grants for individuals for education on Creation Care, startup funding for Green ministries, and a celebration of Earth Month at Shrine Mont.
28 Ministry for Racial Justice & Healing	28,500	The Ministry for Racial Justice and Healing will work actively to engage the Diocese of Virginia in creating sustainable programs to dismantle racism, white supremacy, and the legacy of colonialism through education and advocacy with social, governmental, and ecclesiastical systems. The Ministry plans a diocesan event, workshops, a reparations study, a partnership with Virginia Theological Seminary, and conference attendance.
29 Triangle of Hope	24,750	The Triangle of Hope is a covenantal community dedicated to transforming the long history, ongoing effects, and continuing presence of slavery in our world through Repentance, Reconciliation, and Mission. In 2022 this support will enable pilgrims to travel to Liverpool and the program leaders to rejuvenate the program after a forced hiatus due to COVID.
30 Latino Task Force	500	A small amount has been budgeted for meeting costs in order to work with the incoming Missioner for Racial Justice to respond to a large and growing proportion of Latinx population in the Diocese.
31 Committee on Mental Health	-	This committee is no longer active and no funds requested for 2022.
32 Committee on Prevention of Sexual Misconduct	-	This committee is no longer active and no funds requested for 2022.
33 Women in Mission & Ministry	-	This committee is no longer active and no funds requested for 2022.
Total - Human Dignity & Justice <i>Percent of Total Budget</i>	391,250	
Direct Support of Congregations In the Diocese		
34 DSC Staff Cost	200,000	This category covers the salary and benefits for ministers covering this area and a portion of those of the Canon to the Ordinary.
35 DSC Staff Travel	3,465	This category supports diocesan travel, mileage reimbursements, Consortium of Endowed Episcopal Parishes registration fees, airfare, hotels, meals and other transportation.
36 Post-COVID Ministry	-	Unused grant money from 2021 will be placed in a reserve for future distribution.
37 Root, Thrive, Soar Cohort	33,000	Root Thrive Soar is a coaching consultancy of Chantal McKinney, a successful Latina multicultural church planter well versed in this collaborative missional model. The coaching cohort of 3 church leadership teams will participate for three years in a major commitment to revitalization, evangelism, formation, and service.
38 College for Congregational Development Coaching	15,000	We are expanding our team of four diocesan facilitators who have trained at the College for Congregational Development in methods to work within congregations on myriad aspects of church health. Most of the current team already have proven congregational experience with the models. We are beginning in 2021 to offer this support to missions. Funds will cover additional training for trainers and any expenses of coaching and gathering for congregational training.
39 Committee on Congregational Missions (CCM) Allocation for Mission Support	455,647	One of the largest elements of our common work, this item will provide assistance to over 20 mission congregations in the Diocese in 2019. This section includes missions historically part of the Archdeaconry of the Blue Ridge. These missions are partially supported with income from the Reid Trust.
<i>All Soul's, Atlee</i>	39,000	
<i>Buck Mountain, Earlysville</i>	-	
<i>Christ Church, Lucketts</i>	8,700	
<i>Cristo Rey, Arlington</i>	56,000	
<i>Good Shepherd, Bluemont</i>	13,900	
<i>Good Shepherd, Boonesville</i>	5,000	
<i>Grace Church, Stanardsville</i>	15,000	
<i>Holy Cross Korean Mission, Fairfax</i>	38,000	
<i>Immanuel, King & Queen</i>	1,500	
<i>Incarnation, Mineral</i>	-	
<i>McIlhany Parish, Albemarle</i>	25,000	
<i>Our Saviour, Montpelier</i>	-	
<i>San Jose, Arlington</i>	62,000	

Narrative Budget

DIOCESE OF VIRGINIA
2022 NARRATIVE
As proposed and as adopted.

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Item #	CATEGORY AND PROGRAM	October Draft to Convention Note
	<i>San Marcos, Alexandria</i>	-
	<i>Santa Maria, Falls Church</i>	28,000
	<i>St. David's, Aylett</i>	10,000
	<i>St. Francis Korean, McLean</i>	20,000
	<i>St. Francis, Manakin Sabot</i>	32,000
	<i>St. Gabriel's, Leesburg</i>	65,000
	<i>St. George's, Pine Grove</i>	2,100
	<i>St. John the Baptist, Ivy</i>	12,347
	<i>St. Paul's West Point & Grace, Millers Tavern</i>	-
	<i>St. Paul's, Ingham</i>	2,100
	<i>St. Peter's, Richmond</i>	-
	<i>Varina, Richmond</i>	20,000
40	Interest on Santa Maria Property Loan	22,000
		Interest to be paid to the Diocesan Missionary Society in 2022. This is the only note payable that the Diocese has outstanding.
41	Reserve for mission maintenance projects	20,000
		This fund covers major expenses, usually for structural issues that must be addressed, that congregations cannot completely cover themselves.
42	Reserve for special needs of mission congregations	40,000
		As missions continue to cope with effects of COVID, most missions have very little reserve and needs can quickly become acute. This gives us the flexibility to respond to specific concrete needs as they arise, having made several such adjustments in the course of 2021.
43	Reserve for Transitions	10,000
		This item provides assistance for congregations with clergy transition cost.
44	Small Church Conference/Continuing Education/Committee expenses	700
		Leadership development for CCM and materials & supplies for CCM meetings.
45	Committee on Stewardship	2,500
		Works to strengthen our congregations by providing access to resources, training, and workshops to share information on annual giving campaigns, planned giving and capital campaigns. For 2019, the committee will also focus on resources and workshops for narrative budgets, generational giving, and stewardship as pastoral care. This line supports scholarships and materials for the diocesan stewardship mentoring program. It also covers an annual membership to Crescendo, a service providing our congregation with planned giving resources, and TENS (The Episcopal Network for Stewardship), which provides all diocesan churches and organizations membership access to their resources.
46	Committee on Liturgy & Church Music	-
		At the time of the Executive Board meeting, no request had been received.
47	Transition Ministry Expenses	2,000
		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.
48	Congregational Development Expenses	5,300
		The Canon to the Ordinary, the Minister for Congregational Development, and the Transition Minister provide additional services to churches related to self-evaluation and discernment for future models of ministry. Key elements to this provision of service are the diocesan contracts with Percept, a demographics database, and membership in the Association of Fundraising Professionals.
49	Insurance for vacant churches	5,000
		This line item covers property and casualty insurance expenses for vacant church buildings.
50	Real Estate Tax (Undeveloped Land)	28,800
		This item covers the real estate taxes on the undeveloped church site properties owned by the Diocese.
Total - Strengthening Our Churches		843,412
<i>Percent of Total Budget</i>		
Support and Development of the Ministry		
51	Ministry Staff Costs	320,000
		This category covers the salary and benefits for ministers covering this area and a portion of those of the Canon to the Ordinary.
52	Ministry Staff Travel	11,275
		This category supports diocesan travel, mileage reimbursements, transition and discernment minister's conference registration fees, airfare, hotels, meals and other transportation.
53	Commission on Ministry - General Expenses	3,000
		COM's canonical responsibility is to identify, support and assist in the formation of strong leadership from priests, deacons and lay persons, that the Commission best fulfills the diocesan mission to "worship our Lord and serve the world in unity and diversity."
54	Committee on Discernment	5,000
		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.
55	Clergy & Diocesan Conferences	13,500
		Support for Spring and Fall Clergy Conference.

Narrative Budget

DIOCESE OF VIRGINIA
2022 NARRATIVE
As proposed and as adopted.

Email the Budget Working Group at budget@thediocese.net		2022
Item # CATEGORY AND PROGRAM	October Draft	Note
56 Committee on Leadership Formation	-	This line item is no longer in use.
57 Committee on the Diaconate	9,000	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. Provide orientation not only to deacons from other dioceses but also to clergy in this Diocese who will be assigned deacons. \$9,000 covers our portion of the stipend of the coordinator of the program.
58 Committee on the Priesthood	42,550	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 is the assistance of churches and individuals with application and screening processes for priesthood, funding for 9 Mid-Atlantic internships, ongoing support of persons in the ordination process, and providing advice to the Bishop and to the Diocese.
59 Committee on the Young Priests Initiative	16,000	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. Costs cover internships, stipend for a program coordinator, and background checks.
60 Diocesan Board of Examining Chaplains	6,750	Covering the cost of General Ordination Exams for 9 seminarians in 2022.
61 Committee on Continuing Clergy Formation	17,450	Oversight of the work of this committee in developing and administering the Fresh Start program for newly ordained clergy and clergy new to the Diocese as well as the New Clergy Orientation.
Total for Ministry Areas	444,525	
<i>Percent of Total Budget</i>		
Governance, Communications, & Finance		
62 Governance Staff Costs	325,000	This category funds the compensation and benefits of three full-time positions: Secretary & Chief of Staff, Administrative Assistant, and Project Manager.
63 Governance Travel	5,375	This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals and other transportation.
64 Standing Committee	5,900	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 expansion of teleconferencing has helped reduce expenses and the use of such tools will expand where possible. The line provides for a lodging at Roslyn and a facilitator for an annual retreat and mileage reimbursement for participants.
65 Finance Staff	360,000	This category funds the compensation and benefits of three full-time positions: Treasurer, Financial Administrator, and HR Information Specialist.
66 Finance Travel	5,590	This category supports diocesan travel, mileage reimbursements, Episcopal Business Administrators Conference and CPG Benefits Partners Conference registration fees, airfare, hotels, meals and other transportation.
67 Executive Board, Deans & Presidents	2,900	The canonical responsibilities of the Executive Board include carrying out the directions of Annual Convention between sessions of Convention, oversight of the budget adopted by Convention, submitting a proposed budget to Convention, oversight of inactive churches, approval of sale of property belonging to the Bishop, the Trustees of the Diocese or mission church property. This line funds the costs of materials and meals for these meetings.
68 Communications Staff Costs	200,000	This category funds the compensation and benefits of full-time staff in support of diocesan communications activities.
69 Communications Travel	5,960	This category supports diocesan travel, mileage reimbursements, Episcopal Communicators conference registration fees, airfare, hotels, meals and other transportation.
70 Virginia Episcopalian & e-Communique	12,000	Expenses associated with producing the online e-Communique, and any printed publications and flyers required by the Office of the Bishop.
71 Web Presence	3,460	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.
72 Other Communications Expenses	9,000	Provides for the use of freelance writers, photographers and layout designers provides the best possible communications products for the Diocese. This line item also allows for communication expenses for materials, equipment and professional dues.
Total Governance, Communication, & Finance	935,185	
<i>Percent of Total Budget</i>		

Narrative Budget

DIOCESE OF VIRGINIA
2022 NARRATIVE
As proposed and as adopted.

	Email the Budget Working Group at budget@thediocese.net		
Item #	CATEGORY AND PROGRAM	2022 October Draft to Convention	Note
The Episcopate			
73	Bishops	560,000	Salaries and benefits for bishops, including a half-year of the assisting bishop departing July 1, 2022 and a partial year of the Diocesan Bishop to be elected in 2022.
74	Episcopal Office Staff	165,000	This category covers total compensation for two full-time Administrative Assistants.
75	Other expenses of the Bishops Office	3,000	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.
76	Bishops' Travel	29,240	This category supports diocesan travel for the bishops, automobile costs, insurance, mileage reimbursements, House of Bishops and General Convention registration fees, airfare, hotels, meals and other transportation.
77	Bishops' Office Travel	3,160	This category supports diocesan travel for the other staff in the Office of the Bishops, automobile costs, insurance, mileage reimbursements, BEST conference registration fees, airline tickets, hotels, meals and other transportation.
78	Reserve - Lambeth	2,000	This reserve account provides for a sinking fund allowance for the Bishops attending the Lambeth Conference, held every ten years in England.
79	Episcopal Transition Expense & Reserve	10,622	This reserve account provides for a sinking fund allowance for the search, election and transition expenses associated with new bishops for the Diocese of Virginia. The costs projected for the 2022 Diocesan Bishop election show that an increase in this annual accrual is called for.
Total Episcopate		773,022	
Percent of Total Budget			
Administration & Operations			
80	Mayo House Staff	145,000	This category funds the staff costs for diocesan operations, including Receptionist, and Mailroom/Maintenance Clerk.
81	Mayo House Staff Travel	800	This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals and other transportation.
82	Temporary Assistance	-	This line item is no longer in use.
83	Other Staff Expenses	7,500	Included here are expenses for continuing education for all staff, workers compensation insurance and other general expenses. Combines former "Temporary Assistance" line.
84	Auto Expense & Reserve	20,000	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.
85	Telephone & Cell Phone Expense	18,000	The expenses for the diocesan telephone system, software, support and all diocesan provided cell phones are included in this line item.
86	Office Supplies, Equipment & Services	37,080	Costs associated with the Mayo House 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.
87	Building Related Expenses & Reserve	80,000	Expenses related to the upkeep of the Mayo Memorial Church House are recorded here, including property insurance, utilities, maintenance and custodial care.
88	Audit, Legal & Professional fees	40,000	This category covers costs of the annual audit of the diocesan accounting and an allowance for usual and customary legal expenses.
89	Other operating expenses	5,000	Expenses in this category include payroll service fees, bank service charges, service charges for requested website credit card accessibility and miscellaneous expenses of operating Mayo House.
Total for Administration & Operations		353,380	
Percent of Total Budget			
TOTAL EXPENSES		5,292,300	
NET SURPLUS (DEFICIT)		-	

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 Diocese of Virginia

2021 revision

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Constitution of the Diocese of Virginia, formerly and otherwise known as 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 Diocese of Virginia, formerly and otherwise known as Protestant Episcopal Church in the Diocese 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 Diocese of Virginia, formerly and otherwise known as Protestant Episcopal Church in the Diocese of Virginia

Article I.

Order, Government and Discipline.

The order, government, and discipline of the Diocese of Virginia, formerly and otherwise known as 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 commit to the Virginia Plan for Covenantal Giving 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 64.2, Subtitle III,

Chapter 7, (Sections 64.2-780 through 64.2-791) 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. Meetings.

Meetings of congregations, vestries, vestry committees, regional councils, the Executive Board, the Standing Committee, and Convention, including elections to offices in these bodies and votes concerning the disposition or encumbrance of property, may be conducted by electronic means (including where appropriate, telephonic means), provided that the following standards are met:

- (a) adequate notice (as defined in these canons) is provided
- (b) the presence of a quorum is verified
- (c) each member entitled to vote can hear clearly and can be heard by the other attendees
- (d) reasonable means are provided for each member in attendance to review the written terms of matters on which the body is voting before voting occurs
- (e) in advance of voting, the names of members in attendance and eligible to vote is verified
- (f) the results of votes are promptly made available to voting members.

Adoption of this canon shall not be construed to invalidate prior actions of these constitutional and canonical bodies.

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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- References to the Diocesan Constitution are by Roman numerals.
- References to the Diocesan Canons are by Canon and appropriate section in Arabic numerals; e.g., 6.1.

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Related Organizations

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 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

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the 227th Annual
Convention.



THE EPISCOPAL DIOCESE OF VIRGINIA

Addendum to the
The 227th Annual Convention Journal
for The Special Convention to Elect the 14th Bishop Diocesan

Including
Information on the Slate of Nominees

Proceedings of the April 4, 2022 meeting of the Special Convention

Ballot Results

Members of the Special Convention to Elect the 14th Bishop Diocesan

Canonically Resident Clergy

*Indicates attended the 2022 Special Electing Convention.

