



THE EPISCOPAL DIOCESE OF VIRGINIA

Journal of
The 228th Annual Convention

including
Proceedings of the November 17-19, 2022 meeting

of the 228th Annual Convention

Parochial Statistics

Annual Reports

Audits

The Constitution and Canons of the Diocese of Virginia

Draft

FOR JESUS. FOR THIS TIME. FOR ALL TIME.





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The 229th Annual Convention of the Episcopal Diocese of Virginia will be held on November 2-4, 2023, at the Fredericksburg Expo & Conference Center, 2371 Carl D. Silver Parkway, Fredericksburg, VA 22401.

Diocesan Officers

As of the 228th Annual Convention.

The Bishop Suffragan and Ecclesiastical Authority

The Rt. Rev. Susan E. Goff

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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Members of the
228th Annual Convention

Canonically Resident Clergy

*Indicates attended 228th Annual Convention.

The Rev. Jonathan V. Adams*	Trinity, Upperville
The Rev. Dr. Christopher M. (Chris) Agnew	Retired
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 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. 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. 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 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	Non-Parochial

Members of the 228th 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. Sam Bush	Christ Church, Charlottesville
The Rev. Joseph Butler*	Emmanuel, Harrisonburg
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 & 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	Retired
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 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 Very Rev. Judith (Judy) Davis*	St. Mark's, Richmond
The Rev. Susan W. (Kipper) Degavre	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. William (Will) Drosos*	St. Thomas, McLean
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	Non-Parochial
The Rev. Gail Epes	Retired

Members of the 228th Annual Convention

The Rev. Rachel Bauer Eskite	Non-Parochial
The Rev. Deacon Courtenay Evans	Non-Parochial
The Rev. Paul Evans*	Grace & Holy Trinity, Richmond
The Rev. Dr. Margaret Ann (Sam) Faeth	Retired
The Rev. Mark R. Feather	Retired
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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
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The Rev. Deacon Christine J. Garcia*	Christ Ascension, Richmond
The Very Rev. Fran Gardner-Smith*	St. Thomas, McLean
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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
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The Rt. Rev. Susan E. Goff*	Diocese of Virginia, Richmond
The Rev. Neal Goldsborough*	Christ Church, Glenn Allen
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. 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	Non-Parochial
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
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Members of the 228th Annual Convention

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The Rev. Deacon Harrison Higgins IV	St. Mary's, Richmond
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The Rev. Vincent S. Hodge	Retired
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. David Colin Jones*	Retired
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The Rev. Gary D. Jones	Retired
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The Rev. Jeanie Martinez-Jantz	Non-Parochial

Members of the 228th Annual Convention

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The Rev. Joan Mattia	Retired
The Rev. Louis J. (Lou) Mattia	Retired
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The Rev. Sara Chandler Maypole	Retired
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The Rev. Charles C. (Chuck) McCoart*	Emmanuel, Alexandria
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The Rev. Cynthia McKenna	Trinity, Fredericksburg
The Rev. Jennifer G. McKenzie	Non-Parochial
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The Rev. Jeremy Means-Koss	Non-Parochial
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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
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The Rev. Dr. Jo-Ann Murphy*	Retired
The Rev. Deacon Linda E. Murphy	Non-Parochial
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The Rev. Penny A. Nash*	All Saints, Richmond

Members of the 228th Annual Convention

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The Rev. Deborah Newcomb	Retired
The Rev. Kevin Newell*	Emmanuel, Brook Hill, Richmond
The Rev. J. David Niemeyer	Retired
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The Rev. Jennifer Ovenstone*	St. Paul's, Alexandria
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The Rev. Sara Palmer*	St. Mary's, Arlington
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The Rev. Philip Paradine	Retired
The Rev. Betsee Parker	Retired
The Rev. Caroline Smith Parkinson	Retired
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The Rev. Scott D. Parnell*	Ware, Gloucester
The Rev. Joan L. (Joani) Peacock	Emmanuel, Alexandria
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
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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
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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
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The Rev. Robin Razzino*	St. Clement, Alexandria
The Rev. Elizabeth Rees	St. Stephen's & St. Agnes School, Alexandria
The Rev. Natalie Perl Regan*	Good Shepherd, Burke
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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. Julius (Julie) Rodriguez	Non-Parochial
The Rev. Santiago Rodriguez*	Grace, Alexandria

Members of the 228th Annual Convention

The Rev. John Rohrs*	St. Stephen's, Richmond
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*	Retired
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The Rev. Jamie S. Samilio	Non-Parochial
The Rev. Stuart E. Schadt	Retired
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
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 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
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The Rev. Blake Singer*	St. James's, Richmond
The Rev. Ann Kilpen (Kilpy) Singer*	St. Mary's, Goochland
The Rev. Kira Skala	Non-Parochial
The Rev. David Hayes Smith	Retired
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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. 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

Members of the 228th Annual Convention

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/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*	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. 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 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	Non-Parochial
The Rev. R. Ellen White	Retired
The Rev. Harold N. (Hal) White	Retired
The Rev. Kristin Price Robinson Wickersham*	Epiphany, 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

Members of the 228th Annual Convention

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. Dr. Marian K. Windel*	Retired
The Rev. Mary Margaret (Mary Margaret) Winn*	St. Matthew's, Sterling
The Rev. 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 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 228th 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	Linda Tjossem	Delegate
	Barbara Allison Bryan*	Alternate
All Saints, Richmond	James Forsythe	Delegate
	Mark Wilcox	Alternate
All Saints Sharon Chapel, Alexandria	No certificates of election received.	
All Souls, Mechanicsville	Patricia Williams	Delegate
	Tracy Vail-Rhodes*	Alternate
Aquia, Stafford	William "Bill" Hoffman	Delegate
	Michael Golasz*	Delegate
	Sarah Kirby*	Delegate
	Christopher "Chris" Arey	Alternate
	Carolyn Hendrickson	Alternate
Buck Mountain, Earlysville	Patricia "PJ" Knowlton*	Delegate
	Arthur Symmes	Alternate
Calvary, Front Royal	Jean Mary Taylor*	Delegate
	Dana Adamson	Alternate
Calvary, Hanover	Marvin Tillman*	Delegate
Christ Ascension, Richmond	Eve Davis*	Delegate
Christ Church, Alexandria	Cindi Bartol*	Delegate
	Anthony Hoefler*	Delegate
	Russ Randle*	Delegate
	Anna McClure*	Delegate
	Sandra Thomson	Alternate
Christ Church, Brandy Station	No certificates of election received.	
Christ Church, Charlottesville	No certificates of election received.	
Christ Church, Glen Allen	Ken Royston	Delegate
	Thomas "Tom" Tyler III	Delegate
	Laura Lafayette*	Delegate
	Sally Raderer*	Delegate
Christ Church, Gordonsville	Carolyn Smith*	Delegate
Christ Church, Luray	Roberta Arcand*	Delegate
	Susan Zorn	Alternate
Christ Church, Saluda	Jeannette Adkins*	Delegate
	Lydia Dudley	Alternate
Christ Church, Spotsylvania	Mike Hauer*	Delegate
	Ed Houck	Alternate
Christ Church, Winchester	Harold "Sandy" White*	Delegate
	Larry Pettinger	Delegate
	Martha Griffin*	Alternate
Christ Church, Lucketts, Leesburg	Brett Wiseman	Delegate
	Paul Muench	Alternate
Christ Church/Cunningham Chapel Parish, Millwood	Mason Priscilla Uskurait*	Delegate
Church of Our Redeemer, Aldie	Linda Bailey*	Delegate
	Susan Hollinger	Alternate
Church of Our Saviour, Charlottesville	Ellen Osborne*	Delegate
	Carolyn Voldrich	Alternate