The Rev. Jonathan V. Adams*	Trinity, Upperville
The Rev. Dr. Christopher M. (Chris) Agnew	St. James, Montross, & 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. Anthony F. (Tony) Andres	Retired
The Rev. Paul John Andersen	Retired
The Rev. Pati Mary Andrews	Retired
The Rev. Cate Anthony	St. Stephen's, Richmond
the Rev. Amelia (Sara) Arthur*	St. James's, Richmond
The Rev. Collins Asonye*	Meade Memorial, Alexandria
The Rev. Deacon Logan Augustine	Westminster Canterbury, Richmond
The Rev. Nina Bacas	Grace, Alexandria
The Rev. Heather K. Baggett	Non-Parochial
The Rev. Bertram Cass (Cass) Bailey*	Trinity, Charlottesville
The Rev. S. Abbott Bailey*	Diocese of Virginia, Richmond
The Rev. John Baker	Retired
The Rev. Rhonda W. Baker	Retired
The Rev. Robert (Rob) Banse	Cunningham Chapel Parish, Christ Church, Millwood
The Rev. Dr. Richard (Rich) Bardusch, Jr.	Non-Parochial
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	Non-Parochial
The Rev. Dr. Rosemary Beales*	St. George's, Fredericksburg
The Rev. Deacon Emmetri Monica Beane*	St. Stephen's, Culpeper
The Rev. Stephan P. (Steve) Beatty	Retired
The Rev. Fanny Belanger	Non-Parochial
The Rev. Jo J. Belser*	Church of the Resurrection, Alexandria
The Rev. Denise Bennett	St. Andrew's, Richmond
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.	Retired
The Rev. Amanda Bourne*	Non-Parochial
The Rev. R. Brooks Boylan*	St. Peter's, Arlington
The Rev. Mary W. Brake	Retired
The Rev. Michael Brenneis	Non-Parochial
The Rev. Areeta Bridgemohan*	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*	Non-Parochial
The Rt. Rev. Jennifer Brooke-Davidson*	Diocese of Virginia, Richmond
The Rev. W. Hill Brown III	Retired
The Rev. Mary Kay (Mary Kay) Brown*	Retired
The Rev. Jonathan R. Bryan*	Retired
The Rev. Katherine S. (Kate) Bryant*	Leeds, Markham

Members of the Special Electing Convention

The Rev. Pierre-Henry Paul Buisson*	Emmanuel, Delaplane
The Rev. William H. (Bill) Burk	Church of the Creator, Mechanicsville
The Rev. Deacon Steven Busch*	St. John's, Centreville
The Rev. J. Michael Cadaret*	St. Bartholomew's, Richmond
The Rev. George M. Caldwell	Retired
The Rev. Benjamin P. (Ben) Campbell*	St. Paul's, Richmond
The Rev. Catherine Campbell*	La Iglesia de San Jose & Iglesia de Cristo Rey, 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	Non-Parochial
The Rev. Sean Cavanaugh	St. Stephen's & St. Agnes School, Alexandria
The Rev. Kathleen D. (Kate) Chipps	Retired
The Rev. Sang Seok (Athanasius) Choi*	Holy Cross Korean, Falls Church
The Rev. Dr. Young Kwon Choi	St. Francis Korean, McLean
The Rev. James H. (Jim) Cirillo	Retired
The Rev. Constance (Connie) Clark*	Buck Mountain, Earlysville
The Rev. Dr. Vienna Cobb Anderson	Retired
The Rev. Laura Doud Cochran*	St. Aidan's, Alexandria
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*	St. Timothy's, Herndon
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. S. Rainey Gamble Dankel*	St. Paul's, Richmond
The Rev. Alice D. Davis	Retired
The Rev. Judith (Judy) Davis	St. Mark's, Richmond
The Rev. Susan W. (Kipper) Degavre	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. Katherine G. Dougherty*	All Souls', Mechanicsville
The Rev. Matthew Dumont-Machowski*	The Falls Church, Falls Church
The Rev. Emily H. Dunevant	Grace, Goochland
The Rev. Andrew (Andy) Dunks	Retired
The Rev. G. Edward (Ed) Dunlap	Retired
The Very Rev. Dr. Charles T. (Charlie) Dupree*	St. Paul's, Richmond
The Rev. Susan N. (Sue) Eaves*	Retired
The Rev. William E. (Bill) Eberle	Retired
The Rev. Whitney Zimmerman Edwards*	Varina, Varina
The Rev. Robert M. Elder	Retired
The Rev. Deacon Lawrence James Elliott	Our Saviour, Charlottesville
The Rev. Claire Elser	Non-Parochial
The Rev. Gail Epes	Retired
The Rev. Rachel Bauer Eskite	Non-Parochial

Members of the Special Electing Convention

The Rev. Deacon Courtenay Evans*	Christ Church, Charlottesville
The Rev. Deacon Paul 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: Emmanuel & St. John's, 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. William G. (Bill) Frank	Retired
The Rev. Elizabeth (Beth) Magill Franklin*	St. Michael's, Arlington
The Rev. Peter Fraser-Morris	St. Luke's, Simeon, Charlottesville
The Rev. Dr. Robert D. (Bob) Friend	St. James's, Richmond
The Rev. Lee Gandiya*	St. Paul's, Owens, King George
The Rev. Deacon Christine J. Garcia*	Christ Ascension, Richmond
The Rev. Elizabeth Bonforte Gardner	Non-Parochial
The Very Rev. 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	Retired
The Rev. Martin R. 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*	Calvary, Front Royal
The Rt. Rev. Susan E. Goff*	Diocese of Virginia, Richmond
The Rev. Neal Goldsborough*	Retired
The Rev. Dr. Mario S. Gonzalez Del Solar*	Retired
The Very Rev. Rodney E. (Rod) Gordon	St. Peter's, Oak Grove, Colonial Beach
The Rev. Michael Gray	Retired
The Rev. Peter H. Gray	Retired
The Rev. April Trew Greenwood	Retired
The Rev. Kathy R. Guin	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	Non-Parochial
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. Heewoo Daniel Han	Retired
The Rev. Dr. Valentine Seung-gyu Han	Retired
The Ven. Holly Hanback	St. Gabriel's/San Gabriel, Leesburg
The Rev. Carol J. Hancock*	St. John's, Centreville
The Rev. Rachel Harber	Non-Parochial
The Rev. Crystal Hardin*	St. George's, Arlington
The Rev. Torrence M. Harman*	St. John's, Warsaw, & North Farnham Parish, Farnham
The Rev. Carl Harris	Retired
The Rev. Deacon Salli Hartman*	St. Mary's, Colonial Beach
The Very Rev. Susan P. Hartzell*	St. Peter's in the Woods, Fairfax Station

Members of the Special Electing Convention

The Rev. Linda Wofford Hawkins	Retired
The Rev. Christopher Thomas (Tom) Hayes III	Retired
The Rev. Valerie J. Hayes*	Calvary, Front Royal
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. Hergenrather	Retired
The Rev. Robert G. (Bob) Hetherington*	Retired
The Rev. Catherine Hicks*	St. Peter's, Port Royal
The Rev. Deacon Harrison Higgins IV	St. Mary's, Richmond
The Rev. Jeffrey (Rock) Higgins*	St. James the Less, Ashland
The Rev. Jennings W. (Jenks) Hobson III*	Retired
The Rev. Vincent S. Hodge*	Retired
The Rev. John Edwin Hogg	Non-Parochial
The Rev. C. Lynn Holland	Non-Parochial
The Rev. Melissa K. Hollerith	Non-Parochial
The Rev. C. Thomas (Tom) Holliday	Retired
The Rev. Deacon Suzanne Hood	Non-Parochial
The Rev. Alan B. (Al) Hooker	Retired
The Rev. Martha J. Horne	Retired
The Rev. John D. Hortum	Retired
The Rev. S. Caitlin (Cait) Howell	Retired
The Rev. James Anthony (Jim) Hughes	Trinity, Manassas
The Rev. Nicholas (Nick) Hull*	St. Luke's, Alexandria
The Rev. Dr. Thomas C. (Tom) Hummel*	Episcopal High School, Alexandria
The Rev. Deacon Karla Westfall Hunt*	St. Peter's, Richmond
The Rev. H. Miller Hunter, Jr.	Retired
The Rev. Frederic DuBois (Fred) Huntington	Retired
The Rev. Lee Hutchson*	St. Martin's, Richmond
The Rev. Dr. Linda V. (Lin) Hutton*	St. Thomas's, Orange
The Rev. Tinh T. Huynh	Retired
The Rev. Laura D. Inscoe*	Retired
The Rev. James C. Iswariah	Retired
The Rev. Justin A. Ivatts*	Clarke Parish: St. Mary's & Grace, Berryville
The Rev. Brad L. Jackson*	Piedmont, Madison
The Rev. C. Thomas (Tom) Jackson	Retired
The Rev. Kathryn (Kate) Jenkins	Non-Parochial
The Rev. Dr. Candine E. Johnson	St. John's, Tappahannock, & St. Margaret's School, Tappahannock
The Rev. Daniel Edward Johnson*	Christ Church, Spotsylvania
The Rev. Philip G. (Phil) Johnston	Retired
The Rt. Rev. Shannon S. Johnston*	Retired
The Rt. Rev. David Colin Jones*	Retired
The Rev. Deacon Edward W. (Ed) Jones*	St. Mary's, Colonial Beach
The Rev. Gary D. Jones	Retired
The Rev. Herbert H. Jones*	St. Thomas', Richmond
The Rev. Deacon Brian Justice	Grace, Goochland
The Rev. Celal Kamran*	Pohick, Lorton
The Rev. Dr. E. Ross Kane	Virginia Theological Seminary, Alexandria
The Rev. Marion Kanour	Holy Cross, Batesville
The Rev. Elizabeth Keeler*	Trinity, Washington
The Rev. David Keill	Retired

Members of the Special Electing Convention

The Rev. Deacon Stacy Carlson Kelly*	Non-Parochial
The Rev. Tracey E. Kelly	Non-Parochial
The Rev. Dr. Howard F. Kempsell, Jr.*	Retired
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, MD	Non-Parochial
The Rev. Pierce W. Klemmt	Retired
The Rev. Deacon Joseph Klenzmann*	Holy Comforter, Richmond
The Rev. David H. Knight	Retired
The Rev. Dr. Melody Dawn Knowles	Virginia Theological Seminary, Alexandria
The Rev. Deacon Karulyynn 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*	Our Saviour, Montpelier
The Rev. Andrew G. (Andy) Kunz, Jr.	Holy Comforter, Richmond
The Rev. Howard A. La Rue	Retired
The Rev. Vinnie Van Lainson	Trinity, Manassas
The Rev. Deacon Kevin Laskowski*	Non-Parochial
The Rev. Jennifer Lazzuri*	St. James', Louisa
The Rev. Eugene (Gene) LeCouteur II*	Emmanuel, Middleburg
The Rev. David E. Lee	Retired
The Rev. Deacon Grace Lee	St. Francis Korean, McLean
The Rt. Rev. Peter James Lee	Retired
The Rev. Dr. Sandra (Sandi) Levy	St. Martin's, Richmond
The Rev. Deacon Theresa Lewallen*	St. Alban's, Annandale
The Rev. Melanie Lewis*	Non-Parochial
The Rev. Dr. Eric J. Liles	Non-Parochial
The Rev. Megan Limburg*	St. Mary's, Whitechapel, & Trinity, Lancaster
The Rev. Laura Minnich Lockey*	Canterbury Campus Ministry, Harrisonburg
The Rev. Richard A. (Rick) Lord	St. Paul's, Ivy
The Rev. Nicholas N. Lubelfeld	Retired
The Rev. David Lucey*	St. Francis, Great Falls
The Rev. Dr. Susan Lukens*	Church of the Resurrection, Alexandria, & Virginia Theological Seminary, Alexandria
The Very Rev. Benjamin (Ben) Maas	St. James', Warrenton
The Very Rev. Susan J. MacDonald	St. Paul's on-the Hill, Winchester
The Very Rev. Dr. John F. Maher*	St. Francis', Manakin Sabot
The Rev. Robert (Bob) Malm	Retired
The Rev. Thomas G. (Gustavo) Mansella*	St. David's, Aylett
The Rev. Anne L. Manson*	Retired
The Very Rev. Dr. Ian Markham	Virginia Theological Seminary, Alexandria
The Rev. Barbara B. Marques*	St. John's, West Point
The Rev. McAlister (Mac) Marshall	Retired
The Rev. Ann F. (Ann) 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	Retired
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

Members of the Special Electing Convention

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, & St. James the Less, Ashland
The Rev. Janet S. McDonald	Non-Parochial
The Rev. Stephen Y. McGehee	Retired
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. Jeremy Means-Koss	Non-Parochial
The Rev. Christine Love Mendoza*	Good Shepherd, Burke
The Rev. C. Robert (Rob) Merola	St. Matthew's, Sterling
The Rev. Claudia W. Merritt	St. Stephen's, Richmond
The Rev. Andrew T.P. Merrow*	St. Mary's, Arlington
The Rev. Christopher H. (Chris) Miller*	St. Stephen's & St. Agnes School, Alexandria
The Rev. Edward O. (Ed) Miller, Jr.*	Retired
The Rev. John Edward Miller	Retired
The Rev. Sarah H.T. Miller*	Non-Parochial
The Rev. W. Terry Miller*	Non-Parochial
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 Peggy Moncure*	Christ Church, Saluda
The Rev. Dr. Jennifer G. (Jenny) Montgomery*	St. Paul's, Richmond
The Rev. Andrew Y. Moore*	St. John', McLean
The Rev. M. Leon (Lee) Moore	Retired
The Rev. Roberto Morales	Retired
The Rev. Jay Morris*	Aquia, Stafford
The Rev. Robert Lee (Rob) Morris III	Non-Parochial
The Rev. W. Brown Morton III	Retired
The Rev. James Morton III	Non-Parochial
The Rev. Kelly P. Moughty*	Holy Cross, Dunn Loring
The Rev. Charles F. (Chuck) Mullaly, Jr.	Retired
The Rev. Dr. Diane G. Murphy	Retired
The Rev. Dr. Jo-Ann Murphy*	Retired
The Rev. Deacon Linda E. Murphy	Non-Parochial
The Very Rev. Kathleen (Kathy) Murray*	Beckford Parish: Emmanuel, Woodstock, & St. Andrew's, Mount Jackson
The Rev. Penny A. Nash*	All Saints, Richmond
The Rev. Duane Nettles*	Grace & Holy Trinity, Richmond
The Rev. Deborah Newcomb	Retired
The Rev. Deacon Kevin Newell*	St. Catherine's School, Richmond
The Rev. J. David Niemeyer	Retired
The Rev. Marlee R. Norton*	Non-Parochial
The Rev. Peter Eric (Pete) Nunnally*	St. Mary's, Arlington
The Rev. John Ohmer	St. Christopher's School, Richmond
The Rev. Roberto Orihuela	La Iglesia de Santa Maria, Falls Church

Members of the Special Electing Convention

The Rev. Deacon Stephen (Steve) Pace*	Our Saviour, Montpelier
The Rev. Dr. Laurence K. (Larry) Packard*	Retired
The Rev. William L. (Will) Packard	St. Andrew's, Burke
The Rev. Sara Palmer*	St. Mary's, Arlington
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. P. Parnell*	St. Stephen's, Heathsville
The Rev. Scott D. Parnell*	Ware, Gloucester
The Rev. Joan L. (Joani) Peacock*	Emmanuel, Alexandria
The Rev. Margaret E. Peel-Shakespeare	Non-Parochial
The Rev. William P. (Will) Peyton*	St. Paul's Memorial, Charlottesville
The Rev. Dr. Craig A. Phillips	Retired
The Rev. Robert S. (Bob) Phipps, Jr.	Retired
The Rev. William (Bill) Pickering	Retired
The Rev. Johanna (Joie) Baker Pierce*	St. Mary's, Fleeton, Reedville
The Rev. Jane D. Piver*	Buck Mountain, Earlysville
The Rev. David H. Poist	Retired
The Rev. Margaret C. Pollock	Retired
The Rev. Carl Praktish	Retired
The Rev. Grace A. Pratt*	St. Stephen's & St. Agnes School, Alexandria
The Rev. Sarah Kye Price*	Non-Parochial
The Rev. Dr. Robert W. (Bob) Prichard*	St. George's, Arlington, & Christ Church, Saluda
The Rev. Randall L. Prior*	Retired
The Rev. Judith H. Proctor	Retired
The Rev. Cherian P. Pulimootil	Retired
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*	St. Clement, Alexandria
The Rev. Elizabeth Rees*	St. Stephen's & St. Agnes School, Alexandria
The Rev. Deacon Natalie Perl Regan*	Good Shepherd, Burke
The Rev. Alwin (Al) Reiners, Jr.	Retired
The Rev. Andrew C. Reinholz	Non-Parochial
The Rev. Kimberly A. (Kim) Reinholz	Non-Parochial
The Rev. John F. Rice, Jr.	Retired
The Rev. James R. Rickenbaker*	Aquia Church, Stafford
The Rev. Rachel Amelia Rickenbaker*	Non-Parochial
The Rev. Dr. Anne G. Ritchie	Good Shepherd, Burke
The Rev. Dr. William Bradley (Bill) Roberts*	Retired
The Rev. Deacon Julius (Julie) Rodriguez	Non-Parochial
The Rev. Santiago Rodriguez	Non-Parochial
The Rev. Dr. Lynn Petri Ronaldi	Pohick, Lorton
The Rev. Sean K. Rousseau	St. Paul's, Haymarket
The Rev. Emily E. Rowell Brown	St. Anne's, Scottsville
The Rev. Dr. Stephen Paul (Paul) Rowles	Retired
The Rev. Bradford (Brad) Rundlett	Retired
The Rev. Deborah W. (Debbie) Rutter	Good Shepherd, Bluemont
The Rev. William (Bill) Sachs	St. Stephen's, Culpeper
The Rev. W. Burley (Burl) Salmon*	The Falls Church, Falls Church

Members of the Special Electing Convention

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	St. Andrew's, Burke
The Rev. Stephen (Steve) Schlossberg*	St. Matthew's, Henrico
The Rev. Jeffrey H. (Jeff) Seiler	Retired
The Rev. Barbara H. Seward	Non-Parochial
The Rev. Jeffrey S. (Jeff) Shankles	St. Alban's, Annandale
The Rev. John Thomas Sheehan	Retired
The Rev. John Bolin Shellito*	St. Barnabas', Annandale
The Very Rev. Benson E. (Ben) Shelton*	St. Paul's, Hanover
The Rev. Stephen G. Shepherd*	St. Dunstan's, McLean
The Rev. Samuel (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	Non-Parochial
The Rev. David Hayes Smith	Retired
The Rev. Shirley E. Smith Graham*	Diocese of Virginia, Richmond
The Rev. Dr. Hilary B. Smith*	Holy Comforter, Richmond
The Very Rev. G. Miles Smith	Grace, Cismont, Keswick
The Rev. Deacon Sarah Winston (Winnie) Smith	Non-Parochial
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 (Will) Stanley	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*	Our Saviour, Charlottesville
The Rev. Jon Strand*	Holy Comforter, Vienna
The Rev. Gabor (Gabe) Strasser	Retired
The Rev. Dr. Jennifer R. (Jenn) Strawbridge	Non-Parochial
The Rev. Hilary B. Streever	Non-Parochial
The Rev. Anna J. (Ann) Stribling	Retired
The Rev. Jess H. Stribling, Jr.	Retired
The Rev. Kathleen Sturges*	Our Saviour, Charlottesville
The Rev. Canon Rosemari Graughan Sullivan*	Retired
The Rev. Jack T. Sutor, Jr.	Retired
The Rev. Catherine Williams (Kaki) Swann*	Retired
The Rev. Michael Sweeney	St. Christopher's School, Richmond
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. John A. Thomas	Retired
The Rev. John T. (J.T) Thomas*	Emmanuel, Greenwood
The Rev. Deacon Kathryn Thomas	Piedmont, Madison, & Grace, Stanardsville
The Rev. Marilu J. Thomas*	Christ Church, Charlottesville
The Rev. Carla E. Thompson*	Non-Parochial
The Rev. Jacqueline C. (Jackie) Thomson*	Holy Comforter, Vienna

Members of the Special Electing Convention

The Rev. Canon Mary B. Thorpe*	Non-Parochial
The 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. Malcolm E. Turnbull	Retired
The Rev. Anne M. Turner*	Grace, Alexandria
The Rev. Linnea S. Turner*	Grace, The Plains
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. Joshua (Josh) Walters*	St. John's, McLean
The Rev. Frederick S. (Fred) Wandall	Retired
The Rev. Oran E. Warder	St. Paul's, Alexandria
The Rev. Philene Ware-Dunn	Non-Parochial
The Rev. Dr. Heather Warren*	St. Paul's Memorial, Charlottesville
The Rev. David F. Wayland	Retired
The Rev. John Weatherly*	Retired
The Rev. Joseph T. (Joe) Webb III	Retired
The Rev. Pamela (Pam) Webb	Retired
The Very Rev. Cornelia (Corry) Weierbach*	Church of the Spirit, Alexandria
The Rev. Joie Clee Weiher	Non-Parochial
The Rev. Eleanor Lee Smith Wellford	St. Mary's, Goochland
The Rev. William S. (Bill) Wells, Jr.*	St. John's, Columbia
The Rev. Anne West*	Grace, Stanardsville, & Piedmont, Madison
The Rev. Hillary T. West*	Retired
The Rev. Elisa D. Wheeler	Retired
The Rev. Dr. Dorothy A. White*	St. Peter's, Richmond
The Rev. R. Ellen White*	Cople Parish, Hague
The Rev. Harold N. (Hal) White	Retired
The Rev. Kristin Price Robinson Wickersham*	St. Thomas, Richmond
The Rev. Dina E. Widlake*	Epiphany, Herndon
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. Mary Margaret (Mary Margaret) Winn*	St. Matthew's, Sterling
The Rev. Deacon Leah Wise	Non-Parochial
The Rev. Anne Lane (Anne Lane) Witt	St. John's, Richmond
The Rev. Hunter H. Wood	Retired
The Rev. Sarah Anne Wood	Non-Parochial
The Rev. Stuart C. Wood*	Christ Church, Saluda
The Rev. Karen B. Woodruff	Retired

Members of the Special Electing Convention

The Rev. Daniel O. (Peter) Worthington, Jr.*	Retired
The Rev. Dorota Wright-Pruski*	St. Andrew's, Arlington
The Rev. George W. Wyr	Retired
The Rev. Dr. Noelle M. York-Simmons*	Christ Church, Alexandria

Lay Delegates and Alternates

*Indicates attended the 2022 Special Electing Convention. People that attended as both a church delegate and lay member *ex officio* only have one vote.

<i>Church</i>	<i>Name</i>	<i>Status</i>
Abingdon, Gloucester	Keith Webb*	Delegate
All Saints, Richmond	Linda Tjossem	Alternate
	Mark Wilcox*	Delegate
	Ken Lucas	Delegate
All Saints Sharon Chapel, Alexandria	Betsy Cockriel*	Alternate
	Davette Himes*	Delegate
	James Taylor	Alternate
All Souls, Mechanicsville	Patricia Williams*	Delegate
	Tracy Vail-Rhodes	Alternate
Aquia, Stafford	William Hoffman	Delegate
	Sarah Kirby	Delegate
	Michael Golasz*	Delegate
	Christopher Arey	Alternate
	Carolyn Hendrickson*	Alternate
Buck Mountain, Earlysville	Patricia "PJ" Knowlton*	Delegate
	Arthur Symmes	Alternate
Calvary, Front Royal	Jean Mary Taylor*	Delegate
Calvary, Hanover	Marvin Tillman	Delegate
	Teresa Tillman	Alternate
Christ Ascension, Richmond	Donna Crossman	Delegate
	Eve Davis*	Alternate
Christ Church, Alexandria	Anthony Hoefler*	Delegate
	Cindi Bartol*	Delegate
	Russ Randle*	Delegate
	Anna McClure*	Delegate
	Sandra Thomson	Alternate
	Sharon Church	Delegate
Christ Church, Brandy Station	Keven Lindeman	Delegate
Christ Church, Charlottesville	Michael Smith	Alternate
	Ken Royston*	Delegate
Christ Church, Glen Allen	Tom Tyler*	Delegate
	Sally Raderer*	Delegate
	Laura Lafayette*	Delegate
Christ Church, Gordonsville	Carolyn Smith*	Delegate
Christ Church, Luray	Susan Zorn*	Delegate
	Becca Hudson	Alternate
Christ Church, Saluda	Lydia Dudley	Delegate
	Jeanette Adkins*	Alternate
Christ Church, Spotsylvania	Michael "Mike" Hauer*	Delegate
	Ed Houck	Alternate
Christ Church, Winchester	Harold White*	Delegate
	Lawrence "Larry" Pettinger*	Delegate
	Martha Griffin	Alternate
Christ Church, Lucketts, Leesburg	Susan Pullin*	Delegate
	Nancy Sutton	Alternate

Members of the Special Electing Convention

Christ Church/Cunningham Chapel Parish, Millwood	Macon Uskurait* Jeffrey Harris	Delegate Alternate
Church of Our Redeemer, Aldie	Linda Bailey* Susan Hollinger	Delegate Alternate
Church of Our Saviour, Charlottesville	Ellen Osborne* Carolyn Voldrich	Delegate Alternate
Church of Our Saviour, Montpelier	Robert Lewis* Michael Leiter	Delegate Alternate
Church of St. Clement, Alexandria	Monica Rusk* Peggy Nigon	Delegate Alternate
Church of the Creator, Mechanicsville	Kathy Barclay Stacey Rusch	Delegate Alternate
Church of the Epiphany, Richmond	Tad Blackburn* Kathy Jimerson	Delegate Alternate
Church of the Good Shepherd, Bluemont	Judith “Judy” Hall* Cindy Ingram	Delegate Alternate
Church of the Good Shepherd, Burke	Claire Palmer* Charles Sisson*	Delegate Delegate
Church of the Holy Comforter, Richmond	E. Terry Long* Cheryl Groce-Wright	Delegate Alternate
Church of the Holy Comforter, Vienna	Joni Langevoort Susan van der Veer* Cassandra Bosco Peter Brownrigg* Virginia Barazia* Byron Knight	Delegate Delegate Delegate Alternate Alternate Alternate
Church of the Holy Cross, Batesville	Dale Weigel* Barbara Heyl	Delegate Alternate
Church of the Holy Cross, Dunn Loring	Adam Kline* Kate Hayes	Delegate Alternate
Church of the Incarnation, Mineral	Susan Turney* Bonnie Campbell	Delegate Alternate
Church of the Messiah, Fredericksburg	Barry Potter*	Delegate
Church of the Resurrection, Alexandria	Elizabeth “Betsy” Faga* Cynthia Bulliard-Perez	Delegate Alternate
Church of the Spirit, Alexandria	Rishabh Bajeka* Anthony Knight	Delegate Alternate
Cople Parish, Hague	Treadwell Davison* Deborah Stafford	Delegate Alternate
Emmanuel, Alexandria	Elizabeth Frank Emily McNaughton*	Delegate Alternate
Emmanuel, Delaplane	J. Lee Johnson* Ross Armstrong	Delegate Alternate
Emmanuel, Greenwood	Mary Elizabeth Via* Anne Dagner	Delegate Alternate
Emmanuel, Harrisonburg	David Penrod* Joe Paxton	Delegate Alternate
Emmanuel, King George	John Meyers	Delegate
Emmanuel, Middleburg	Mary Holden Stacie Powell	Delegate Alternate

Members of the Special Electing Convention

Emmanuel, Rapidan	Laura Wharton*	Delegate
	Betty Long	Alternate
Emmanuel, Woodstock	Emily Scott*	Delegate
Emmanuel, Brook Hill, Richmond	Susan Loan*	Delegate
	Ben Cleary	Alternate
Church of the Epiphany, Herndon	Wilbert Forbes	Delegate
	Don Brill*	Alternate
The Falls Church, Falls Church	Amanda Dupree*	Delegate
	Paul Rosbolt	Alternate
Farnham Church, Farnham	Ed Marks*	Delegate
	Becky Marks	Alternate
The Fork Church, Doswell	Paul Newell*	Delegate
	Rick Alderman	Alternate
Good Shepherd-of-the-Hills, Boonesville	No certificates of election received.	
Grace & Holy Trinity, Richmond	Frederick "Nick" Sollog, III*	Delegate
	Glenice Coombs	Alternate
Grace Church, Alexandria	Elizabeth "Liz" Rugaber*	Delegate
	Douglas Prince*	Delegate
Grace Church, Berryville	Carolyn Gordon*	Delegate
	I. Terrence Preston	Alternate
Grace Church, Bremono Bluff	No certificates of election received.	
Grace Church, Casanova	Mary Neal*	Delegate
Grace Church, Goochland	No certificates of election received.	
Grace Church, Kilmarnock	Jethro "Jeff" Irby*	Delegate
	John Val Raham*	Delegate
	Lucia Schoelwer	Alternate
	John Muller	Alternate
Grace Church, Stanardsville	Ann Mingledorff*	Delegate
	Ezmee Hutton	Alternate
Grace Church, The Plains	Hope Laingen	Delegate
Grace Church, Cismont, Keswick	William Adams*	Delegate
Grace Memorial, Port Republic	No certificates of election received.	
Holy Cross Korean, Falls Church	John Robin Kwon*	Delegate
	Cecelia Moon	Alternate
Immanuel, King & Queen Court House	No certificates of election received.	
Immanuel Church-on-the-Hill, Alexandria	Keith June	Delegate
	Matthew Haskins*	Delegate
	Mark Fearer*	Delegate
	Rosi Urbine*	Alternate
Immanuel, Old Church, Mechanicsville	Mary Elmore*	Delegate
Kingston Parish, Mathews	Lisa McCann*	Delegate
La Iglesia de Cristo Rey, Arlington	Norka Antelo*	Delegate
	Valeria Antelo	Alternate
La Iglesia de San Jose, Arlington	Sonia Sevilla*	Delegate
	Virgilio Alvarez	Alternate
La Iglesia de San Marcos, Alexandria	No certificates of election received.	
La Iglesia de Santa Maria, Falls Church	Jose Gutierrez	Delegate
	Roberto Gonzales	Alternate
Leeds, Markham	Ursula Baxley*	Delegate
	Pernille Brandt	Alternate
Little Fork, Rixeyville	Gaylene Laimbeer	Delegate
	Karen McCauley*	Alternate

Members of the Special Electing Convention

McIlhany Parish, Charlottesville	Cathy Boyd	Delegate
	Cynn timer Davis	Alternate
Meade Memorial, Alexandria	Thomas Jones	Delegate
	Nelson Greene, Jr.	Alternate
Meade Memorial, White Post	No certificates of election received.	
Olivet, Alexandria	Jefferson Underwood*	Delegate
Piedmont/Bromfield Parish, Madison	Karen Czar*	Delegate
	Carolyn Stanley	Alternate
Pohick, Lorton	Glenn Larkin*	Delegate
	Michael Wooten*	Delegate
	Beth Altman	Alternate
	Don Brownlee	Alternate
St. Aidan's, Alexandria	Edward "Ted" Boling	Delegate
	Mary Jane Guffey*	Alternate
St. Alban's, Annandale	Pam Matthes*	Delegate
	Donna Tildon-Archer*	Delegate
St. Andrew's, Arlington	John Seip	Delegate
	Ana White*	Alternate
St. Andrew's, Burke	Elizabeth Van Beek*	Delegate
	Martha Turner	Alternate
St. Andrew's, Marshall	No certificates of election received.	
St. Andrew's, Mount Jackson	Daniel Belyea	Delegate
	Richard Torovsky*	Alternate
St. Andrew's, Richmond	Allyson Getlein*	Delegate
	Jack McHale	Alternate
St. Anne's, Reston	Raymond Copson*	Delegate
	Christine "Chris" Cameron*	Delegate
	Emily Besuden*	Delegate
	Evan Gray	Alternate
	Shon Cooper	Alternate
	Angie Gray	Alternate
St. Anne's Parish, Scottsville	Kimberly Schmidt	Delegate
	Cecelia McGurk	Alternate
St. Asaph's, Bowling Green	Sherry Gravatt*	Delegate
	William Gravatt	Alternate
St. Barnabas, Annandale	Elizabeth "Beth" Harper*	Delegate
	Helen Mosher	Alternate
St. Bartholomew's, Richmond	Jill Wood*	Delegate
	Ruth Jones	Alternate
St. Christopher's, Springfield	Jennifer Guernsey	Delegate
	Meridith Perry*	Delegate
	Janet Quinn	Alternate
St. David's, Ashburn	Tanya Kerr	Delegate
	H.L. Norwich*	Delegate
	Bobbie Johnson	Alternate
St. David's, Aylett	William Starin*	Delegate
	Denise Bagnall	Alternate
St. Dunston's, McLean	Alice Curran*	Delegate
	David Lindsay	Alternate
St. Francis, Great Falls	Charles "Scott" Perkins*	Delegate
St. Francis', Manakin Sabot	Richard "Rick" Lloyd*	Delegate
	Richard Walker	Alternate