Members of the 228th Annual Convention

Church of Our Saviour, Montpelier	Robert Lewis*	Delegate
	Michael Leiter	Alternate
Church of St. Clement, Alexandria	Monica Rusk*	Delegate
	Peggy Nigon	Alternate
Church of the Creator, Mechanicsville	Kathy Barclay	Delegate
	Stacy Rusch	Alternate
Church of the Epiphany, Richmond	Tad Blackburn*	Delegate
	Kathy Jimerson	Alternate
Church of the Good Shepherd, Bluemont	Judy Hall*	Delegate
	Cindy Ingram	Alternate
Church of the Good Shepherd, Burke	Claire Palmer	Delegate
	Charles Sisson*	Delegate
Church of the Holy Comforter, Richmond	E. Terry Long	Delegate
	Cheryl Groce-Wright	Alternate
Church of the Holy Comforter, Vienna	Joni Langevoort*	Delegate
	Susan van der Veer	Delegate
	Cassandra Bosco*	Delegate
	Peter Brownrigg	Alternate
	Byron Knight*	Alternate
	Virginia Barazia	Alternate
Church of the Holy Cross, Batesville	Dale Weigel*	Delegate
	Ika Joiner	Alternate
Church of the Holy Cross, Dunn Loring	Adam Kline	Delegate
	Kathryn "Kate" Hayes*	Alternate
Church of the Incarnation, Mineral	Susan Turney	Delegate
	Nancy Moser	Alternate
Church of the Messiah, Fredericksburg	Barry Potter*	Delegate
Church of the Resurrection, Alexandria	Elizabeth "Betsy" Faga*	Delegate
	Cynthia Bullard-Perez	Alternate
Church of the Spirit, Alexandria	Rishabh Bajekal*	Delegate
	Steve Miller	Alternate
Cople Parish, Hague	Treadwell Davison*	Delegate
	Deborah Stafford	Alternate
Emmanuel, Alexandria	Elizabeth Frank*	Delegate
	Emily McNaughton	Alternate
Emmanuel, Delaplane	J. Lee Johnson*	Delegate
	Ross Armstrong	Alternate
Emmanuel, Greenwood	Anne Dagner*	Delegate
	Kelly McCaskill	Alternate
Emmanuel, Harrisonburg	David Penrod*	Delegate
	Joseph "Joe" Paxton	Alternate
Emmanuel, King George	No certificates of election received.	
Emmanuel, Middleburg	Mary Holden*	Delegate
	Stacie Powell	Alternate
Emmanuel, Rapidan	Lura Wharton	Delegate
	Elizabeth "Betty" Long*	Alternate
Emmanuel, Woodstock	Emily Scott*	Delegate
Emmanuel, Brook Hill, Richmond	Susan Utley Loan*	Delegate
	Ben Cleary	Alternate
Church of the Epiphany, Herndon	Don Brill*	Delegate
The Falls Church, Falls Church	Amanda Dupree*	Delegate
	Paul Rosbolt	Alternate

Members of the 228th Annual Convention

Farnham Church, Farnham	Stan Terhune*	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 Nicholas Sollog III*	Delegate
	Glenice Coombs	Alternate
Grace Church, Alexandria	Elizabeth Rugaber*	Delegate
	Douglas Prince*	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
	Mary Neal	Alternate
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 Minglehoff*	Delegate
	Ezmee Hutton	Alternate
Grace Church, The Plains	Hope Haingen	Delegate
	Scott Wehner	Alternate
Grace Church, Cismont, Keswick	William "Bill" Adams*	Delegate
Grace Memorial, Port Republic	No certificates of election received.	
Holy Cross Korean, Falls Church	John Kwon	Delegate
Immanuel, King & Queen Court House	No certificates of election received.	
Immanuel Church-on-the-Hill, Alexandria	Tom Hewson*	Delegate
	Deborah Hewson*	Delegate
	Kathy Lloyd*	Delegate
Immanuel, Old Church, Mechanicsville	Mary Elmore*	Delegate
Kingston Parish, Mathews	Lisa McCann*	Delegate
La Iglesia de Cristo Rey, Arlington	Norka Antelo	Delegate
	Valeria Antelo-Brandt*	Alternate
La Iglesia de San Jose, Arlington	Sonia Sevilla*	Delegate
	Mario Enriquez	Alternate
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
McIlhany Parish, Charlottesville	No certificates of election received.	
Meade Memorial, Alexandria	Thomas Jones	Delegate
	C. Nadine Goff	Alternate
Meade Memorial, White Post	Virginia Mackay-Smith*	Delegate
Olivet, Alexandria	Barbara Gay*	Delegate
Piedmont/Bromfield Parish, Madison	Karen Czar*	Delegate
	Carolyn Stanley	Alternate
Pohick, Lorton	Michael Wooten	Delegate
	Glenn Larkin	Delegate
	Beth Altman	Alternate
	Don Brownlee*	Alternate

Members of the 228th Annual Convention

St. Aidan's, Alexandria	Edward "Ted" Bolling*	Delegate
	Mary Jane Guffey	Alternate
St. Alban's, Annandale	Pam Matthes*	Delegate
	Donna Archer*	Delegate
St. Andrew's, Arlington	John Mark Scip*	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	Patricia Bridgewater*	Delegate
	Allyson Getlein	Alternate
St. Anne's, Reston	Raymond "Ray" Copson*	Delegate
	Christine "Chris" Cameron*	Delegate
	Emily Besuden*	Delegate
	Shon Cooper	Alternate
	Angela "Angie" Gray	Alternate
	Evan 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
	Alice Dodson	Alternate
St. David's, Ashburn	H.L. Hamilton Norwich*	Delegate
	Tanya Kerr*	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	No certificates of election received.	
St. Francis', Manakin Sabot	Susan Kidd*	Delegate
	Karen Webber	Alternate
St. Gabriel's/San Gabriel, Leesburg	Clair "Chuck" Mitchell*	Delegate
	Cynthia Jones	Alternate
St. George's, Arlington	Eliza "Liza" Lowe	Delegate
	Michael Woods*	Delegate
	Anne Norloff*	Alternate
	Parks Gilbert	Alternate
St. George's, Fredericksburg	Craig Raines*	Delegate
	Elizabeth "Beth" Klein*	Delegate
	Casey Hu*	Delegate
	Jessica Atkinson*	Alternate
	David Davies	Alternate
	Laura Loch	Alternate

Members of the 228th Annual Convention

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
	Richard 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
	Michael Whitlow	Alternate
	George Trey Sibley*	Alternate
	Rob Reed	Alternate
	Harry Warner	Alternate
	Jennifer Pollard	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	No certificates of election received.	
St. John's, McLean	Rodney Page*	Delegate
	Margaret "Maggie" Keller*	Delegate
	Kevin Swanson*	Delegate
	Margaret Vanderhye	Alternate
St. John's, Richmond	Paul Broughton*	Delegate
	Stewart Gamage	Alternate
St. John's, Tappahannock	Susan Fogg	Delegate
	Cyanne Yates	Alternate
St. John's, Warsaw	Mark Jenkins*	Delegate
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	Lou Lamb	Delegate
	Tom Goss	Alternate
St. Luke's, Wellington, Alexandria	Robert Lamb	Delegate
St. Margaret's, Woodbridge	Eleana Boyer*	Delegate
	Winnie Gilmore	Alternate
St. Mark's, Alexandria	Stephen Mitchell*	Delegate
	James Bailes*	Alternate

Members of the 228th Annual Convention

St. Mark's, Richmond	Ryn Kennedy*	Delegate
	Karen Franklin	Alternate
St. Martin's, Richmond	Rick Gibbs*	Delegate
St. Mary's, Arlington	Kathryn McManus	Delegate
	Michelle Neblett*	Delegate
	Dennis Carter-Chand*	Delegate
	Rebecca Wueste	Delegate
	Katherine 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	Wayne Dementi*	Delegate
	Katherine "Kitty" Williams*	Delegate
	Charmaine Trice	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	Allen Tuttle	Delegate
	Zena Horaibi	Delegate
	Candace Timmons*	Delegate
	Linda Merola	Alternate
	Lisa Lintelman	Alternate
	Tom Leary	Alternate
St. Michael's, Arlington	Linda Kelleher*	Delegate
	Terri Katon	Alternate
St. Patrick's, Falls Church	No certificates of election received.	
St. Paul's, Alexandria	Karen Grane	Delegate
	Charles Zauzig*	Delegate
	Robert Long*	Delegate
	Heidi Schneble	Delegate
	Robert Steventon*	Delegate
	James Norman*	Delegate
	David Brown*	Delegate
	Taylor Kiland*	Delegate
	Larry Campbell*	Alternate
	Anne Ayers	Alternate
	Lisa Walsh	Alternate
	Cindy Brack	Alternate
	Sue Setliff	Alternate
	Catherine Schmidt	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
	William Baer	Delegate
	Charlotte Wilcox	Alternate