Members of the Special Electing Convention

St. Francis Korean, McLean	Yong-Sil Kim	Delegate
St. Gabriel's/San Gabriel, Leesburg	Clair "Chuck" Mitchell*	Delegate
	Cynthia Jones	Alternate
St. George's, Arlington	Donald "Don" George*	Delegate
	Eliza Lowe*	Delegate
	Michael Woods	Alternate
	Anne Norloff	Alternate
St. George's, Fredericksburg	Craig Rains*	Delegate
	Casey Hu*	Delegate
	Elizabeth "Beth" Klein	Delegate
	Jessica Atkinson*	Alternate
	David Davies*	Alternate
	Laura Loch	Alternate
St. George's, Stanley	No certificates of election received.	
St. James', Leesburg	Dorothy Brannock*	Delegate
	George Garlick*	Delegate
	Jane Roth	Alternate
St. James, Louisa	Anna Lou Flynn*	Delegate
	Linda Harvey	Alternate
St. James', Montross	Agnes "Aggie" Toone	Delegate
	Bonnie Chandler	Alternate
St. James', Warrenton	George Burgwyn*	Delegate
St. James the Less, Ashland	Ian Sutton*	Delegate
	Dick Shirey	Alternate
St. James', Mount Vernon, Alexandria	Diana Courtney	Delegate
	Mary Bramley*	Alternate
St. James's, Richmond	W. Grey Ligon	Delegate
	W. Scott Hurt	Delegate
	Willson Craigie*	Delegate
	Erin Jewett	Delegate
	Tracy Schneider*	Delegate
	Harry Warner*	Alternate
	Michael Whitlow*	Alternate
	Jennifer Pollard*	Alternate
	Rob Reed	Alternate
	Trey Sibley	Alternate
St. John's, Arlington	Cassandra Winger	Delegate
	Debbie Carter	Alternate
St. John's, Centreville	Walter Cooner*	Delegate
	Monti Zimmerman	Alternate
St. John's, Columbia	Leanora Johnson	Delegate
	Melanie Mitchell*	Alternate
St. John's, King George	Nancy Roan Grapes*	Delegate
	James Lynch III	Alternate
St. John's, McLean	Margaret Keller*	Delegate
	Rodney Page*	Delegate
	Kevin Swanson*	Delegate
	Margaret Vanderhye*	Alternate
St. John's, Richmond	Paul Broughton	Delegate
St. John's, Tappahannock	Susan Fogg*	Delegate
	Cyanne Yates	Alternate
St. John's, Warsaw	Mark Jenkins*	Delegate

Members of the Special Electing Convention

St. John's, West Point	Teresa Hodge	Delegate
	Martha Edwards	Alternate
St. John the Baptist, Ivy, Charlottesville	Sharon Jacobs	Delegate
	Bettie Hutcherson	Alternate
St. Luke's, Remington	No certificates of election received.	
St. Luke's, Simeon, Charlottesville	Pat Perce	Delegate
	Lou Lamb	Alternate
St. Luke's, Alexandria	Robert Lamb*	Delegate
St. Margaret's, Woodbridge	Winnie Gilmore*	Delegate
	George Grover	Alternate
St. Mark's, Alexandria	Stephen Mitchell*	Delegate
	James Bailes*	Alternate
St. Mark's, Richmond	Ryn Kennedy*	Delegate
	Margaret Jones*	Alternate
St. Martin's, Richmond	Rick Gibbs*	Delegate
St. Mary's, Arlington	Rebecca Wueste	Delegate
	Kathryn McManus*	Delegate
	Michelle Neblett*	Delegate
	Dennis Carter-Chand*	Delegate
	Kate Muth*	Delegate
St. Mary's, Berryville	M. Edwina Mason*	Delegate
	Maurita Powell	Alternate
St. Mary's, Colonial Beach	Mary Parker *	Delegate
	Elizabeth Peed	Alternate
St. Mary's, Goochland	Charmaine Trice*	Delegate
	Wayne Dementi*	Delegate
	Katherine "Kitty" Williams*	Delegate
St. Mary's, Fleeton, Reedville	Valli Mittner*	Delegate
St. Mary's, Whitechapel, Lancaster	Connie Horne*	Delegate
	Donna Ransone	Alternate
St. Matthew's, Richmond	Lissa Power-Defur	Delegate
	Mark Hopkins*	Alternate
St. Matthew's, Sterling	Zena Horaibi	Delegate
	Allen Tuttle*	Delegate
	Candace Timmons*	Delegate
	Lisa Lintelman	Alternate
	Linda Merola	Alternate
	Tom Leary	Alternate
St. Michael's, Arlington	Linda Kelleher*	Delegate
	Terry Katon	Alternate
St. Patrick's, Falls Church	Victoria Kennedy*	Delegate
	Joe Hiller	Alternate
St. Paul's, Alexandria	Karen Grane*	Delegate
	Charles Zauzig*	Delegate
	Robert Long*	Delegate
	Heidi Schneble*	Delegate
	Robert "Bob" Steventon*	Delegate
	James Norman	Delegate
	David Brown*	Delegate
	Taylor Kiland*	Delegate
	Anne Ayers	Alternate
	Lisa Walsh	Alternate

Members of the Special Electing Convention

	Cindy Brack	Alternate
	Catherine Schmidt	Alternate
	Larry Campbell	Alternate
	Sue Setliff*	Alternate
	Jennifer Adams	Alternate
	Clark Bavin	Alternate
St. Paul's, Hanover	Andrea Kent*	Delegate
	Nolan Heiter	Alternate
St. Paul's, Haymarket	Kelly Carson	Delegate
	David Carson	Alternate
St. Paul's, Ivy	Mary Collier*	Delegate
	Charlotte Wilcox*	Delegate
St. Paul's, Miller's Tavern	Lucy Baker*	Delegate
	Tom Howard	Alternate
St. Paul's, Richmond	Sheena MacKenzie*	Delegate
	Christopher West	Alternate
St. Paul's, West Point	No certificates of election received.	
St. Paul's Memorial, Charlottesville	Steve Bevis	Delegate
	William Taylor*	Delegate
	Lara Hall*	Alternate
	Rebecca Girvin-Argon	Alternate
St. Paul's on-the-Hill, Winchester	Roger Inger	Delegate
	W. Robert Lovan	Alternate
St. Paul's, Bailey's Crossroads	David Wright	Delegate
St. Paul's, Ingham, Shenandoah	No certificates of election received.	
St. Paul's, Nomini Grove, Warsaw	Maria Clark	Delegate
	Linda Hutt*	Alternate
St. Paul's, Owens, King George	Barbara Ritter*	Delegate
	Jo Brett	Alternate
St. Peter's, Arlington	Kathleen O'Neill*	Delegate
	Jack Schick*	Delegate
	Ed Wilson	Delegate
	John Lushetsky*	Alternate
St. Peter's, New Kent	R. Allan Fabritz*	Delegate
St. Peter's, Port Royal	Carolyn Davis*	Delegate
	Helmut Linne von Berg	Alternate
St. Peter's, Richmond	Torey Edmonds-Howell	Delegate
	Ronald Carey*	Alternate
St. Peter's, Purcellville	Jeremiah Lorrig*	Delegate
	Beth Gibson	Alternate
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	Moses Golatt*	Delegate
	Ernestine Armstrong	Alternate
St. Stephen's, Catlett	Leslie Cox*	Delegate
	Ted Anders	Alternate
St. Stephen's, Culpeper	Marty Moon*	Delegate
	Elizabeth O'Reilly	Alternate
St. Stephen's, Heathsville	Mary Palmer Legare*	Delegate
	John Hodges	Alternate

Members of the Special Electing Convention

St. Stephen's, Richmond	Blair Nelsen	Delegate
	Auguste "Gussie" Bannard*	Delegate
	Allison Koschak*	Delegate
	N. Pendleton Rogers*	Delegate
	Aleta Richards*	Delegate
	Brenda McDowell	Delegate
	Mary Holly Bigelow	Delegate
	Jack Burtch, Jr.*	Delegate
	William Davis, Jr.*	Delegate
	Allen Jamerson*	Delegate
	Sarah Bartenstein*	Delegate
	A. Lynn Ivey*	Delegate
	Margaret Tucker*	Alternate
	Greta Kidd	Alternate
Craig Merritt	Alternate	
Richard Hamrick, III	Alternate	
C. Cotesworth Pinckney*	Alternate	
St. Stephen & the Good Shepherd, Elkton	Marcia Bailey*	Delegate
St. Thomas, McLean	Stephen Wickman	Delegate
	Rebecca Ventorini*	Alternate
St. Thomas', Orange	Graham Barton*	Delegate
	Anne Harman	Alternate
St. Thomas', Richmond	Leo "Spike" Panilaitis	Delegate
	Mary Whittle	Alternate
St. Timothy's, Herndon	Sandra "Sandy" Wright	Delegate
	Keith Sinclair*	Delegate
	Kent Miller*	Alternate
Trinity, Arlington	Joy Warburton*	Delegate
Trinity, Charlottesville	Amy Griffith*	Delegate
	Stephanie Commander	Alternate
Trinity, Fredericksburg	Virgil "val" Folden III*	Delegate
	Jim Carlock	Alternate
Trinity, Lancaster	Frances Callaghan	Delegate
	Debby Tupper	Alternate
Trinity, Manassas	John McCracken	Delegate
	Jeffrey "Jeff" Schneider*	Delegate
	Rachel Strohmman	Alternate
	Karl Baetcke*	Alternate
Trinity, Upperville	Barbara Augenblick*	Delegate
	Rebecca Hoecker	Alternate
Trinity, Washington	Carolyn Emerick*	Delegate
	Cady Soukup*	Alternate
Varina, Henrico	Gloria Whitlow*	Delegate
	Odie Whitlow	Alternate
Vauter's, Champlain	No certificates of election received.	
Ware, Gloucester	Virginia Roane*	Delegate
	Meredith Roane	Alternate
Westover Church, Charles City	Albert Copland*	Delegate
Wicomico Parish Church, Wicomoco Church	Brian Manetz	Delegate
	Jim Penney	Alternate

Lay Members *Ex Officio*

*Indicates attended the 2022 Special Electing Convention. People that attended as both a church delegate and lay member *ex officio* only have one vote.

<i>Position</i>	<i>Name</i>	<i>Church</i>
Chancellor	J.P. Causey*	St. John's, West Point
Collegiate Delegate	Allison Gannon*	James Madison University, Delegate
	John "Jake" Morton*	University of Virginia, Delegate
	Megan Bower	University of Virginia, Alternate
	Gabriel Arrington	Virginia Commonwealth University, Delegate
ECW President	Ericka Masias*	La Iglesia de Santa Maria, Falls Church
Executive Board	Laura Bondurant	St. John's, West Point
	Garway Bright*	Christ Church, Glen Allen
	Mary Ann Cowherd*	St. Stephen's, Culpeper
	Sergio Gutierrez	La Iglesia de Santa Maria, Falls Church
	Mickie Jones*	St. Mark's, Richmond
	Sandy Kirkpatrick	St. Stephen's, Heathsville
	George Omohundro*	St. Luke's, Alexandria
	Preston Sudduth	St. George's, Stanley
	Alda White*	Trinity, Fredericksburg
Standing Committee	Jessica Atkinson*	St. George's, Fredericksburg
	Tom Baker*	St. James's, Richmond
	Deborah Gandy*	St. Mary's, Arlington
	Tyson Gilpin	Christ Church, Millwood
	Diane Miller*	St. Timothy's, Herndon
	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	Larry Clark*	St. Philip's, Richmond
Culpeper Region	Cady Soukup*	Trinity, Washington
Fredericksburg Region	Harry Dickinson*	Trinity, Fredericksburg
North Fairfax Region	Kevin Swanson*	St. John's, McLean
North Richmond Region	George Spagna*	St. James the Less, Ashland
Northern Neck Region	Linda Hutt*	St. Paul's, Nomini Grove
Northern Piedmont Region	Bruce LeLacheur*	Grace, The Plains
Northern Shenandoah Region	Nadine Pluchinsky*	Grace, Berryville
Potomac Region	Jim Bailes*	St. Mark's, Alexandria
So. Shenandoah Valley Region	Helen Penrod*	Emmanuel, Harrisonburg
South Fairfax Region	Cindy McLaughlin*	St. Barnabas, Annandale
West Richmond Region	Tom Crockett	Christ Church, Glen Allen
Youth Delegate		
	Noah Nye*	Culpeper Region, Delegate
	Colleen McGuire*	North Fairfax Region, Delegate
	Summer Garcia	Northern Piedmont Region, Delegate
	Caroline Richard	Potomac Region, Delegate
	Joseph Lockey	So. Shenandoah Region, Delegate
	Sara Penrod*	So. Shenandoah Region, Alternate
	Robert Larson-Ensinger	South Fairfax Region, Delegate
	Nicole Davis	Upper Tidewater Region, Delegate

Rules of Order of the Special Convention

DRAFT 2/11/2022

Rules of Order of the Special Bishop Electing Convention of the Diocese of Virginia (2022)

1. There shall be appropriate worship services at each regular meeting of the Convention. Each delegate registered and attending 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 virtual connection. Attendance shall be limited to registered delegates and invited guests. The meetings of Convention and the hearings by Committees of Convention shall be observable by the public and the press, either in person at the Convention venue or by livestream, at the discretion of the presiding officer.
2. On the first day of Convention legislation the Presiding Officer, having taken the Chair, shall declare a quorum present, if such be the case, or the Presiding Officer may direct that the roll of the members of the clerical and lay order be called to determine a quorum.
3. On the first day of Convention legislation, a Program of Convention shall be adopted.
4. On the first day of Convention legislation, 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. The Committee on Credentials

B. The Committee on Constitution and Canons, to which all proposed amendments to the Constitution and Canons and the Rules of Order shall be referred. Proposed amendments may be submitted only by a Member of Convention or a Constitutional or Canonical body. The Committee on Constitution and Canons shall conduct an open hearing not less than fourteen (14) days before the day votes are scheduled at Convention and shall make its report, including any text amending the Constitution or Canons, not less than seven (7) days before the day votes are scheduled at Convention. Notice of the open hearing shall be announced at least six (6) weeks prior to the scheduled opening day of Convention.

Any delegate proposing a first-degree amendment to the Committee's proposed canonical or constitutional language changes must submit the proposed amendment in writing in a form suitable for electronic posting (as specified by the Secretary of the Diocese) no later than 48 hours before proposed votes on the Committee's recommended canonical or constitutional changes. The Secretary shall promptly post such amendments for downloading and review by delegates. If more than one first-degree amendment is received, the Presiding Officer shall give the earliest submitted amendment priority in the order by which Convention debates such amendments.

No amendment first proposed less than 48 hours before proposed votes shall be in order unless the subject matter of the amendment is germane to a timely filed first-degree amendment.

Proposed amendments shall identify the proposers of the amendment and provide contact information for at least one proposer to whom questions or comments about the amendment may be addressed

No additional amendments to the Constitution and Canons or Rules of Order shall be received and acted upon at the Convention without a two-thirds vote of the Convention, unless they shall be reported by a legislative Committee of Convention, the Standing Committee or the Executive Board. All such additional proposed amendments must be submitted in 600 copies ready for distribution.

C. The Committee on Resolutions, to which may be referred all written resolutions, except those referred to the Committee on Budget or the Committee on Constitution and Canons. Proposed resolutions may be submitted only by a Member of Convention or a Constitutional or Canonical body.

The Committee on Resolutions shall conduct an open hearing at or not less than fourteen (14) days prior to the day votes are scheduled at Convention and shall make its report not less than seven (7) days before the day votes are scheduled at Convention. Notice of the open hearing shall be announced at least six (6) weeks prior to the scheduled opening day of Convention.

Any delegate proposing a first-degree amendment to the Committee's proposed resolution language must submit the proposed amendment in writing in a form suitable for electronic posting (as specified by the Secretary of the Diocese) no later than 48 hours before proposed votes on the Committee's recommended resolution. The Secretary shall promptly post such amendments for downloading and review by delegates. If more than one first-degree amendment is received, the Presiding Officer shall give the earliest submitted amendment priority in the order by which Convention debates such proposed amendments.