Members of the 228th Annual Convention

St. Paul's, Miller's Tavern	Lucy Baker*	Delegate
St. Paul's, Richmond	Sheena MacKenzie*	Delegate
	Christopher West	Alternate
St. Paul's Memorial, Charlottesville	Steve Bevis*	Delegate
	Rachel Lloyd*	Delegate
	William Taylor	Alternate
	Frank Rambo	Alternate
St. Paul's on-the-Hill, Winchester	Roger Inger	Delegate
	Joan Inger	Alternate
St. Paul's, Bailey's Crossroads	No certificates of election received.	
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	Barbara Ritter*	Delegate
	Jo Brett	Alternate
St. Peter's, Arlington	Kathleen O'Neill	Delegate
	Paddy Link*	Delegate
	Ed Wilson*	Delegate
	John Lushetsky*	Alternate
St. Peter's, New Kent	Robert Ackley*	Delegate
	R. Allan Fabritz	Alternate
St. Peter's, Port Royal	Carolyn Davis	Delegate
	Helmut Linne von Berg	Alternate
St. Peter's, Richmond	Torey Edmonds*	Delegate
	Ronald "Ron" Carey	Alternate
St. Peter's, Purcellville	No certificates of election received.	
St. Peter's in the Woods, Fairfax Station	Susan Lee-Merrow*	Delegate
	Marilyn Welschenbach	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	Margaret "Marty" Moon*	Delegate
	Sharon Guenther	Alternate
St. Stephen's, Heathsville	Mary Palmer Legare*	Delegate
	John Hodges	Alternate
St. Stephen's, Richmond	Auguste Bannard*	Delegate
	Allison Koschak	Delegate
	Blair Nelsen*	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
	Craig Merritt	Alternate
	C. Cotesworth Pinckney	Alternate

Members of the 228th Annual Convention

	Greta Kidd	Alternate
	Margaret Tucker	Alternate
	Richard Hamrick III	Alternate
St. Stephen & the Good Shepherd, Elkton	No certificates of election received.	
St. Thomas, McLean	Stephen Wickman*	Delegate
	Rebecca Ventorini	Alternate
St. Thomas', Orange	Graham Barton*	Delegate
	Anne Harman	Alternate
St. Thomas', Richmond	Leo Panilaitis*	Delegate
	Mary Whittle	Alternate
St. Timothy's, Herndon	Sandra "Sandy" Wright*	Delegate
	J. Keith Sinclair, Jr.*	Delegate
Trinity, Arlington	Joy Warburton*	Delegate
Trinity, Charlottesville	Amy Griffith*	Delegate
	Stephanie Commander	Alternate
Trinity, Fredericksburg	Virgil Folden III	Delegate
	Jim Carlock	Alternate
Trinity, Lancaster	Frances Callaghan	Delegate
	Debby Tupper	Alternate
Trinity, Manassas	Jeffrey Schneider*	Delegate
	John "Jack" McCracken*	Delegate
	Rachel Strohman	Alternate
	Karl Baetcke	Alternate
Trinity, Upperville	Barbara Augenblick	Delegate
	Rebecca Hoecker	
Trinity, Washington	Carolyn Emerick*	Delegate
	Cady Soukup	Alternate
Varina, Henrico	Gloria Whitlow*	Delegate
	Odie Whitlow	Alternate
Vauter's, Loretto, Champlain	No certificates of election received.	
Ware, Gloucester	No certificates of election received.	
Westover Church, Charles City	Albert "Rusty" Copland*	Delegate
Wicomico Parish Church, Wicomoco Church	No certificates of election received.	

Lay Members *Ex Officio*

*Indicates attended 228th 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	Cannon Randle* John (Jake) Mortin Megan Bower*	James Madison University, Delegate University of Virginia, Delegate University of Virginia, Alternate
ECW President	Erika Masias-Campos*	La Iglesia de Santa Maria, Falls Church
Executive Board	Garway Bright* Laura Bondurant Mary Ann Cowherd* Mickie Jones Sandy Kirkpatrick* George Omohundro* Preston Sudduth Alda White*	Christ Church, Glen Allen St. John's, West Point St. Stephen's, Culpeper St. Mark's, Richmond St. Stephen's, Heathsville St. Luke's, Alexandria St. George's, Stanley Trinity, Fredericksburg
Standing Committee	Jessica Atkinson* Tom Baker* Deborah Gandy* Tyson Gilpin Diane Miller* Margaret Woody*	St. George's, Fredericksburg St. James's, Richmond St. Mary's, Arlington Christ Church, Millwood St. Timothy's, Herndon 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	James 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	Summer Garcia* Nigel Greene* Joseph Lockey Noah Nye* Sarah Penrod*	Northern Piedmont Region, Delegate Central Richmond Region, Delegate So. Shenandoah Valley Region, Delegate Culpeper Region, Delegate So. Shenandoah Valley Region, Delegate

Committees of Convention

Committee on Budget

Prepares the diocesan budget for approval.

Mr. Garway Bright, Christ Church, Glen Allen, Chair
The Rev. Jo Belser, Church of the Resurrection, Alexandria
The Rev. Emily Krudys, Church of Our Saviour, Montpelier
The Rev. Amanda Kotval, St. Paul's, Ivy
Ms. Mickie Jones, St. Mark's, Richmond
The Rev. David Lucey, St. Francis, Great Falls
The Rev. Jay Morris, Aquia, Stafford
The Rev. Gene LeCouteur, Emmanuel, Middleburg

Committee on Constitution & Canons

Considers proposed amendments to the Constitution and Canons.

Mr. J. P. Causey, Jr., St. John's, West Point, Chair
The Rev. Kim Coleman, Trinity, Arlington
Ms. Elizabeth Faga, Church of the Resurrection, Alexandria
The Rev. Charles Cowherd, St. Timothy's, Herndon
The Rev. Deacon Shea Godwin, Calvary, Front Royal
Mx. H.L. Norwich, St. David's, Ashburn

Committee on Credentials

Reviews Certificates of Election and works to move alternates to delegates as needed at registration.

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

Committee on Related Organizations

Reviews nominations to related organizations (Trustees of the Funds, Virginia Diocesan Homes, and Diocesan Missionary Society).

The Rev. Kathleen Murray, Beckford Parish, Mt. Jackson & Woodstock, Chair
Mr. Jim Bailes, President, Potomac Region
The Rev. Bambi Willis, Trinity, Fredericksburg

Committee on Resolutions

Considers submitted resolutions.

The Rev. Dina Widlake, Epiphany, Oak Hill, Chair
Ms. Alda White, Trinity, Fredericksburg
Mr. Russ Randle, Christ Church, Alexandria
Mr. Jack Schick, St. Peter's, Arlington
Mr. George Spagna, President, North Richmond Region
The Rev. Will Packard, St. Andrew's, Burke
The Rev. Marlene Forrest, St. Philip's, Richmond
The Rev. Deacon Katherine Ferguson, La Iglesia de Santa Maria, Falls Church
Ms. Torey Edmonds-Howell, St. Peter's, Richmond

Committee on Church Status

Reviews applications for parish status from mission congregations.