No amendment first proposed less than 48 hours before proposed votes shall be in order unless the subject matter of the amendment is germane to a timely filed first-degree amendment to a timely filed resolution.

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.

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 they be reported by a legislative Committee of Convention, the Standing Committee or the Executive Board. All such additional resolutions must be submitted in 600 copies ready for distribution.

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 first day of Convention without bringing 600 copies of the resolution and without the need for a two-thirds vote. A Courtesy Resolution thanking or commending service at Convention may be introduced at any time.

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's Secretary.

The Committee on Budget shall conduct a hearing not less than fourteen (14) days prior to the day votes are scheduled at Convention. Notice of the open hearing shall be announced at least six (6) weeks prior to the Convention. Committee revisions to the proposed budget shall be posted seven (7) days before the day votes are scheduled at Convention.

Proposed amendments to the budget or resolutions related to the budget shall be introduced in writing in such electronic or written editable format as specified by the Diocesan Office. Proposed amendments to the budget or resolutions related to the budget shall be introduced no later than noon on the third day before the open hearing of the Budget Committee. No additional amendments to the budget or resolutions related to the budget shall be received and acted upon at the Convention without a two-thirds vote of the Convention, unless they be reported by a legislative Committee of Convention, the Standing Committee or the Executive Board. All such additional amendments or resolutions related to the budget must be submitted in 600 copies ready for distribution.

Proposed amendments to the budget or resolutions related to the budget shall identify the proposers of the amendment and provide contact information for at least one proposer to whom questions or comments about the amendment may be addressed. 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.

The Committee shall report to Convention by presenting:

1. The Executive Board's budget, including such changes in the Executive Board's budget as the Committee shall recommend, said changes to be presented in the form of a resolution or resolutions.
2. The Committee's recommendation on all resolutions to Convention on or related to the budget.

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. The Secretary and the Committee on Related Organizations may set appropriate deadlines, forms and procedures for nominations to the governing bodies of Related Organizations. The Secretary, in his sole discretion, may waive compliance with the deadline for submitting nominations. 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 President may appoint a parliamentarian for any meeting of Convention.

9. Elections: Balloting may be conducted using a virtual or remote voting system approved by the Secretary of the Convention. With the approval of the Chief Judge of Elections, or his designee(s), appropriate provisions shall be made for assistance to delegates who do not have access to the voting system or require technical assistance in voting. Ballots cast using a virtual or remote 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. The numerical results of each ballot shall be announced and posted for Convention before voting begins on the next ballot and after a final election and shall be part of the public record of Convention.

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. At a Convention to elect a bishop, an election shall be declared only when a nominee receives a majority of valid ballots cast in both the clergy and lay orders, but not less than a majority of valid ballots cast in each order, on the same ballot. 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 Elections 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 the 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: and
- (4) one amendment thereto.

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.

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. 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, budget resolutions, 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 (3) days prior to the first day votes are scheduled at 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 that legislative committee, (c) the proposer(s) of the action, or (d) any three (3) delegates.

16. A motion to adjourn or lay on the table, shall always be in order and shall be decided without debate.

17. When two or more members of Convention rise at once, the Presiding Officer shall decide who is entitled to the floor.

18. 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 being debated.

19. The vote on all questions shall be taken by orders whenever as many as five (5) members request it.

20. 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.

21. No member shall absent himself from the meetings of the Convention without leave, unless the member be sick or unable to attend.

22. 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.

23. 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.

24. 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.

25. The Journal of Convention shall be posted electronically by September 30 in the year following Convention or sixty (60) days after the Diocese's receipt of the audits of the Diocesan accounts, whichever date is earlier.

26. Rules in force: At the meetings of the Convention, the rules and the orders of the previous meeting shall be in force until they are amended or repealed by the Convention.

Petition Process of the Standing Committee

Petition Process

(to be completed by the nominators)

Instructions:

- The nominator must have the permission of the candidate to submit the petition.
- There should be one lead nominator, lay or ordained, who will complete and sign the nomination petition cover page to include the names of those who will be submitting supporting signatures.
- The nomination should include at least two letters of recommendation from signatories, including one from a member of the clergy, and one from a layperson, describing the Christian faith, character, leadership, skills, and pastoral heart of the nominee.
- All petition signers must fill out a petition signature page; these must be collected by the lead nominator and submitted electronically as one complete packet.
- It is the responsibility of the lead nominator to verify that all signature requirements are met and all pieces of the nomination petition are complete and accurate prior to submission. Once the petition has been submitted, no more signatures will be accepted.

Each petition for nomination must be signed by a minimum of:

- Four Canonically resident clergy, who represent four different congregations of the Diocese of Virginia. All signing clergy must be eligible to vote in the Special Electing Convention on June 4, 2022.
- Four active lay communicants in good standing in congregations of the Diocese of Virginia, who represent four different congregations.

Petition Signatories must represent:

- A minimum of four different congregations or missions within the Diocese of Virginia
- A minimum of four of the 16 Regions of the Diocese of Virginia
- A congregation may have either clergy or lay as signatories on one petition, but not both
- No person may sign more than one petition
- Only one household member may sign any one petition
- No member of the Nominating, Transition, or Standing Committees may sign a petition.

A complete Nomination Petition will include:

- One Nomination Petition Cover Page signed by the lead nominator
- At least two letters of recommendation, from one Clergy and one Layperson
- All signature pages from signatories – minimum 8

No nominations may be submitted prior to the announcement of the slate on March 28.

The complete nomination petition must be scanned and submitted electronically to standingcommittee@thediocese.net by midnight on April 8, 2022.

Separately, and also by the deadline, Petition Candidates must complete the Application found on the Virginia Bishop Search website.



THE SEARCH FOR THE XIV BISHOP OF VIRGINIA

Nomination Petition Cover Page

(to be completed by the lead Nominator)

Petition Candidate: _____

Nominator Name: _____ Signature: _____

Address: _____

Email: _____ Phone: _____

Congregation: _____

Region: _____

- I am a clergy person canonically resident and eligible to vote at the electing convention or
- I am an Adult Lay communicant in good standing of a congregation in our diocese.
- I have signed no more than one petition.
- I am not a candidate or a member of the Search, Transition or Standing Committee.
- I have written and included a letter of recommendation stating how I know the petition candidate and why I feel this candidate is called to be our next Bishop Diocesan.
- I have included a nomination petition signature page from all of the other people listed in this chart (please also list yourself in the chart) and met the representation requirements.

Four Clergy canonically resident and eligible to vote at the electing convention

Name	Congregation	Region
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Four Adult Lay communicants in good standing of congregations in our diocese

Name	Congregation	Region
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Total Number of Congregations Represented (minimum of four): _____



THE SEARCH FOR THE XIV BISHOP OF VIRGINIA

Nomination Petition Signature Page

(one page to be completed for each supporting signature)

Petition Candidate: _____

Signatory Name: _____

Address: _____

Phone: _____ Email: _____

Congregation: _____

Region: _____

How do you know the petition candidate?

I am a clergy person canonically resident and eligible to vote at the electing convention.

or...

I am an Adult Lay communicant in good standing of a congregation in our diocese.

This is the only petition I am signing.

I am not a nominee or a member of the Search, Transition or Standing Committee.

I have received the permission of the candidate to submit this petition.

Signature: _____

Slate of Nominees

Slate of Nominees

Nominees are listed in alphabetical order by last name.

The Rev. Joseph H. Hensley, Jr.

Rector, St. George's Episcopal Church, Fredericksburg, Virginia

The Rev. Joseph H. Hensley, Jr. grew up in Greensboro, NC at Holy Trinity Episcopal Church and attended the North Carolina School of Science and Mathematics and UNC Chapel Hill. A monastery experience at age 23 helped cement his commitment to Christ. He later worked as a professional youth minister and for a community mediation center. Preparing for priesthood, he served at St. Mark's, Roxboro, NC, Goodwin House, Alexandria, VA, and Church of the Epiphany, Washington, D.C. and graduated (M.Div.) from Virginia Theological Seminary. Ordained deacon and priest in 2007, he became Assistant Rector at St. Luke's, Durham, NC, serving on the Diocesan Council in North Carolina from 2010-2014. Since 2015, he has been Rector of St. George's in Fredericksburg, VA.

Joe is committed to his own work toward justice and healing and dismantling all forms of oppression which inhibit our flourishing as God's beloved children.

Joe and his spouse of 23 years, Sarah White, have three children, Lucy, Stella, and Owen. He currently chairs the Human Kindness Foundation Board of Directors and has had gigs as a musician, Outward Bound instructor, and performing clown ("Ashes"). He loves singing, playing outside, contemplative practices, and making holy mischief.

The Rev. Canon Alan C. James

Interim Canon Missioner, Diocese of Western Michigan

The Rev. Canon Alan C. James has served in a wide variety of contexts during his 25 years of priesthood. In his first three decades, he alternated between Southern California and Metro-DC, where he attended Georgetown University (International Relations) and Virginia Seminary, serving four years as a U.S. Navy officer in between. Following his curacy in San Diego, Alan relocated to the Midwest where he led five parishes, served on two diocesan staffs, and participated in the councils of the wider church as General Convention Deputy and President of Province V.

Throughout his ministry, Alan has been passionate about encouraging individuals to recognize and celebrate God's presence in their lives, growing as stewards of the gifts they have been given. He has delighted in fostering collaboration: creating opportunities and structures for individuals, parishes, and dioceses that strengthen relationships and expand capacity for ministry.

Canon James and his wife, the Rev. Canon Lisa Hackney-James (Sub-Dean, St. James Cathedral, Chicago) relish their time with their blended family – 6 adult children and 6 grandsons. Cooking, hiking, traveling, especially on back roads, and an interest in family history/genealogy are primary ways that Alan nurtures a spirit of joy and balance in his life.

The Very Rev. Gideon L. K. Pollach

Rector, St. John's Episcopal Church, Cold Spring Harbor, New York

The Very Rev. Gideon Pollach is the Rector of St. John's Episcopal Church, Cold Spring Harbor, New York and serves as the Dean of the North Nassau region of the Diocese of Long Island. He is also the Chair of the Long Island Congregations, Associations and Neighborhoods, an affiliate of the Industrial Areas Foundation organizing network. Gideon has been active in that organization's effort to end the opioid overdose and addiction epidemic on Long Island and part of the network's larger efforts on owner-occupied housing and green energy.

He is a member of the chapter of the Cathedral of the Incarnation in Garden City, NY, a board member of the Outreach Development Corporation, a substance abuse treatment provider in Brooklyn, Queens, and Long Island, New York, the Elewana Education Project, and the Friends of Canterbury Cathedral in the United States. He is a past trustee of the East Woods School in Oyster Bay Cove, NY, and the Mercer School of Theology in Garden City, New York.

Gideon previously served as Head Chaplain at the Episcopal High School in Alexandria, Chaplain at Shrine Mont, Associate at St. Bartholomew's Church in New York City, and in Christian formation and youth leadership roles at St. Stephen's Church, Richmond, and Christ Church, Alexandria, as well as Clerk to the Rt. Rev. Peter James Lee, the 12th Bishop of Virginia.

Gideon is a graduate of The General Theological Seminary, Trinity College and St. Albans School, and a Thomas J. Watson Fellow. Gideon is a parent of four, Abigail (22), Woodford (14), Peyton (10), and Tilghman (8), and married to Sarah Broaddus Pollach, a Nurse Practitioner with Optum Health.

The Rev. Canon E. Mark Stevenson

Canon to the Presiding Bishop for Ministry Within The Episcopal Church

The Rev. Canon E. Mark Stevenson is the Canon to the Presiding Bishop for Ministry Within The Episcopal Church. He is the principal liaison between Presiding Bishop Michael Curry and the House of Bishops, the various dioceses, and many of the governing bodies of The Episcopal Church.

Before being called to this role in September 2018, Canon Stevenson was the Director of Episcopal Migration Ministries, leading a dedicated team in executing a national program of refugee resettlement. Previously, he served as Domestic Poverty Missioner for The Episcopal Church.

Canon Stevenson served as Canon to the Ordinary in the Diocese of Louisiana from August 2005 until September 2013. Following hurricane Katrina, Canon Stevenson worked closely with local, regional, national, and international leaders and groups to put into place the processes for effective relief and other ministry. He was the Rector in two parishes: the Church of the Annunciation in New Orleans, and the Church of the Good Shepherd in Maitland, Florida. His time at both churches focused on developing ministries with youth and revitalizing ministries of stewardship, Christian education, and community outreach.

Canon Stevenson and his wife of twenty-seven years, Joy, reside in Louisville, Kentucky, with their Border Collie, Franklin.

Rules of Election of the Special Convention

March 17 letter from the Standing Committee to the Diocese of Virginia

March 17, 2022

Dear Friends in Christ,

In the next several days, the Standing Committee expects to announce to you the slate of candidates who will stand for election to become the 14th Bishop of the Diocese of Virginia. The Search Committee has spent nearly a year in prayerful and collective discernment of God's will for our next shepherd and we are grateful for their dedication to this hard work. As they complete their work, they will recommend a slate for our approval. We intend to announce those candidates on Monday, March 28 by way of the Bishop Search website. Please continue to pray for all involved in these processes.

While the principal method for calling candidates is through the discernment of the Search Committee, the Canons of The Episcopal Church provide for a wider process in which all laity and clergy can join with the Holy Spirit to raise up a new bishop. Accordingly, the Canons provide a means to nominate a candidate by petition.

The Petition Process is used to address those situations where a person may be called to stand for election, but for whatever reason, was not part of the Search Committee process or ultimately identified as one of its recommended candidates; to graciously invite members of the Diocese to nominate additional candidates for consideration for the slate; to open the aperture to diverse qualified candidates; and to engage the power of the Holy Spirit to lead the hearts and minds of those who may feel called for consideration. This is intentionally a welcoming and inviting Petition Process seeking broad participation. The petition nominee must be endorsed by a wide cross-section of the Diocese, and undergo the same application process, interviews, and personal background checks required of other candidates. If you are nominating a petition candidate, you must have the petition nominee's approval. Because of the availability of these steps, the former practice of nominating from the floor during the Electing Convention is no longer permitted; this is standard throughout The Episcopal Church.

Please find below the documents and forms that provide instruction regarding the specific requirements and process for nominating by petition. The petition period will begin when the slate is announced on Monday, March 28 and remain open for eleven days, closing at midnight on Friday, April 8.

The names of persons nominated by petition will remain confidential until the individual's candidacy is qualified by the Standing Committee. Any petition candidate will then be introduced to the Diocese in the same manner as the initial slate. All candidates, regardless of how they came to be on the final slate, will participate in the Meet-and-Greet events to be held around the Diocese from May 20-24 and will appear on the ballot at our Electing Convention on June 4, 2022.

With prayers for the Spirit's guiding,

The Standing Committee

March 28 Petition Process Announcement

On March 28, the Standing Committee announced a slate of four candidates for the XIV Bishop of Virginia. These candidates were recommended by the Search Committee following their careful and prayerful discernment process.

While the principal method for calling candidates is through the discernment of the Search Committee, the Canons of The Episcopal Church provide for a wider process in which all laity and clergy can join with the Holy Spirit to raise up a new bishop. Accordingly, the Canons provide a means to nominate a candidate by petition.

The Petition Process is used to address those situations where a person may be called to stand for election, but for whatever reason was not part of the Search Committee process or ultimately identified as one of its recommended candidates, to graciously invite members of the diocese to nominate additional candidates for consideration for the slate, to open the aperture to diverse qualified candidates, and to engage the power of the Holy Spirit to lead the hearts and minds of those who may feel called for consideration. This is intentionally a welcoming and inviting Petition Process seeking broad participation. The petition nominee must be endorsed by a wide cross-section of the diocese, and undergo the same application process, interviews, and personal background checks required of other candidates. If you are nominating a petition candidate, you must have the petition nominee's approval. Because of the availability of these steps, the former practice of nominating from the floor during the electing convention is no longer permitted; this is standard throughout The Episcopal Church.

Please find below the documents and forms that provide instruction regarding the specific requirements and process for nominating by petition. The petition period is now open and will remain open for eleven days, closing at midnight on Friday, April 8.