The Rev. Webster Gibson, Christ Church, Winchester, Chair
The Rev. Sean Rousseau, St. Paul's, Haymarket
Ms. Mary Parker, St. Mary's, Colonial Beach

Committees of Convention

The Rev. Cass Bailey, Trinity, Charlottesville

Ms. Erica Masias, ECW President

The Rev. Christine Mendoza, Church of the Good Shepherd, Burke

Committee on the Journal

Creates the Convention 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 December 31, 2022

<i>Bishops</i>	<i>Date of Consecration</i>	<i>Received from</i>
Matthews, Frank Clayton	9/11/93	East Carolina
Jones, David Colin	6/24/95	Virginia
Johnston, Shannon Sherwood	5/26/07	Mississippi
Goff, Susan Ellyn	7/28/12	Virginia
Stevenson, Edward Mark	12/3/2022	Louisiana
<i>Priests/Deacons</i>	<i>Date of Reception/Ordination</i>	<i>Received from/ Ordained in Virginia</i>
Frank, Jr., William G.	5/20/54	Kentucky
Marshall, McAlister C.	5/16/57	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
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
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 M. S.	6/23/79	Ordained
Holliday, C. Thomas	6/23/79	Ordained
Stewart, J. Bruce	9/4/79	Newark
Matthews, F. Clayton	1/1/80	East Carolina
Kettlewell, Paula S.	6/14/80	Ordained
Taylor, Gregory B.	7/18/80	Ohio
Lee, David E.	1/26/81	Michigan

Clergy of the Diocese in Order of Reception

Morrow, Andrew T. P.	6/7/81	Ordained
Goff, Susan E.	6/23/81	Newark
Hallock, Jr., Harold H.	9/1/81	Tennessee
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
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
Phipps, Jr., Robert S.	7/1/84	Texas
Chippis, Kathleen D. M.	7/25/84	Ordained
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
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 A. 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
Papile, James A.	6/13/92	Ordained
Strasser, Gabor	6/13/92	Ordained
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

Clergy of the Diocese in Order of Reception

Woodruff, Karen B.	6/11/94	Ordained
Kempself, 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
Ritchie, Anne Gavin	6/19/95	Washington
Hammond, James A.	6/27/95	Easton
Krejci, R. 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 J.	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
Thomson, Jacquelin C.	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
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
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

Clergy of the Diocese in Order of Reception

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
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, Jr., 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, Jr., Jack T.	4/15/04	West Virginia
Hutchson, Lee	5/14/04	Florida
White, Ellen	6/1/04	Southwestern Virginia
Johnson, Candine	6/26/04	Ordained
Kimball, Jennifer	6/26/04	Ordained
Morris, Jay	6/26/04	Ordained
West, Hillary T.	6/26/04	Ordained
Walker, Paul N.	7/1/04	Alabama
Cavanaugh, Sean	9/8/04	Atlanta
Hayes, C. Thomas	9/21/04	Central New York
Wood, Sarah A.	11/22/04	Ordained
Barr, Jane W.	12/1/04	Central Pennsylvania
Swann, Catherine W.	12/2/04	Southern Virginia
Gaventa, Sarah Kinney	6/18/05	Ordained
Martens, Ann	6/18/05	Ordained
Staley, Mary	6/18/05	Ordained
Willis, Barbara	6/18/05	Ordained
Jones, Gary D.	8/31/05	West Tennessee
Stoddart, David	9/29/05	Western Massachusetts
Gonzalez del Solar, Mario	12/22/05	Southern Virginia

Clergy of the Diocese in Order of Reception

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
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, Jr., 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
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

Clergy of the Diocese in Order of Reception

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, Jr., Louis J.	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, Jr., Frederico E.	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 III, Robert L.	6/9/12	Ordained
Dunks, Andrew	7/31/12	Southwestern Virginia
Velez-Rivera, Daniel	11/2/12	Massachusetts
Silcox, Jr., James H.	11/27/12	Southeast Florida
Hooker, Alan B.	12/19/12	Southern Virginia
Shelton, Benson E.	1/22/13	Southwestern Virginia
McCoart, Charles C.	2/9/13	Received, Roman Catholic Church
Beane, Emmetri M.	2/23/13	Ordained
Connors, Carey Dougherty	2/23/13	Ordained
Hanback, Holly	2/23/13	Ordained
Higgins IV, Harrison	2/23/13	Ordained
Jones, Edward W.	2/23/13	Ordained
Thomas, Kathryn	2/23/13	Ordained
Wilmoth, Dan	2/23/13	Ordained
Maas, Benjamin W.	3/5/13	Kentucky
Barker, Gary J.	6/11/13	Southern Virginia
Higgins, Jeffrey	7/27/13	Ordained
Maher, Jr., John F.	8/1/13	Arizona
Sullivan, Rosemary 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, Jr., 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

Clergy of the Diocese in Order of Reception

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
Hensley, Jr., Joseph H.	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
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
Reinholz, Kimberly	1/19/17	Bethlehem
York-Simmons, Noelle	1/23/17	Atlanta
Razzino, Robin	1/25/17	Washington
Gandiya, Lee	1/26/17	England
Thomas, Marilu J.	2/1/17	Received, Evangelical Church of America
Bascom, Joshua C.	6/10/17	Ordained
Dougherty, Katherine	6/10/17	Ordained
Packard, William	6/10/17	Ordained
Belanger, Fanny	7/16/17	Convocation of Episcopal Churches in Europe
Gardner-Smith, Francine	9/12/17	California
Mathews, E. Weston	9/18/17	Southwestern Virginia
Mendoza, Christine Love	10/5/17	Texas
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
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

Clergy of the Diocese in Order of Reception

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
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, Karulyne	3/18/19	Georgia
Knowles, Melody D.	3/18/19	Chicago
Williams-Duncan, Stacy	6/25/19	Washington
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
McDaniel, Eleanor Becker	10/14/19	Southwestern Virginia
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
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
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
Pierce, Johanna Baker	8/31/20	Arizona

Clergy of the Diocese in Order of Reception

Adams, Jonathan	9/29/20	Texas
Miller, Jr., W. Terry	9/29/20	Florida
Geiger, Martin	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 Jeshar	3/1/21	Ordained
Sweeney, Michael	3/1/21	Ordained
Fraser-Morris, Peter	3/4/21	Ordained
Rodriguez, Jose 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, Stephen	4/21/21	Ordained
Bridgemohan, Areea	5/3/21	Michigan
Buisson, Pierre-Henry	6/9/21	Arizona
Bennett, Denise Clegg	6/12/21	Ordained
Eskite, Rachel Bauer	6/12/21	Ordained
Salmon, W. Burley	7/1/21	Atlanta
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
Hull, Nicholas A.	2/7/22	Southwestern Virginia
Evans, Paul M.	3/5/22	Ordained
Kelly, Stacy Carlson	3/5/22	Ordained
Laskowski, Kevin R.	3/5/22	Ordained
Newell, Kevin M.	3/5/22	Ordained
Regan, Natalie Perl	3/5/22	Ordained
Rodriguez, Julius S.	3/5/22	Ordained
Smith, Sarah Winston	3/5/22	Ordained
Wise, Leah Caitlin	3/5/22	Ordained
Arthur, Amelia Ruth	5/24/22	Minnesota
Martin, Chad Travis	6/6/22	Texas
Lowery, Travis Ethan	6/14/22	California
Holthus, Jessica T.K.	6/15/22	Maryland
Bush, Samuel Prescott	6/25/22	Ordained
Maguire, Rebecca Maria	6/25/22	Ordained
Singer, Blake Allen	6/25/22	Ordained
Singer, Ann Kilpen	6/25/22	Ordained
Butler, Joseph Gilbert	8/22/22	Southwestern Virginia
Harding, Susannah Greer	9/10/22	Ordained
McNamara, Dawn Sykes	9/10/22	Ordained
Moore, Trent Scott	9/12/22	Florida
Drosos, William Perry	9/15/22	Atlanta

Clergy of the Diocese in Order of Reception

Rohrs, John Davis	10/11/22	Southern Virginia
Ovenstone, Jennifer	10/28/22	New Jersey
Jenkins, John W. A.	11/7/22	Georgia
Stevenson, Edward Mark	12/3/22	Louisiana

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

As of December 31, 2022

Priest	Date of Transfer	Transferred to
Neville, Robyn M.	3/1/22	Southeast Florida
Gardner, Elizabeth Bonforte	3/5/22	Consecrated Bishop of Nevada
Reinholz, Andrew	3/20/22	New Jersey
Casey, David	3/23/22	Louisiana
Bardusch, Richard E.	5/1/22	Atlanta
Brown, Emily Rowell	6/14/22	Alabama
Seward, Barbara Harrison	8/10/22	Bethlehem
Elser, Claire	8/15/22	Colorado
Peel-Shakespeare, Margaret	8/24/22	Colorado
Webb, Pamela C.	9/8/22	Southern Virginia
Means-Koss, Brian Jeremy	9/16/22	Vermont
Truitt, Ann Harris	10/4/22	Southern Virginia
Brook-Davidson, Jennifer	11/1/22	North Carolina
White, Dorothy A.	11/7/22	Minnesota
Hood, Suzanne	11/8/22	East Carolina
Winchell, Ronald S.	11/8/22	Milwaukee