The names of persons nominated by petition will remain confidential until the individual's candidacy is qualified by the Standing Committee. Any petition candidate will then be introduced to the diocese in the same manner as the initial slate. All candidates, regardless of how they came to be on the final slate, will participate in the meet-and-greet during the week of May 15 and will appear on the ballot at our electing convention on June 4, 2022.

With prayers for the Spirit's guiding,

The Standing Committee

A copy of the Petition Process materials can be found on page 649.

Program of the Special Electing Convention

Diocese of Virginia Special Electing Convention

St. Stephen's and St. Agnes School, Upper School Campus
1000 St. Stephen's Road, Alexandria, VA 22304

Saturday, June 4, 2022

Agenda

8:00 Check-In opens

9:30 Gather and settle in

10:00 Call to Order
Opening Worship

Practice Vote using Election Runner

Determination of Quorum
Adoption of Rules of Order
Appointment of Parliamentarian
Appointment of Secretary
Recognition of Credentials Committee

Presentation of the Slate of Candidates
Instructions regarding voting

First Ballot
"Stories of the Diocese"

Report on Ballot 1
Ballot 2

Noon Day Worship

Report on Ballot 2
Ballot 3 (if needed)

Lunch

Report on Ballot 3
Ballot 4 (if needed)
"Stories of the Diocese"

Report on Ballot 4
Ballot 5 (if needed)
"Stories of the Diocese"

Report on Ballot 5
Ballot 6 (if needed)

“Stories of the Diocese”

Report on Ballot 6

After final Ballot, declaration of an Election!

Worship after Completion of the Election

Greetings from the Elected Nominee

Signing of the Canonical Testimonial of Election by each delegate

Worship Before Departing

Adjournment

Proceedings of the Special Electing Convention

Saturday, June 4, 2022

Call to Order

The Rt. Rev. Susan E. Goff (Bishop Suffragan and Ecclesiastical Authority): This Electing Convention of the Diocese of Virginia is now called to order.

I start by offering some thanks. Thanks to all of you for being here, for spending this gorgeous day, when it would be so nice to be outside, in this place to do this important work. Thank you for the travel and all of the sacrifices you've made. Thanks to two of our retired bishops who are present with us today, Shannon Johnston and David Jones. We are glad you're here. I give thanks to our diocesan Commission on Liturgy and Music, and to Steve McBride, a member of that group who was also our musician this morning. Thank you. Thanks to the St. Stephen's and St. Agnes tech team; to the Chaplain, Chris Miller, who has done so much work with the staff and with all of us to help prepare for this day; to the custodial staff and so many people of this school who have worked so hard to help us make this day successful. Thank you. Thank you to our translators. Glad you are here. Thank you very much. A hearty thanks to the diocesan staff, most of whom are not in the room right now, but you saw them doing registration and you will see them at lunch. We thank them for their hard work and dedication.

A few housekeeping announcements. Please be sure that you have clicked on to Wi-Fi so that you will be able to vote.

While a password is not required, masks are required in this room for everyone, except for those who come up to speak while they are speaking. I ask you to keep those masks on for the duration of the meeting while we are indoors, except while you are eating, while you are actively in the act of eating.

Please note that our proceedings are being translated for our Spanish-speaking siblings. This meeting is being livestreamed for anyone who wishes to tune in, and we will see how many folks have done that as we follow those numbers. There's a livestream channel in English and another one in Spanish.

I ask those of us who are present in person in this place to refrain from using social media during the election. The reason I ask us to do that is because we are together in person for the first time in two and a half years. That is a wonderful gift. I hope that we might choose to be present and attentive to each other in the room rather than putting so much of our focus on social media.

Finally, I remind us all that when the time comes today, that we announce the election of a person, we are not done. The Canons of The Episcopal Church require that in order for an election to be valid, all delegates have to sign a testimonial of election. Please don't leave as soon as someone is elected, but stay until you have signed that testimonial. We'll give you instructions for how to do that at the time.

Now I invite Kirsten Adams, who is the Head of St. Stephen's & St. Agnes School, to come and give us a welcome greeting.

Ms. Kirsten Adams (Head of School, St. Stephen's and St. Agnes School, Alexandria): Thank you so much, Bishop Susan. We are so thrilled to welcome all of you, many friends, and many new friends today, to our Upper School Campus. I love the social media reminder. I am often looking at high schoolers and having to remind them of the same as well. It's wonderful to see all of you here today.

On behalf of our four chaplains here at St. Stephen's & St. Agnes, our 1,200 students, we are so excited and honored to host you. Our relationship with the Diocese of Virginia and our other diocesan schools is so important, as well as with many of our churches and VTS, just down the road.

I wish for you a wonderful and successful day. We are happy to host you, and if there's anything we can do to make your day a little bit smoother, please just let us know. Thank you again for being with us today.

Opening Worship

The Rt. Rev. Susan E. Goff: We turn now to our opening worship.

The Rev. Rosemary Sullivan (Search Committee Chair, Immanuel Church on-the-Hill, Alexandria): Alleluia! Christ is risen.

Members of Convention: The Lord is risen indeed! Alleluia!

Ms. Sullivan: Let us pray. O God of peace, you have taught us that in returning and rest we shall be saved, in quietness and in confidence shall be our strength: By the might of thy Spirit lift us, we pray, to your presence, where we may be still and know that you are God; through Jesus Christ our Lord.

Members of Convention: Amen.

Ms. Sullivan: Please sing Hymn 513 verse one.

Members of Convention sang the first verse of Hymn 513, "Like the murmur of the dove's song."

Mr. Carlo Uchello (Transition Committee Chair, St. Luke's, Alexandria): Please be seated. Please join me in reading a portion of Psalm 51 in unison.

Members of Convention: Open my lips, O Lord, and my mouth shall proclaim your praise. Create in me a clean heart, O God, and renew a right spirit within me. Cast me not away from your presence and take not your Holy Spirit from me. Give me the joy of your saving help again and sustain me with your bountiful Spirit. Glory to the Father, and to the Son, and to the Holy Spirit: as it was in the beginning, is now, and will be for ever. Amen.

Mr. Uchello: A reading from the prophet, Joel.

God said, I will pour out my spirit on all flesh; your sons and your daughters shall prophesy, your old men shall dream dreams, and your young men shall see visions. Even on the male and female slaves, in those days, I will pour out my spirit. I will show portents in the heavens and on the earth, blood and fire and columns of smoke. The sun shall be turned to darkness, and the moon to blood, before the great and terrible day of the Lord comes. Then everyone who calls on the name of the Lord shall be saved; for in Mount Zion and Jerusalem there shall be those who escape, as the Lord has said, and among the survivors shall be those whom the Lord calls. The Word of the Lord.

Members of Convention: Thanks be to God.

Bishop Goff: Today is the eve of Pentecost, which is a delightfully marvelous and appropriate time for an Electing Convention. All of our readings and hymns are about the coming of the Holy Spirit and invoking the Holy Spirit. As I mentioned earlier, we have four scheduled times of brief worship today, and each will include a reflection. The reflection is your time to reflect. I will set my device for two minutes, inviting us all to two minutes of silence, to reflect on two questions that I will ask, and that are now posted, or to reflect on whatever the Holy Spirit is eliciting in you.

The questions as we begin our Convention together are these: What do you hope our Diocese will look like, feel like and act like three years from now as a result of this election, of what we do today? And what will you do and what will you be today to help realize that hope and outcome? I invite us all to spend two minutes in silence, reflecting.

Amen.

Ms. Sullivan: The Lord be with you.

Members of Convention: And also with you.

Ms. Sullivan: Let us pray. Almighty God, giver of every good gift: Look graciously on your Church, and so guide the minds of those who shall choose a bishop for this Diocese, that we may receive a faithful pastor who will care for your people and equip us for our ministries; through Jesus Christ our Lord. Amen. Let us bless the Lord.

Members of Convention: Thanks be to God. Our Father, who art in heaven, hallowed be thy Name, thy kingdom come, thy will be done, on earth as it is in heaven. Give us this day our daily bread. And forgive us our trespasses, as we forgive those who trespass against us. And lead us not into temptation, but deliver us from evil. For thine is the kingdom, and the power, and the glory, for ever and ever. Amen.

Ms. Sullivan: Now, let's bless the Lord.

Members of Convention: Thanks be to God.

Determination of Quorum

The Rt. Rev. Susan E. Goff: Let's always bless the Lord. Before we go any further and move toward balloting, we will have a practice vote to help familiarize you with our electronic voting system. The practice ballot is now being sent to your email, the email address with which you registered and only to the email address with which you registered, so be sure you are looking at that email account. Please give the email a few moments to arrive in your inbox.

Okay. It's not quite ready so we'll get the thumbs up when it's ready. In that case, not knowing how long it might take to get ready, we will move ahead then. We'll come back to the practice election before we do a real ballot. I call on Mark Eastham, Secretary of the Diocese, for the determination of 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 469 members of the clerical order, 157 are required for a quorum. There being 308 members of the lay order, 154 are required for a quorum. At 9:33 a.m., a quorum was achieved with 157 members of the clerical order and 184 members of the lay order checked in.

Bishop Goff: Thank you. We have established quorum.

Adoption of Rules of Order

The Rt. Rev. Susan E. Goff: I ask now for a motion to adopt the Rules of Order for the 227th Annual Convention as they have been amended for this Electing Convention. Is there a motion to adopt the Rules of Order? Is there a second? All in favor of adopting the Rules of Order?

The Rev. David Lucey (St. Francis, Great Falls): I make a motion to propose an amendment, but it's already gone through.

Bishop Goff: I have not declared that it has gone through, so it is appropriate.

Mr. Lucey: The motion I would like to make is to amend the proposed Rule of Order for the Electing Convention to allow for nominations for bishop from the floor. We would amend paragraph nine. First line would be modified to read: "Elections. The chair will call for any additional nominations from the floor. Such candidates must already have completed the background checks required by all candidates." That would be the amendment we would propose for paragraph nine.

Bishop Goff: Thank you, let me confer with the Chancellor looking at paragraph nine.

Mr. Lucey: I have that amendment written out.

Bishop Goff: Thank you. If you would bring that forward.

What I've asked the proposer of this amendment is if it would be all right to do this a little bit differently, rather than amending the Rules of Order, to amend the Rules of Election as were sent by the Standing Committee in their letter to this Diocese on March 17. That letter included the rule that no nominations could be made from the floor. I would propose that a cleaner way to do this would be to amend that Rule of Election rather than these Rules of Order, and Mr. Lucey has agreed with that.

Mr. Lucey: Thank you, Bishop.

Bishop Goff: Thank you. The proposed amendment is to the Rules of Election to allow the nomination from the floor of the petition candidate whose background checks are complete. That would be the amendment that we're seeking to the Rules of Election.

Before we get to that Rule of Election, I would like us to approve the Rules of Order and get that piece out of the way, and then move to the Rules of Election. I go back to what I asked before, is there a motion to adopt the Rules of Order? Is there a second? All in favor of adopting the Rules of Order, please say, "Aye."

Members of Convention: Aye.

Bishop Goff: All opposed say, "No." The Rules of Order are adopted.

Amendment to the Rules of Election

The Rt. Rev. Susan E. Goff: And now we move to this Rule of Election. Let me say something, some instruction about how we do this, and then I'll hear your comment. This suspension of Rules of Election requires a two-thirds vote, it requires two-thirds of those present and those voting to suspend the rules. Again, our action would be to suspend the rule that says there will be no nominations on the floor to allow the nomination of a petition candidate whose background checks are complete. I will tell you those rules of the voting, of how we do this, in just a moment, but I'd like to hear your comment.

(The following remarks were ruled to have factual inaccuracies, and therefore stricken from the record, per Bishop Goff's statement below.)

The Rev. Stacy Williams-Duncan (Little Fork, Rixeyville): I just have a point of clarification. I cannot find that letter anywhere on the bishop search site. If someone could point us to that letter, it would be very helpful since we're voting on amending it if we could read it quickly.

Bishop Goff: Nancy or Erin? I think Erin is finding that to put that on the screen. It was the letter that was sent right before the nominees were announced with the petition process.

Ms. Williams-Duncan: I would also ask that it be written into the record of the minutes, that that letter which is a significant piece of information about how we are operating together today, was not available on the Bishop's search and election information website.

Bishop Goff: Thank you. The relevant portion of the letter which was sent to everyone on the diocesan mailing list and to all delegates is on the second page. The letter outlines the petition process and then says, "because of the availability of these steps of this petition process, the former practice of nominating from the floor during the Electing Convention is no longer permitted. This is standard throughout the Episcopal Church."

As we wait for this to be put up on the screen, that relevant section of the letter of March 17, I do rule that the adoption of the Rules of Order was by a two-thirds vote as required by the Canons.

The Rev. Cayce Ramey (Standing Committee Member, All Saints Sharon Chapel, Alexandria): On virginiabishopsearch.org, the tab "Process," "Full Schedule" where it says "Petition Process," the March 17 Letter from the Standing Committee regarding the petition process is posted. That was the original letter, and then that was also addressed in the most recent email from the Standing Committee as well, that I believe the Bishop read.

Bishop Goff: Correct. Thank you. With that clarification that it is indeed on the website, we strike the comment made earlier that it was not on the website.

Since it is on the website and you can find it on your devices, do we need to wait for it to be put on the screen? All right. We will move forward.

This requires, as I have said, a two-thirds vote of those present and it requires a period of debate. Let me tell you the rules of debate to suspend the Rules of Election in order to allow the petition candidate whose background checks are complete to be nominated from the floor. The rules of debate: We will provide a maximum of 30 minutes for debate. Each person who speaks, who wishes to speak, will be limited to two minutes. Just before two minutes, Stephanie is going to hold up a slow sign, and at two minutes – thank you St. Stephen's and St. Agnes Middle School for providing that for us – at the two-minute limit when the stop sign goes up, please stop. We will alternate between those who wish to speak for the suspension of the rule of election and those who wish to speak against. Those who wish to speak for, will line up at this microphone. Those who wish to speak against, will line up at this microphone. We will alternate between the two. When you are acknowledged, please state your name and your congregation. If you wish to call the question at any time, stand in line and make your motion when your turn comes. Debate is on the suspension of the Rules of Election to allow the petition candidate whose background checks are complete to be nominated from the floor. Debate is not about the nominees. It's not about the petition candidate. It is only on the request to suspend the Rules of Election in order for this action to happen.

Unnamed Member of Convention: We need a second.

Bishop Goff: I was stating the rules of debate, which don't need a second.

Unnamed Member of Convention: Correct. Talking about second request for the Rules of Election amendment.

Bishop Goff: That should indeed have a second. I didn't call for it. Is there a second?

Members of Convention: Second.

Bishop Goff: Thank you very much. We proceed now with debate on this motion. We start on this side of the room with two minutes, for.

The Rev. Anne Turner (Grace, Alexandria): I was, until last month, a member of the Standing Committee. There was a letter sent by the Standing Committee earlier this week that said that I had resigned for personal reasons. I believe that was written in good faith; I have great trust for my former colleagues on the committee who I count as friends. It is a mischaracterization of why I resigned. I resigned because of my discomfort with the petition process. It is because of that discomfort that I stand now in support of this motion to change the Rules of Election. Thank you.

Bishop Goff: Thank you.

The Rev. Sven vanBaars (Abingdon, White Marsh): I call the question.

Bishop Goff: To call the question will require a vote of this body. We're just double checking whether that's simple majority or two-thirds to end debate. Always looking and double checking the Canons. That requires a two-thirds vote. We will try this with a voice vote especially because we haven't done an electronic vote yet. All in favor of ending debate, please say, "Aye."

Members of Convention: Aye.

Bishop Goff: All opposed to ending debate please, say, "No."

Members of Convention: No.

Bishop Goff: All in favor, please raise your hands. All opposed, please raise your hands. In favor carries, but I can't tell if it's by two-thirds. We are ready to try Election Runner. Although this risks losing momentum of where we are now, we'll come back, but let's try the practice vote first to make sure that everyone is comfortable with how their device is working and how we do this. That will also allow our communications team to create the ballot for yes or no on suspending debate. Does that make sense? Everyone understand what we're doing? We're going to go back to the practice vote.