Clergy who have died

As of December 31, 2022

Trumbore, Frederick R.	1/23/22
Eaves, Lindon John	3/8/22
Gray, Bruce Alan	3/17/22
Becker, Robert Andrew	5/3/22
Gray, Peter Hansen	6/3/22
Coffey, Edward Allen	6/9/22
Dickey, Jr., Robert William	6/29/22
Lee, Peter James	7/2/22
Van Scoyoc, Gardner Warren	8/9/22
Kunz, Jr., Andrew George	11/27/22

Clergy who have been removed

As of December 31, 2022

Kaval, Lura	2/23/22
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Necrology

MRS. ELIZABETH ANNE REEVES BARGE

November 7, 1931 – March 1, 2022

Mrs. Elizabeth Anne Reeves Barge, widow of the Rev. Beverly Lake Barge, died at Mary Washington University Hospital, Fredericksburg, Virginia, on March 1, 2022.

Elizabeth Anne Reeves was born November 7, 1931, in Durham, North Carolina, the daughter of Norman O. and Lillie Elizabeth Reeves. After graduating from Durham High School, Durham, North Carolina, in 1949, she married Beverly Lake Barge on January 1, 1950. Shortly after their marriage, Mr. Barge entered the U.S. Army, from which he ultimately retired as a Lieutenant Colonel in 1975. During these years, Mrs. Barge raised their three children and received a BA from Wake Forest University, an MEd from University of North Carolina – Chapel Hill, and an MS from Oklahoma State University.

Immediately after his retirement from the U.S. Army, Mr. Barge commenced a second career by entering the Episcopal Seminary of the Southwest, Austin, Texas, graduating in 1978. Initially, Mr. Barge ministered in the Diocese of Oklahoma, first at St. Dunstan's, Tulsa, 1978-1979, then as founder, and later Rector, of Church of the Holy Spirit, Tulsa, 1980-1988, while Mrs. Barge ministered as a Marital and Family Therapist in the same city.

In 1988, Mr. Barge accepted a call from the Rt. Rev. Peter James Lee, Bishop of Virginia, to serve as the founding Vicar of the Church of the Messiah, Fredericksburg. In 1990, he was called to the rectorship of St. Peter's Church, Lake Mary, Florida, a cure he held until his retirement from full time parish ministry in 2001. The Barges returned to Fredericksburg, where Mr. Barge assisted at St. George's, Fredericksburg, and Church of the Messiah, Fredericksburg, until his death in 2004.

Throughout her life, Mrs. Barge lived her faith in the Church in many roles, including active membership in Daughters of the King, and serving as a Precept Bible Teacher, Lay Eucharistic Minister, Lay Reader, and Lay Catechist.

She is survived by her son, Beverly Kae Barge II, and daughter Marlisa Reeves Barge, ten grandchildren, and eight great-grandchildren. She was predeceased by her daughter Stephanie Anne Harper Keitel.

Mrs. Barge's funeral service was held at Trinity Church, Fredericksburg, April 2, 2022, with subsequent burial beside her husband at Arlington National Cemetery.



THE REV. DR. ROBERT ANDREW BECKER

November 2, 1940 – May 3, 2022

The Rev. Dr. Robert Andrew Becker, a canonically resident priest of the Diocese of Virginia, died peacefully in Reston, Virginia, on May 3, 2022.

Born in Long Branch, New Jersey, the son of Andrew George and Marjorie Lilly Vincent Becker, Robert Becker received a BA from George Washington University, Washington, DC, in 1963. After serving in the United States Air Force, 1963-1967, he embarked on a career in communications, first as Public Affairs Director for Fairfax County, Virginia government, 1971-1978, Media Representative for the U.S. Postal Service, 1978-1991, and Speechwriter and Senior Advisor to the Postmaster General, 2002-2006.

Dr. Becker's work with the Episcopal Church commenced at the Washington National Cathedral as Director of Communications in 1991. Although he earned his MDiv from Virginia Theological Seminary in 1997, he continued service as a layperson at Washington National Cathedral, becoming Senior Director for Program and Ministry and Senior Canon Residentiary, 2000-2001.

The Rt. Rev. Peter James Lee, Bishop of Virginia, ordained Robert Becker to the diaconate June 24, 2006, and to the priesthood February 3, 2007. Dr. Becker ministered as Assistant to the Rector, Resurrection, Alexandria, 2006-2007, and as Assistant Rector, Holy Cross, Dunn Loring, from 2008 until his retirement in 2018.

In 2018, he received his DMin from Virginia Theological Seminary, and in 2021 he authored and published *Priest: A Spiritual Journey*, an account of his lengthy personal pilgrimage to ordained ministry.

Dr. Becker is survived by his beloved wife of 58 years, Carolyn De Rosa Becker, their daughters Kathleen and Krista, and three grandchildren. He was predeceased by his daughter Jennifer.

His funeral service was held May 12, 2022, at Holy Cross, Dunn Loring, Virginia.



THE REV. DR. EDWARD ALLEN COFFEY

September 13, 1947 – June 9, 2022

The Rev. Dr. E. Allen Coffey, a canonically resident priest of the Diocese of Virginia, died June 9, 2022, at his home in Mechanicsville, Virginia.

Born in New York, New York, the son of Edward and Rosa Flaig Coffey, he received his BA from Randolph-Macon College in 1969. He subsequently earned an MDiv from Virginia Theological Seminary in 1972 and a DMin from Union Theological Seminary, Richmond, in 1986. The Rt. Rev. Robert Bruce Hall, Bishop of Virginia, ordained him a deacon on May 26, 1973, and a priest on May 11, 1974.

Dr. Coffey's entire parish ministry took place within the Diocese of Virginia, serving as: Rector, St. Peter's, New Kent, 1973-1988; Associate Rector, St. James's, Richmond, 1988-1991; Rector, Emmanuel, Brook Hill, Richmond, 1991-2002; Rector, Abingdon, White Marsh, 2002-2006; Interim Vicar, Buck Mountain, Earlysville, 2007; and Rector, St. Paul's, Miller's Tavern, 2008-2013. In addition, he served the Diocese of Virginia in many leadership positions, including: the Bishop's Liturgical Committee, 1975-1980; Executive Board, 1978-1981; Registrar of the Diocese, 1979-2001; Commission on Ministry, 1983-1985; Chairman, Planning of Special Bicentennial Council of the Diocese of Virginia, 1985; Dean, Region 10, 1990-1991; Board of Examining Chaplains, 1992-2008; Dean, Region 12, 1993-1998; and Standing Committee, 1996-1999.

He is survived by Deborah Waters, his beloved wife of 20 years, his son John C.E. Coffey, and one granddaughter.

Dr. Coffey's funeral was celebrated by the Rt. Rev. Shannon S. Johnston, resigned Bishop of Virginia, on June 16, 2022, at St. Stephen's, Richmond. He was subsequently buried at Beahm's Chapel Cemetery, Luray, Virginia.



MRS. ISABEL COALE SOUDER CORRELL

August 27, 1921 – October 2, 2022

Mrs. Isabel Coale Souder Correll, widow of the Rev. W. Holt Souder and of Mr. William B. Correll, and long-time resident of Westminster Canterbury, Richmond, Virginia, passed away October 2, 2022, at the age of 101.

Isabel Coale was born August 27, 1921, in Richmond, Virginia, the daughter of Basil Webster and Ida Flippen Coale. After graduation from St. Catherine's School, Richmond, in 1939, she studied at Erskine Junior College and Sacker Art School, both in Boston, Massachusetts.

On September 6, 1947, she married Walter Holt Souder, an incoming seminarian at Virginia Theological Seminary. After his graduation and ordination in 1950, Mr. Souder ministered to a succession of cures in the Diocese of Virginia: Deacon-in-Charge, then Rector, Varina Church, Richmond, 1950-1952; Associate Rector, St. Paul's Church, Richmond, 1953-1955; Rector, Christ Church, Winchester, 1955-1962; and Rector, St. Mary's, Richmond, 1962-1984. After Mr. Souder's retirement in 1984, the Souders remained in Richmond until his death on September 6, 1995.

After the death of Mr. Souder, Mrs. Souder remained in her native Richmond, eventually relocating to Westminster Canterbury. On February 15, 2003, she married William B. Correll, who later predeceased her on December 6, 2011.

Mrs. Correll was active in numerous community service roles beyond the Episcopal Church, including President and Trustee of the George Washington Fredericksburg Foundation; Chairman and Board Member of Richmond Memorial Hospital and Bon Secours Hospital Foundation; Chairman of the Board of Sheltering Arms Hospital; President of the Three Chopt Garden Club; a member of Country Club of Virginia; and member of Royal Dornock Golf Club, Scotland.

She is survived by her children: Anne Coale Souder, Basil W.C. Souder, and Marshall Souder Lawson; and one grandson.

Mrs. Correll's funeral was held October 7, 2022, at St. Mary's, Richmond, with interment in Hollywood Cemetery, Richmond, next to her first husband, the Rev. W. Holt Souder.



THE REV. ROBERT WILLIAM DICKEY, JR.

April 15, 1932 – June 29, 2022

The Rev. Robert William Dickey, Jr., a canonically resident priest of the Diocese of Virginia, passed away at his retirement home in Stevensville, Kent Island, Maryland, on June 29, 2022, at the age of 90.

Born in Lexington, Kentucky, the son of Robert William and Elizabeth Drury Dickey, he was educated at Woodberry Forest School and Washington and Lee University before serving as a Navy Medical Corpsman during the Korean War. In 1956, he received a BA from Duke University, and in 1960 he earned a MDiv from Virginia Theological Seminary. The Rt. Rev. John Brooke Mosely, Bishop of Delaware, ordained him to the diaconate on May 21, 1960, and the Rt. Rev. James Wilson Hunter, Bishop of Wyoming, ordained him to the priesthood on November 22, 1960.

Mr. Dickey commenced his ministry in 1960 as Vicar of Good Shepherd, Sundance, Wyoming, and St. John's, Upton, Wyoming. He then relocated to the East Coast, serving as Associate, St. Margaret's, Washington, DC, 1963-1965, and Rector, St. Phillip's, Laurel, Maryland, 1965-1969. His final cure and longest ministry was as Rector of St. Thomas, McLean, 1969-1987, where he was noted for his focus on personal and professional counseling. In addition to this parish ministry, he also served as Dean of Region 5, North Fairfax, 1976-1978.

He is survived by his wife of 65 years, Carolyn Wiemer Dickey, their daughters Beth Leeth, Karen Lou Dickey, and Gwen Pfunstein, five grandchildren, and ten great-grandchildren.

A memorial service for Mr. Dickey was celebrated on July 22, 2022, at Christ Church, Stevensville, Maryland.



MRS. DORIS MADELINE CHURCH EADE

November 18, 1928 – November 22, 2022

Mrs. Doris Madeline Church Eade, widow of the Rev. Kenneth Charles Eade, died peacefully in her sleep under hospice care in Alpharetta, Georgia, on November 22, 2022.

Born in Plainfield, New Jersey, to Frank Phillip and Elsie May Leighs Church, Doris Madeline Church received a BA in Education from the University of California, Los Angeles, in 1951. On August 20, 1951, she married the newly ordained deacon, Kenneth Charles Eade, at St. Andrew's, Torrance, California.

Prior to receiving a call to the Diocese of Virginia, Mr. Eade ministered as: Vicar, St. Thomas, Sunnyvale, California, 1952-1953; Dean, St. Paul's Day School, Pomona, California, 1953-1957; Curate, Holy Trinity Chapel and Administrator, Episcopal Day School, Midland, Texas, 1958-1963; and Rector, St. Luke's, La Union, New Mexico, 1962-1973. The Eades came to the Diocese of Virginia in 1972 for Mr. Eade's final cure at St. Mary's, Arlington. Throughout her husband's ministry, Mrs. Eade raised their three sons and taught at various elementary, junior high, and senior high schools.

Following Mr. Eade's retirement from St. Mary's, Arlington in 1983, the Eades relocated to El Paso, Texas; Reno, Nevada, then to Cumming, Georgia in 1995. After her husband's death in 2016, Mrs. Eade settled at the Mansions Senior Living in Alpharetta, Georgia, her final home.

Mrs. Eade is survived by her three sons Christopher, Goeffrey, and Jonathan, and six grandchildren.

A celebration of life service for Mrs. Eade was held at the Mansions of Alpharetta, Alpharetta, Georgia, on December 19, 2022, and a requiem mass for her was held on January 7, 2023, at St. Barnabas Anglican Cathedral, Dunwoody, Georgia.



THE REV. DR. LINDON JOHN EAVESI

September 23, 1944 – March 8, 2022

The Rev. Dr. Lindon John Eaves, a canonically resident priest of the Diocese of Virginia, died on March 8, 2022, in Richmond, Virginia.

Born in Walsall, West Midlands, England, the son of Kenneth Lindon and Winifred M. Baggott Eaves, Dr. Eaves received his extensive education in England. He received both a BSc and Ph.D. in genetics from the University of Birmingham in 1966 and 1970. He earned a GOE in Theology from Cuddesdon College, Oxford, in 1968, as well as a MA in Psychology from the University of Oxford in 1979 and a DSc in Genetics from the University of Birmingham in 1980. Throughout his life and ministry, he demonstrated how science and theology inform, complement, challenge, and strengthen one another.

Dr. Eaves was ordained to the diaconate in June 1968 and to the priesthood in September 1969, by the Rt. Rev. Leonard Wilson, Bishop of Birmingham, Church of England. In addition to his extensive studies, he served in the Church of England until 1981 when he emigrated to Virginia to become Distinguished Professor of Genetics, Medical College of Virginia, Richmond. In 1997, he became Co-Director of the Virginia Institute for Psychiatric and Behavioral Genetics at Virginia Commonwealth University.

Dr. Eaves ministered in the Diocese of Virginia, first as a Church of England priest Under License, 1983-1994, then as a canonically resident priest formally transferred in 1995 from the Church of England. He served at several Richmond churches, including as: Priest in Residence, Holy Comforter, 1986-1997; Priest-in-Charge, St. James's, 1997; and Priest in Residence, St. Thomas, 2002-2013.

Dr. Eaves is survived by his beloved wife of 54 years, the Rev. Susan Nuthall Eaves; their three children, Helen, Hugh, and Thomas, and three grandchildren.

A celebration of his life took place at St. Paul's, Richmond, on March 13, 2022, with burial at Hollywood Cemetery, Richmond.



THE REV. DR. BRUCE ALAN GRAY

May 17, 1940 - March 17, 2022

The Rev. Dr. Bruce Alan Gray, a canonically resident priest of the Diocese of Virginia, passed away in Richmond, Virginia, on March 16, 2022.

Born in Troy, New York, the son of Charles Wellington and Dorothy Frances Tasey Gray, he attended Bates College, 1958-1960 and received a BA from Syracuse University in 1963. He earned a MDiv from Episcopal Divinity School in 1966 and a DMin From Virginia Theological Seminary in 1984.

The Rt. Rev. Allen Webster Brown, Bishop of the Diocese of Albany, ordained Dr. Gray to the Diaconate on June 11, 1966, and the Rt. Rev. Charles Bowel Persell, Jr., Bishop Suffragan of the Diocese of Albany, ordained him to the priesthood on December 14, 1966. Dr. Gray commenced his parish ministry as Assistant, St. Peter's, Albany, New York, 1966-1967; then as Rector, St. Mark's, Malone, New York, 1967-1975; and Rector, St. Andrew's, Albany, New York, 1976-1987.