Practice Vote Using Election Runner

The Rt. Rev. Susan E. Goff: A number of things about the practice vote: The ballot has been sent to the email address with which you registered. Please check your email to see if it is there. It may take a moment or two. You'll see an email from the Diocese of Virginia. I've been corrected. It takes more than a few moments. It takes a few minutes. We'll wait until it gets to our devices.

The Rev. Jane Piver (Buck Mountain, Earlysville): Bishop Goff?

Bishop Goff: Yes.

Ms. Piver: I was just wondering; did we get through the appointments of the Parliamentarian and Secretary?

Bishop Goff: No, we've just finished adoption of Rules of Order and are in adoption of the Rules of Election which is connected to the adoption of the Rules of Order.

Ms. Piver: Okay. Thank you. I was wondering if we just could go ahead and get that done since people want to belabor the point sometimes and just make sure that all our ducks are in a row. Thank you.

Bishop Goff: Thank you, Jane. As we wait for this ballot to come to our devices, I will move forward with some of the other pieces. Let me get back to that in my notes.

Adoption of Program

The Rt. Rev. Susan E. Goff: I ask for a motion to adopt the program of the Special Electing Convention, which is the agenda that has been sent to you. Is there a motion that we adopt this agenda? Is there a second? Thank you very much. All in favor, please say, "Aye."

Members of Convention: Aye.

Bishop Goff: All oppose, say, "No." Thank you, the program is adopted.

Appointment of Parliamentarian and Secretary, and Report of the Credentials Committee

The Rt. Rev. Susan E. Goff: I appoint John Paul Causey, Jr., Esq. of St. John's, West Point, as our Parliamentarian for this Special Electing Convention, and I appoint Mark Eastham as Secretary of this Special Electing Convention.

I announce the appointment of Mr. Bruce LeLacheur, Northern Piedmont Regional President, to serve as Chair of the Credentials Committee for this Special Election, and I call on Mr. LeLacheur for the report of the Credentials Committee.

Mr. Bruce LeLacheur (Credentials Committee Chair, and Northern Piedmont President): I have examined the certificates of election of 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 Special Electing Convention.

Bishop Goff: Thank you very much, and we cannot move forward any further because the next thing is the presentation of the slate of nominees, and the action that we are in the midst of doing is connected to that.

Practice Vote Using Election Runner Continued

The Rt. Rev. Susan E. Goff: The practice ballot is what we'll send first to make sure we're all comfortable with what we're doing.

You will see on the screen the directions, and you'll see them on your little screen. Scroll down in that email and click on, "click here to vote." When you have clicked on the blue button that says, "click here

to vote,” you will see that a new window pops up, click the next, click your choice, and then click the green “submit” button. After you click “submit,” a screen will pop up indicating that you have voted, and you are done and can close out that screen, so vote for your favorite color, and submit your ballot.

If you haven’t already voted, please vote now on your favorite color. The poll is now closed. Thank you for your patience with our practice vote. It’s important for us to ensure that everyone’s vote can be cast and that everyone’s vote counts. If going forward today, you have a problem, we will still have people in the room, but we’ve also got a help desk out in the lobby, so please feel free at any point to go to the help desk, and we will ensure that your vote is able to be cast.

Having done our practice vote, there are others in the room and behind the scenes, who are going to practice the protocol that we’ll use for the rest of the day. Even though electronic voting allows us to display the results instantaneously, we will not be doing that, because shepherds will be calling the nominees and letting them know the results of each ballot before they’re announced to us, and so we’re practicing, some folks behind the scenes, practicing that protocol and making sure that everything is lined up for the next votes.

We are ready now to move forward with the previous question, which was the motion to end debate. That requires a two-thirds vote. We took a voice vote, and a hand vote, and it was not decisive, so we will do an Election Runner vote. That ballot will be sent to you. Again, it will come from the Episcopal Diocese of Virginia, and we will follow the same directions that are posted on the screen behind me. When your ballot comes, the vote will be yes or no, to suspend or to end debate. This vote will be on ending debate.

We continue to wait. There are some folks whose email addresses have some issues in them. We’ve got folks who are re-entering those email addresses into the system so that they will be able to vote. We will not take the next ballot until everyone who desires to vote and everyone who has a vote is actually able to vote.

In the meantime, I have results of the ballot of favorite color. Among the clergy: 146 votes were cast. 93 or 47% voted for blue; 26 or 13% of people voted for purple – no comment; green had 42 clergy votes or 21%; red 17 and 9%; orange 7 votes, 4%; yellow 11 votes and 6%. Now the lay order is a little different. In one regard, blue comes in first 46% with 99 votes. The next highest number of votes is purple among the laity, 42 votes for 19% and it goes down from there, green is next, red, orange and yellow in that order.

We were successful for those who were able to vote in making this ballot work and actually getting results fairly quickly. Now, as soon as we get the people whose emails had issues into our system afresh, we will be ready to vote on the previous question to end debate.

My friends, it has been brought to my attention and I believe that this is correct, that I didn’t ask for a second to Sven’s motion, to call the question. I go back and do that now. Is there a second to that motion to end debate?

Members of Convention: Second.

Bishop Goff: Thank you very much. We continue to wait for people’s emails to be registered.

Friends and siblings, we are moving very close to taking this ballot now. I want to assure you that this election process, the technology of Election Runner is working properly. In a moment, we will be able to take the vote.

Amendment to the Rules of Election Continued

The Rt. Rev. Susan E. Goff: All right, may I have everyone's attention and quiet in the house? My friends, the vote that is before us is to call the previous question to end debate. Again, that takes a two-thirds vote. We did it verbally, and then we did it with a show of hands and neither of those were decisive that we were at the two-thirds mark. The ballot about ending debate has been sent. Please vote now or as soon as the ballot comes to your email box.

I'm hearing some calls of folks who are saying there's a problem. The ballot has not closed. We will find out what the issue is.

My friends, there was a glitch this time with the ballots that were sent to lay people, not to clergy people. Clergy people, if you voted, your vote has already been counted. It will be sent again to lay members of this Convention. If you succeeded, lay people, in voting before it clocked out, that will not count, it will be this time that counts for you. The ballot has been sent. Please, laity, check your emails.

If you have not already voted, please vote now. The ballot is now closed. We will receive the results of that ballot. A two-thirds vote will end debate. As soon as I receive those, I will let you know, and we will move on as appropriate depending on the results of that ballot.

My friends, we have the results of the votes to end debate, and that passes by a two-thirds vote. 308 people voted yes; 122 voted no. Needed to pass was 288 votes. Debate is ended.

I invite you to come back to your seats so that we can move forward now with the question itself. That is a vote to suspend the rules of election to allow the petition candidate whose background checks are complete to be nominated from the floor. That motion is now before us. Yes?

The Rev. Rock Higgins (St. James the Less, Ashland): I move that we vote by orders.

Bishop Goff: A vote by orders requires five delegates. Are there five delegates who wish to have this vote be by orders? One, two, three, four, easily five. Thank you. That is in order, and that is not debatable. Debate has ended. Again, the vote is to suspend the Rules of Election to allow the petition candidate whose background checks are complete to be nominated from the floor. That will require a two-thirds vote and a two-thirds vote by orders, which means that the votes are counted separately for laity and clergy, and it has to be a two-thirds vote in each order.

The ballot has been sent to your mailboxes. Please look for that ballot. It may take a few minutes to get there. Again, the vote is on suspending the rules of election to allow the petition candidate whose background checks are complete to be nominated from the floor.

The ballot has been launched. If there is anyone who needs help to make sure that your vote is registered and that you are able to do that, please indicate now.

Seeing no more hands in the air, this ballot will close in one minute. Please vote. The ballot is now closed. I ask for your attention and indulgence about a matter I mentioned to you earlier: That we had a glitch because some people who arrived after 10:00 and their email addresses were removed were not able to vote, and we restored them. We did send out to you directions that said that anyone who was not registered and checked in by 10:00 would not be able to vote. That is not in our Rules of Order, it is not in our Rules of Election, it is not in the Canons. What I would like to do is for those eight or nine people for whom that's the case, the case is to allow them to continue to vote today. Is there any objection to that ruling?

Members of Convention: No.

Bishop Goff: Thank you. Then those people will continue to vote, but people who have come later in the day are not being checked-in in order to vote. Thank you. I don't know how long it will take us to get a result of this ballot. Therefore, I suggest we move ahead with noonday prayer. I invite the people who are leading noonday prayer to come forward.

Noonday Worship

The Rev. Crystal J. Hardin (Committee on Liturgy & Music Chair, St. George's, Arlington): O God, make speed to save us.

Members of Convention: O Lord, make haste to help us. Glory to God whose power working in us can do infinitely more than we can ask or imagine.

Ms. Hardin: Let us pray. Holy God, send your Holy Spirit into our hearts to direct and rule us according to your will, to comfort us in all our afflictions, to defend us from all error, and to lead us into all truth; through Jesus Christ our Lord.

Members of Convention: Amen.

Members of Convention sang the first verse of Hymn 516, "Come down, O Love divine."

Ms. Joy Warburton (Committee on Liturgy & Music, Trinity, Arlington & St. Thomas, McLean): Please be seated. Please join with me in reading this portion of Psalm 113 in unison.

Members of Convention: Give praise, you servants of the LORD; praise the Name of the LORD. The Name of the LORD be blessed, from this time forth for evermore. From the rising of the sun to its going down let the Name of the LORD be praised. The LORD is high above all nations, and his glory above the heavens.

Ms. Warburton: A reading from Paul's letter to the Romans.

All who are led by the Spirit of God are children of God. For you did not receive a spirit of slavery to fall back into fear, but you have received a spirit of adoption. When we cry, "Abba! Father!" it is that very Spirit bearing witness with our spirit that we are children of God, and if children, then heirs, heirs of God and joint heirs with Christ – if, in fact, we suffer with him so that we may also be glorified with him.

We know that the whole creation has been groaning in labor pains until now; and not only the creation, but we ourselves, who have the first fruits of the Spirit, grown inwardly while we wait for adoption, the redemption of our bodies. For in hope we were saved. Now hope that is seen is not hope. For who hopes for what is seen? But if we hope for what we do not see, we wait for it with patience.

Likewise the Spirit helps us in our weakness; for we do not know how to pray as we ought, but that very Spirit intercedes with sighs too deep for words. And God, who searches the heart, knows what is the mind of the Spirit, because the Spirit intercedes for the saints according to the will of God.

The word of the Lord.

Members of Convention: Thanks be to God.

The Rt. Rev. Susan E. Goff: I invite us into a time of reflection. Two minutes of silence to reflect on these questions: How is the Spirit interceding among us at this moment in our Electing Convention? What do we need to take on or let go right now in response to the Spirit? Let us enter into two minutes of silence in community with one another as we reflect.

Amen.

Members of Convention: Amen.

Ms. Hardin: The Lord be with you.

Members of Convention: And also with you.

Ms. Hardin: Let us pray together.

Members of Convention: Our Father, who art in heaven, hallowed be thy Name, thy kingdom come, thy will be done, on earth as it is in heaven. Give us this day our daily bread. And forgive us our trespasses, as we forgive those who trespass against us. And lead us not into temptation, but deliver us from evil. For thine is the kingdom, and the power, and the glory, for ever and ever. Amen.

Ms. Hardin: O God, the King of glory, you have exalted your only Son Jesus Christ with great triumph to your kingdom in heaven: Do not leave us comfort less, but send your Holy Spirit to strengthen us, and exalt us to that place where our Savior Christ has gone before; who lives and reigns with you and the Holy Spirit, one God, in glory everlasting. Amen.

Let us bless the Lord.

Members of Convention: Thanks be to God.

Amendment to the Rules of Election Results

The Rt. Rev. Susan E. Goff: We have the results of the ballot. The motion to suspend the Rules of Election in order to allow for the nomination from the floor of the petition candidate whose background checks were completed, fails. The vote in the clergy order was 75 yes or 37%, and 130 no which was 63%. In the lay order, 70 votes yes, 31%, and 154 votes no, 69%. That motion fails. We do not then open the floor to a nomination from the floor.

Ballot One

The Rt. Rev. Susan E. Goff: We move forward now in the presentation of the nominees, and we will take the first ballot before we go to lunch. I thank you for your patience through this long morning of working out this important piece of legislative work to honor the requests and petition of members of this body. Thank you for your patience in hanging in there and being faithful in this journey.

I now present the nominees who have already been presented to you. You have met them through seeing their videos, through meeting them in the meet-and-greet sessions and their pictures are now posted on the screen behind me. We will take our first ballot now before we go to lunch. I ask our team to ensure that that ballot is now sent to you. As always, look in your inbox. It will take a few minutes once they send it for it to get to the inboxes of all of us. Once it does, again, follow the same directions.

The poll has been launched, so please look on your screens. Again, it may take a minute or two to get to your screen. Follow the directions for ballot number one. As we do that, I invite us all to continue with the spirit of prayer that we have had throughout this morning, and the spirit of joy, the spirit of hope, and a call for the Holy Spirit to continue to guide us today.

I do remind you that in the election of a bishop, according to Canons, the person elected needs to receive a majority of votes in both the clergy order and the lay order on the same ballot. These votes are counted by orders. Please vote now.

The ballot now is closed. Everyone was able to vote successfully. We will get the results of this first ballot when we return from lunch, for which we will recess in just a moment after getting some announcements and instructions about lunch from Mark Eastham.

Mr. Mark Eastham (Secretary): Our lunch is in the dining room, which is immediately behind this building. There's two ways you can go. You can go out through this exit and circle back around this building, or you can simply go out this door, but I'd ask if you could split it up so we could get people there more efficiently, that would be wonderful. If you have mobility issues, Anita Lisk will be out here. She will have her hand up and will be happy to go get your lunch and bring it back to you, because there are steps involved and if you take an elevator, it's a much longer trip. Remember that your lunch is outlined on the bottom of your name tag, so you'll see a little circle that has a little dot there. When you walk into the dining room, you'll look for a big dot of that color and that's where your lunch will be. There's plenty of room to spread out once you get in there and outside, but I would say that we're going to try to make lunch about 45 minutes. If you could go ahead and grab your lunch, find a place to sit down and enjoy that, we'll try to get back here in about 45 minutes. That's all. Thank you very much.

Bishop Goff: We resume at 1:20 p.m.

Results of Ballot One

The Rt. Rev. Susan E. Goff: Brothers and sisters and siblings in Christ Jesus, please take your seats. I realize with a group this size it takes a little while to get in and out of the room and appreciate you doing that in an orderly fashion. Thank you.

We are assembled, so we now resume our business of this Electing Convention. Bishop Jennifer Brooke-Davidson, Assistant Bishop of the Diocese of Virginia, is now on the stage with us. She wasn't this morning because we wanted to avoid any real or perceived conflict of interest given that she was the petition candidate referenced in the motions earlier this morning. Now that that matter is resolved, she is on the stage with us. Welcome.

We have the results of the first ballot. In the clerical order, 207 votes were cast, 104 are needed to elect on that ballot. The results are, the Rev. Joe Hensley received 34 votes or 16% of the vote. The Rev. Canon Alan James received 30 votes, 14%. The Very Rev. Gideon Pollach received 53 votes or 26% of vote cast. And the Rev. Canon Mark Stevenson received 90 votes, 43% of the votes cast in the clerical order.

In the lay order, the total votes cast were 228, needed for election are 115. The Rev. Joe Hensley received 30 votes. The Rev. Canon Alan James received 29 votes. The Very Rev. Gideon Pollach received 85 votes. And the Rev. Canon Mark Stevenson received 84 votes. You see those numbers behind me. I hope they're not so low that you can't see them over our heads. The Rev. Canon Alan James has withdrawn and has let us know that he does not wish to have his name go forward onto the next ballot.

Ballot Two

The Rt. Rev. Susan E. Goff: Our second ballot will include three names: The Rev. Joseph Hensley, the Very Rev. Gideon Pollach, and the Rev. Canon Mark Stevenson.

Assuming that the ballot has come to your email because it has come to mine, please do vote now for one of the three clergymen whose names are on our ballot. If you have any difficulty with voting, as we have done all along, you may either raise your hand and a staff assistant will come to help you, or go out to the help desk. We want to ensure that everyone who votes has their vote counted, that everyone is able to vote.