Dr. Gray's ministry in the Diocese of Virginia began as Rector of St. Alban's, Annandale, 1987-1994. Following interim rectorships at Holy Comforter Richmond, 1994-1995, and at Trinity, Fredericksburg, 1996-1997, he ministered as Rector of St. John's, Richmond, 1997-2007. During this period, he provided additional leadership in the Diocese of Virginia, serving as: President of the Virginia Episcopal Clergy Association, 1990-1991; Member of the Commission on Prevention of Sexual Misconduct, 1995-2000; Member of Diocesan Council Resolutions Committee, 2001-2005; and Dean of Region IX, 2002-2005.

After his retirement as Rector of St. John's, Richmond, he continued parish ministry serving at a variety of churches, including: Interim Rector, St. Philip's, Richmond; Priest Associate, St. Andrew's, Richmond; and finally, as Interim Rector, then Priest-in-Charge, Christ Church, Amelia, (Diocese of Southern Virginia), 2015-2021.

Having worked as a firefighter in Malone, New York, Dr. Gray ministered as a chaplain to firefighters throughout his parish ministry including at Malone Call Firemen; Albany, New York, Fire Department; and the Richmond Fire Department, as well as authoring *A Fire Chaplain's Manual*.

Dr. Gray is survived by Katherine Ann "K-Anne" Lowther Gray, his beloved wife of 60 years, their two children, Susan and Mark, three grandchildren, and one great-grandchild.

A memorial service for the Rev. Dr. Gray was held May 21, 2022, at St. John's, Richmond.



THE REV. PETER HANSEN GRAY

March 6, 1939 – June 3, 2022

The Rev. Peter Hanson Gray, a canonically resident priest of the Diocese of Virginia, passed away on June 3, 2022.

Born in Indianapolis, Indiana, the son of Paul Albert and Jane Shere Ray, he earned a BA from Princeton University in 1960. After three years as a junior naval officer on the USS Randolph, he entered General Theological Seminary, receiving his MDiv in 1966.

The Rt. Rev. John P. Craine, Bishop of Indianapolis, ordained him to the diaconate on June 11, 1966, and to the priesthood on December 17, 1966. Before coming to Virginia, he ministered as Rector, St. Philips, Indianapolis, Indiana, 1966-67; Assistant, St. Luke's, Kalamazoo, Michigan, 1967-1973; and Rector, Holy Trinity, Wyoming, Michigan, 1973-1976.

Coming to the Diocese of Virginia in 1976, Mr. Gray ministered as part-time Assistant, St. Thomas, McLean, 1976-2004. In addition, he worked full-time in social services in Northern Virginia, serving as Executive Director of Alternatives for Children in Trouble (ACTS), 1978-1985; Executive Director of Reston Community Center, 1985-1987; Emergency Housing Administrator for Fairfax County, 1987-1994; Deputy Directory of the McLean Community Center in the 1990s; and additional capacities in Fairfax County government until 2004. He served on the Diocese of Virginia's Committee on AIDS Ministry, 1991-1999.

After his 2004 retirement from both Fairfax County government and from St. Thomas, McLean, Mr. Gray relocated to New Jersey, but returned to McLean a decade later.

Mr. Gray is survived by his husband, Dr. Richard Michaelson.

His memorial service was celebrated on July 23, 2022, at St. Thomas, McLean.



THE REV. DR. DANIEL HOWARD HANCHEY

February 17, 1941 – May 17, 2022

The Rev. Dr. Daniel Howard Hanchey, a long-time priest and educator in the Diocese of Virginia, passed away peacefully in Richmond, Virginia, on May 17, 2022.

Born in Richmond, Virginia, the son of Daniel Hemmons and Anne Louise Howard Hanchey, he received his BA from the University of North Carolina, Chapel Hill in 1967. He earned his MDiv from Virginia Theological Seminary, and a DMin from Union Theological Seminary, Richmond, in 1974. The Rt. Rev. Robert Fisher Gibson, Jr., Bishop of Virginia, ordained him to the diaconate on June 10, 1967, and to the priesthood on June 8, 1968.

Dr. Hanchey ministered as: Deacon-in-Charge, then Rector of Emmanuel, Delaplane, and Trinity, Marshall, 1967-1969; Chaplain Supervisor, Medical College of Virginia, Richmond, 1969-1972; Assistant, St. Paul's, Richmond, 1970-1972; Associate, Eastern Shore Chapel, Virginia Beach, 1972-1976; and Rector, St. Andrew's, Meriden, Connecticut, 1976-1978. In 1978, he returned to the Diocese of Virginia as Professor of Pastoral Theology at Virginia Theological Seminary, teaching and writing several books on Christian education and church evangelism.

After his 2001 retirement from VTS, he continued ministering, serving as Interim Rector at a number of churches including: Old Donation, Virginia Beach, 2003-2004; Grace, Kilmarnock, 2005-2006; Trinity, Portsmouth, 2007-2008; Wicomico Parish, Wicomico, 2011-2012. He also served as Chaplain to the Retired Clergy of the Diocese of Southern Virginia.

Dr. Hanchey is survived by his beloved wife of 59 years, Anne Ewing Summers Hanchey, their daughters Stephanie and Ashley, and six grandchildren. A celebration of his life was held on June 9, 2022, at St. Paul's, Richmond.



THE REV. ANREW GEORGE KUNZ

January 1, 1936 – November 27, 2022

The Rev. Andrew George Kunz, Jr., a canonically resident priest of the Diocese of Virginia, passed away in Richmond, Virginia, on November 27, 2022.

Born in Rome, New York, the son of Andrew George and Leonara Adelaide MacPhail Kunz, he received an AB from Colgate University in 1957 and earned his MDiv from Episcopal Theological School in 1961. The Rt. Rev. Leland W.F. Stark, Bishop of Newark, ordained him to the diaconate on June 10, 1961, and to the priesthood on December 21, 1961.

Mr. Kunz's ministry commenced as: Curate, Grace, Rutherford, New Jersey, 1961-1964; Associate, Trinity, St. Louis, Missouri, 1964-1965; Rector, Trinity, St. Louis, Missouri, 1965-1967; Vicar, Grace, St. Louis, Missouri, 1968-1974; Vicar, Ascension, St. Louis, Missouri, 1971-1980; and Vicar, Prince of Peace, St. Louis, Missouri, 1980-1981. His St. Louis cures were mission size, inner-city African American congregations, where he collaborated with the musicians and lay leaders to develop a liturgy that blended gospel music with the Episcopal Church's liturgy.

In 1981 he accepted a call to serve as Vicar of St. Peter's, Richmond, where he also served as: board president of Peter-Paul Development Center, 1991-1998; board member of the Interfaith Housing Corporation and Memorial Child Guidance Center; and advisor to Unity Civil League of the Fairmont neighborhood. Additional leadership for the Diocese of Virginia included: Episcopal advisor to Dignity-Integrity, a group of Episcopal and Roman Catholic Gay and Lesbian Christians, 1981-1994; Dean, Region IX, 1984-1987; diocesan Task Group in Support of Ministries Among Blacks, Asians, and Hispanics, 1990; and Executive Board member from Region IX, 1990-1993.

After retirement from the active parish ministry in 1998, Mr. Kunz remained in Richmond and served as priest-in-residence at Holy Comforter, Richmond, from 2002 until the time of his death.

Mr. Kunz is survived by his beloved wife of thirty years, Claire Hendry Lunz, whom he met at the Virginia Diocesan Conference Center at Roslyn.

A celebration of his life was held on Saturday, December 10, 2022, at Holy Comforter, Richmond.



THE RT. REV. PETER JAMES LEE

May 11, 1938 – July 2, 2022

The Rt. Rev. Peter James Lee, twelfth Bishop of Virginia, 1985-2009, died in Chapel Hill, North Carolina, on July 2, 2022, from complications of a stroke.

Born in Greenville, Mississippi, the son of Erling Norman and Marion Lucille O'Brien Lee, he received a BA from Washington and Lee University in 1960. After serving as an Army Intelligence Officer, 1961-1962, working as a journalist for several newspapers, and studying at Duke University Law School 1963-1964, he heeded a call to the ordained ministry. He earned his MDiv from Virginia Theological Seminary in 1967 and was ordained to the diaconate by the Rt. Rev. Edward Hamilton West, Bishop of Florida, on June 29, 1967, and to the priesthood by the Rt. Rev. William Foreman Creighton, Bishop of Washington, May 8, 1968. He ministered first as Deacon, St. John's Cathedral, Jacksonville, Florida, 1967-1968, followed by Assistant Rector, St. John's, Lafayette Square, Washington, DC, 1968-1970, and Rector, Chapel of the Cross, Chapel Hill, North Carolina, 1971-1984.