As soon as we get word that the last person or two have voted, we will close the ballot and move on. Thank you. Everyone has had a chance to vote, so the ballot is now closed. We will share the results of that ballot with you shortly as you will remember once the numbers are compiled, which happens very quickly, shepherds are in touch with the nominees, and share with them the results before they're shared with us.

Stories of the Diocese: St. Stephen's and St. Agnes School

The Rt. Rev. Susan E. Goff: In the meantime, we invite you and all of us to join together in celebrating a Story of the Diocese, a video story that will be shared on the screen.

A video Story of the Diocese from St. Stephen's and St. Agnes School played.

The Rev. Chris Miller (St. Stephen's and St. Agnes School, Alexandria): To all of the Electing Convention delegates, welcome to the St. Stephen's and St. Agnes School Chapel and Performing Arts Center. To those tuning in via livestream, we welcome you from afar.

Each paragraph below was read by a different student from St. Stephen's and St. Agnes School.

Along with Christ Church, St. Catherine's, St. Christopher's, St. Margaret's and Stewart Hall, we are actively engaged in the life of the Diocese through the Church Schools in the Diocese of Virginia.

We are honored to host our diocesan community for the Electing Convention of the 14th Bishop of the Episcopal Diocese of Virginia.

In our school community, we often turn to our Episcopal identity.

We firmly believe that every member of the St. Stephen, St. Agnes School community is a beloved child of God. We teach an Episcopal approach to faith formation by incorporating reason, curiosity and wonder into our study of Holy Scripture.

We encourage serving others both in our community and beyond, by building relationships of mutual knowledge and trust.

We pause weekly in chapel to give thanks to God and to turn our hearts towards loving our neighbors as ourselves.

Our Episcopal identity grounds us in the same values that our parishes and other related entities embody so well.

One of the ways that we strive to promote healing across differences is through our Diversity, Equity, Inclusion and Belonging Initiative.

We implement our DEIB work through affinity groups for fourth graders through twelfth graders, our respectful discourse programming leadership opportunities, like our student committee on racial equity and DEIB-focused professional learning communities for all faculty and staff.

We honor and care for God's creation by promoting sustainable living.

Our environmental stewardship efforts include an energy dashboard, waterway adoptions, native plantings, recycling, composting, student and staff environmental groups, and ongoing environmental education.

We share the faith of Jesus most especially in expectations we uphold for those who participate in our community. Virtues like compassion, justice, grace and belonging are claimed and shared through our Episcopal identity.

The Diocese of Virginia seeks to transform lives and heal the world with specific emphasis on healing across differences, honoring and caring for God's creation and sharing the faith of Jesus.

As we engage our communal discernment for the next bishop of the Episcopal Diocese of Virginia, it is our hope that you feel the abiding presence of the Holy Spirit at St. Stephen's and St. Agnes School today.

Mr. Miller: Together, we will further our efforts towards making God's loving presence known in the world.

End of video.

Stories of the Diocese: Sacred Ground

The Rt. Rev. Susan E. Goff: As we continue to wait, team, I wonder if we might queue up another one? Because we've got a few and we were going to share a couple of them this morning. Any one you choose.

A video Story of the Diocese about Sacred Ground played next.

The Rev. Dr. J. Lee Hill, Jr. (Diocesan Missioner for Racial Justice and Healing): Grace and peace. My name is the Rev. Dr. J. Lee Hill, Jr. I serve as the Missioner for Racial Justice and Healing here in the Episcopal Diocese of Virginia. Friends, I am so very excited to share with you this opportunity to participate in a transformative dialogue on race and racism, utilizing the Sacred Ground curriculum. Over the course of the next several weeks, you will see and hear stories from folks all around our Diocese who have participated in this program, and as a result, have really truly deepened their faith and expanded their understanding and welcomed the joyous discovery of new truths that have really changed their lives.

Mr. Skip Jones (St. Luke's, Alexandria): Last year, when all the Black Lives Matter and racial tension was going on in the country, we felt the call to do something more than just offer thoughts and prayers. Fortunately, we saw an article in the diocesan newsletter about a Sacred Ground circle being formed in early last year.

Ms. Margie Jones (St. Luke's, Alexandria): I was really impressed by the curriculum, watching the films, the readings, the discussions, the prayers. What I've learned is what I was not taught in school, and it's remarkable the things that I did not know but have now had my eyes opened. We hope you enjoy your journey as well.

Ms. Kathleen Eichenlaub (St. David's, Ashburn): One of the most important things I learned via Sacred Ground was that there is so much that I didn't know that I didn't know. So much. I know that there's still so much that I don't know. I also learned how important it is that we listen to others' stories. I think that a huge part of the way through all of this is to be open to learning. I don't know it all. Also, to listen to people's stories, this is how we learn and it's coming from another human being, another brother or sister in Christ. This is their story, and it's important to listen to those stories.

Ms. Beth Roireau (Piedmont, Madison): I participated in the Sacred Ground sessions after the summer of 2020, when I needed a safe place to talk about racism and the fact that I had had an awakening that racism didn't end in the '60s and '70s and that I have conversations and am around conversations that are not loving, but are racist. Since the sessions, I have felt confident to inject some of the facts that I learned in Sacred Ground, into conversations with my friends and family when I feel that they are not loving conversations, they've turned to racist conversations. I've been able to do that in a non-confrontational way that I hope broadens the thinking of the people that I love. Sacred Ground has really been a gift.

Mr. Hill: I hope that you will prayerfully consider joining in this important work of justice here in our Diocese. May God's gracious love be upon you. Peace.

End of video.

Bishop Goff: Thank you. We will continue to wait another minute or two that it will take for us to get results, ensuring that the shepherds have had enough time to call the nominees.

Declaration of an Election

The Rt. Rev. Susan E. Goff: I see all eyes on me. I'm just waiting for the papers to be brought and put in my hands – or put in the hands of the people making the slide.

On that note, I am pleased to say that we have an election. In the clergy order, and that screen will be put up, 207 votes were cast, 104 needed for election. The Rev. Joe Hensley received 25, the Very Rev. Gideon Pollach 57, the Rev. Canon Mark Stevenson 125 to elect him in the clergy order.

In the lay order, 229 votes were cast, 115 needed for election. The Rev. Joe Hensley received 16, the Very Rev. Gideon Pollach received 96, and the Rev. Canon Mark Stevenson received 117 electing him in the lay order.

Worship after Completion of the Election

The Rt. Rev. Susan E. Goff: We join together in worship of thanksgiving at the completion of the election. Following that, we will have a message on the screen from the Rev. Canon Mark Stevenson. Remember, please don't leave until you sign the testimonial. After the message from Canon Stevenson, we will give instructions for how to do that. It should only take a few minutes. Let us worship.

The Rev. Marlene Forrest (Transition Committee, St. Philip's, Richmond): Light and peace, in Jesus Christ our Lord.

Members of Convention: Thanks be to God.

Ms. Forrest: Let us pray. Almighty God, you sent your Son Jesus Christ to reconcile the world to

yourself: We praise and bless you for those whom you have sent in the power of the Spirit to preach the Gospel to all nations. We thank you, especially for Mark, elected Bishop in your Church. We thank you also for this community of love that has been gathered together and for the work we have done in this election.

Bless our labors that the things we have done this day will be pleasing to you and uplifting for your Church; for the kingdom and the power and the glory are yours for ever.

Members of Convention: Amen.

Ms. Forrest: Let us sing hymn 507, "Praise the Spirit in Creation," verse one only.

Members of Convention sang the first verse of Hymn 507, "Praise the Spirit in creation."

Ms. Deborah Gandy (Standing Committee President, St. Mary's, Arlington): Please join me in saying a portion of Psalm 104.

Members of Convention: May the glory of the Lord endure for ever; may the Lord rejoice in all good works. God looks at the earth and it trembles; God touches the mountains and they smoke. I will sing to the Lord as long as I live; I will praise my God while I have my being. May these words of mine please God; I will rejoice in the Lord.

Ms. Gandy: A reading from John.

On the last day of the festival, the great day, while Jesus was standing there, he cried out, "Let anyone who is thirsty come to me, and let the one who believes in me drink. As the scripture has said, 'Out of the believer's heart shall flow rivers of living water.'" Now he said this about the Spirit, which believers in him were to receive.

The word of the Lord.

Members of Convention: Thanks be to God.

Bishop Goff: I Invite us into two minutes of silence to reflect on two questions: What is your greatest hope and prayer for Mark Stevenson and for our Diocese in this moment? And, what will you do to bring this hope and prayer to life?

Amen.

Members of Convention: Amen.

Ms. Forrest: The Lord be with you.

Members of Convention: And also with you.

Ms. Forrest: Let us pray.

Members of Convention: Our Father, who art in heaven, hallowed be thy Name, thy kingdom come, thy will be done, on earth as it is in heaven. Give us this day our daily bread. And forgive us our trespasses, as we forgive those who trespass against us. And lead us not into temptation, but deliver us from evil. For thine is the kingdom, and the power, and the glory, for ever and ever. Amen.

Ms. Forrest: O God, who taught the hearts of your faithful people by sending to them the light of your Holy Spirit: Grant us by the same Spirit to have a right judgment in all things, and evermore to rejoice in his holy comfort; through Jesus Christ your Son our Lord, who lives and reigns with you, in the unity of the Holy Spirit, one God, for ever and ever.

Members of Convention: Amen.

Greetings from the Rev. Canon E. Mark Stevenson

The Rt. Rev. Susan E. Goff: We look forward now to a message from the Rev. Canon Mark Stevenson, whom this body has elected as the 14th Bishop of Virginia.

The Rev. Canon E. Mark Stevenson addressed Convention via Zoom.

The Rev. Canon E. Mark Stevenson: Oh, my dear, dear friends in Christ. I'm standing in Bloomington, Indiana, right now, and I'm here with the Presiding Bishop. He's over there preaching right now and I'm having much more fun than he is.

You all have honored me greatly. I am overwhelmed with deep joy for the journey that you have invited me to be a part of with you over the coming years. As you might imagine, I'm a tangle of emotion right now, and I want to say so much. At the same time, you have rendered me speechless, which is a tough thing to do to a preacher, especially me.

Over the past week, I've been thinking a lot about journeying through life, about traveling through life, especially traveling and journeying with Jesus. I've been thinking about all those times that the disciples traveled with Jesus, doing the work that he was teaching them to do; bringing health and life, hope to so many, changing lives that so many thought could not ever be changed. Now, I'm thinking a whole lot about the journey that we will all share with Jesus. You all are so well practiced at it already. There's so much Gospel ministry, so much Gospel hunger, so much Gospel drive in Virginia. It's simply awe-inspiring. It's what grabbed my attention way back at the end of last year when God first put it on my heart to look at this process and see if there might be a call to be your bishop. All that energy that you all have for the Gospel is what's energizing me now.

I'm so looking forward to learning from you and to sharing what God has taught me over the years. Together, I have no doubt that we're going to do the ministry that Jesus has modeled for us. I am thankful to so many people, so many people, and there's going to be a lot of time in the coming days and months for me to name all those names, many of whom are in that room there in Virginia now. I do want to say thank you to Joe and Alan, and Gideon, whom I consider friends. I consider myself thoroughly, completely blessed to have been on a journey with them.

For now, let me say thank you to all of you as a group. Let me say that you have been, and you will continue to be in my prayers. My prayer today is that God will grant us joy-filled day after joy-filled day as we start this new journey with each other and with God. Thank you, my friends in Christ. Thank you.

Bishop Goff: It had to be so awkward talking on a Zoom call when he couldn't see us but we could see him. So grateful for that.

Stories of the Diocese: La Iglesia de Santa Maria, Falls Church

The Rt. Rev. Susan E. Goff: Our tech team needs five more minutes to set up the testimonial. It will be sent to your phone again so that each person can do it individually. In that five minutes, we will share a Story of the Diocese.

A video Story of the Diocese about the Stations of the Cross at Santa Maria, Falls Church, played next. Each paragraph below was first spoken in Spanish, followed by English.

Member of Santa Maria, Falls Church: Welcome to Iglesia Santa Maria's outdoor meditation trail.

The Stations of the Cross is an ancient Christian tradition. It serves not only as a memory of Christ's journey to the cross, but as a way to join those past events to our present time. As Christians, we believe that Christ's sacrifice on the cross was an event that happened in the past and continues giving salvation to us today.

The stations are printed from woodcuts, created, and generously made available for this meditation trail by artist Margaret Adams Parker. Parker's woodcuts are stark depictions that capture the passion narrative with wrenching power.

End of Video

Signing of the Canonical Testimonial of Election

The Rt. Rev. Susan E. Goff: As soon as we get the word from our tellers and judge of election that the testimonial is complete and ready to be sent to you, we will let you know. It's already there. Good.

Please listen to how the signing will take place. It is indicated on the testimonial form itself and the screen behind me that you'll receive an email. You have already received it, it seems, with the link to sign your testimonial. If you don't see it, please check your junk folder again. A handful of delegates might instead see an email from Erin Kamran or Nancy Chafin who are staff members whose addresses will be @thediocese.net. If you receive that instead, feel safe to open it. The document looks like the one on the screen. Depending on the device you're using, you can sign with your finger or with your mouse pad. Once all testimonials have been signed, the signatures will be confirmed by the Transition Committee. If you've got that and have it pulled up, please sign now.

Do I hear that some of you are getting an error?

Members of Convention: Yes.

Bishop Goff: I remind you that before we leave, we need to hear that the testimonials have been signed. If there's any kind of glitch, we may need to do it again. I doubt it, but please don't leave quite yet. We're also going to leave with a prayer and a blessing, and a dismissal as soon as we hear that the testimonials have been signed.

All right. We have received word from the Presiding Bishop's office that we do have the majority of testimonials that we need. If you're having trouble at this point, it doesn't matter. If you can resolve it and want your signature, then please continue. We have received the majority. Everything is canonical. Let us join in our closing worship.

Worship Before Departing

The Rev. Canon Abbott Bailey (Committee on Liturgy & Music, diocesan Canon to the Ordinary): The Lord be with you.

Members of Convention: And also with you.

Canon Bailey: Let us pray. O God, by your grace you have called us in this Diocese to a goodly fellowship of faith. Bless Mark, our elected nominee, our Bishops, Susan and Jennifer, all priests and deacons and all the laity. Grant that your Word may truly be preached and truly heard, your Sacraments faithfully administered and faithfully received. By your Spirit, fashion our lives according to the example of your Son, and grant that we may show the power of your love to all among whom we live; through Jesus Christ our Lord.

Members of Convention sang the first verse of Hymn 390, "Praise to the Lord, the Almighty."

Members of Convention: Amen.

The Rt. Rev. Susan E. Goff: And now, be of good courage, never be afraid, because God who created you is always with you and loves you fiercely; and the blessing of God Almighty, Father, Son, and Holy Spirit be among you and remain with you this day and for ever more.

Members of Convention: Amen.

The Rev. Deacon Christine Garcia (Search Committee, Christ Ascension, Richmond): Let us go forth into the world, rejoicing in the power of the Spirit. Alleluia! Alleluia!

Members of Convention: Thanks be to God. Alleluia! Alleluia!

Ballot Results of the Special Convention

Nominees are listed in alphabetical order by last name.

Ballot One Results

<i>Nominee</i>	<i>Clergy Votes</i>	<i>Lay Votes</i>
The Rev. Joseph Hensley, Jr.	34 (16%)	30 (13%)
The Rev. Canon Alan James	30 (14%)	29 (13%)
<i>Withdrew after Ballot One.</i>		
The Very Rev. Gideon Pollach	53 (26%)	85 (37%)
The Rev. Canon E. Mark Stevenson	90 (43%)	84 (37%)

Ballot Two Results

Clergy order	
Total votes cast: 207	Votes needed to elect: 104
Lay order	
Total votes cast: 229	Votes needed to elect: 115

<i>Nominee</i>	<i>Clergy Votes</i>	<i>Lay Votes</i>
The Rev. Joseph Hensley, Jr.	25 (12%)	16 (7%)
The Very Rev. Gideon Pollach	57 (28%)	96 (42%)
The Rev. Canon E. Mark Stevenson	125 (60%)	117 (51%)

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