Peter Lee was elected Bishop Coadjutor of Virginia, February 11, 1984, at a special electing council at St. George's, Fredericksburg, and was consecrated May 19, 1984, at Washington National Cathedral. He succeeded the Rt. Rev. Robert Bruce Hall as Bishop Diocesan following Hall's sudden death on May 27, 1985.

While Bishop of Virginia, Peter Lee ordained more than 200 people to the priesthood; oversaw major capital improvements to the two diocesan conference centers, Roslyn, Richmond, and Shrine Mont, Orkney Springs; founded the Peter James Lee Fund for Small Church Revitalization; developed a partner relationship with the Diocese of Christ the King, South Africa; established a program of financial assistance for diocesan youth to make mission trips; and helped establish the Triangle of Hope covenantal relationship between the Dioceses of Virginia, Liverpool, England, and now the Diocese of Kumasi, Ghana, for reconciliation and healing from their shared history in the slave trade.

In 2003 Bishop Lee voted to approve the consecration of the Rev. Eugene V. Robinson as the first openly partnered gay man as bishop in the Episcopal Church, ultimately prompting 11 Diocese of Virginia churches to break away from the Episcopal Church. A legal battle over property ownership ensued with the Diocese of Virginia winning the legal dispute in 2012 when the courts ruled that the seceding churches' buildings and land were the property of the Diocese of Virginia.

During his episcopate, Bishop Lee accepted additional leadership roles in the wider Episcopal Church and the Anglican Communion, including: President, Presiding Bishops Fund for Word Relief, 1987-1993; President, American Friends of the Diocese of Jerusalem, 1989-1996; Chairman, Board of Trustees, VTS, 1993-2009; and Trustee (1998-2012) and President (2009-2012) of the Church Pension Fund.

Bishop Lee's ministry continued after his 2009 resignation as Bishop of Virginia, serving as: Interim Dean, Grace Cathedral, San Francisco, 2009-2010; Interim Dean, General Theological Seminary, 2010-2011; Interim Dean, American Cathedral of the Holy Trinity, Paris, 2012-2013; Provisional Bishop, Diocese of East Carolina, 2013-2014; and Assisting Bishop, Diocese of North Carolina, 2015-2017.

Bishop Lee is survived by his beloved wife of 56 years, Kristina Margaret "Kristy" Knapp Lee, their daughter, Stewart, and their son Peter, Jr., and five grandchildren.

His funeral service was held on July 15, 2022, at 2 p.m., at the Chapel of the Cross, Chapel Hill, North Carolina, presided over by the Rt. Rev. Michael Curry, Presiding Bishop.



MR. DONALD RICHARD MOOMAW

June 8, 1936 – April 26, 2022

Mr. Donald Richard “Dick” Moomaw, retired lay Executive Director of Shrine Mont, peacefully departed this life at his Orkney Springs home on April 26, 2022.

Born in Orkney Springs, the son of Wilmer Elwood and Nellie Mae Stickley Moomaw, he graduated from Triplett High School, Mt. Jackson, in 1954. After serving in the United States Army, he pursued a career in communications with Chesapeake and Potomac Telephone Company in Northern Virginia.

In 1973, Mr. Moomaw returned to Orkney Springs to serve as Assistant Director of Shrine Mont under his father, who was the Director of Shrine Mont since 1950. In 1988, he succeeded his father as Executive Director. Upon his own retirement in 2007, his son, Kevin, would succeed him as Executive Director of this conference and retreat center, owned by the Diocese of Virginia. Throughout Mr. Moomaw’s stewardship of Shrine Mont and his 34 years of faithful service, it steadily expanded in program, facilities, complexity, and hospitality.

Mr. Moomaw is survived by his beloved wife of almost 65 years, Thelma Jean Funkhouser Moomaw; their children Jennifer Gregory, Karen Rose, and Kevin Moomaw; and six grandchildren.

A memorial celebration of Mr. Moomaw’s life was held on May 28, 2022, at 2:30 p.m. at the Cathedral Shrine of the Transfiguration at Shrine Mont.



MRS. EMILY HOWARD TONGUE RICHARDSON

August 1, 1942 – April 24, 2022

Mrs. Emily Howard Tongue Richardson, widow of the Rev. William Ramsey Richardson, passed away on April 24, 2022, after a long illness and advanced Alzheimer's.

Emily Howard Tongue was the daughter of Thomas Orkney and Emily Smiley Howes Tongue. She grew up in Baltimore and on Solomon's Island, Maryland. She graduated from Randolph Macon Women's College in Lynchburg, Virginia, in 1964.

On May 24, 1967, she married the Rev. William Ramsey Richardson, at the Church of the Holy Nativity, Baltimore, Maryland. Shortly after their wedding, the Richardsons moved to Midlothian, Virginia, where Mr. Richardson had received a call to the rectorship of Church of the Redeemer, Diocese of Southern Virginia. In 1978, he was called as Rector of Christ Church, Charlottesville, in the Diocese of Virginia. After his retirement from Christ Church in 1991, Mr. Richardson continued to minister as interim rector at various Virginia churches, including St. John's, Waynesboro; St. Thomas, Orange; St. Stephen's, Forest, and Good Shepherd, Bluegrass.

In addition to church responsibilities and raising three sons, Mrs. Richardson was deeply involved in local and national genealogical organizations, including Daughters of the American Revolution and the National Society of the Colonial Dames. For many years while living in Charlottesville, she served weekly as a docent at Daughters of the American Revolution Constitution Hall, Washington, DC.

Mrs. Richardson was preceded in death by her husband in 2013, but is survived by their three sons, Thomas Ramsey, David Kirk, and James Smiley, and six grandchildren.

Mrs. Richardson's memorial service was held May 12, 2022, at St. Paul's, Ivy, with subsequent private interment at Middleham Cemetery, Lusby, Maryland.



THE REV. FREDERICK RHUE TRUMBORE

December 17, 1934 – January 23, 2022

The Rev. Frederick Rhue “Fritz” Trumbore, canonically resident priest of the Diocese of Virginia, died January 23, 2022, at Westminster-Canterbury, Winchester.

Born in Wilkes-Barre, Pennsylvania, the son of Frederick William and Leah Grace Rhue Trumbore, he received a BA from Lehigh University in 1956 and earned a MDiv from Philadelphia Divinity School in 1960. The Rt. Rev. Frederick John Warnecke, Bishop of Bethlehem, ordained him to the diaconate on June 16, 1960, and to the priesthood on December 1, 1960.

Before being called to the Diocese of Virginia, Mr. Trumbore ministered as Priest-in-Charge, St. Luke’s, Scranton, and St. George’s, Jermyn, Pennsylvania, 1960-1962; Church of the Intercession, Fort Lauderdale, Florida, 1962-1964; Vicar, Church of the Holy Child, Ormond Beach, Florida, 1964-1969; and Rector, Church of Our Saviour, Okeechobee, Florida, 1969-1984.

In 1984 he was called to the Diocese of Virginia to minister to Christ Church, Luray, first as Vicar, 1984-1989, then as Rector, 1989-2000. During this time, he also served as a member of the Executive Board, 1987-1990, and a member of the Commission on Congregational Missions, 1990-1998. After retirement from Christ Church, Luray, in 2002, he ministered as Interim Rector at St. Andrew’s, Mt. Jackson, and Emmanuel, Woodstock, 2001-2002, and as Priest-in-Residence at Calvary, Front Royal, 2006-2011.

Mr. Trumbore is survived by Jean Killiam Trumbore, his beloved wife of 61 years, their sons, Mark and Peter, and two grandchildren.

His funeral service was held on January 29, 2022, at 2 p.m. at Christ Church, Winchester, with the Rt. Rev. David Colin Jones, retired Bishop Suffragan of Virginia, presiding.



THE REV. GARDNER WARREN VAN SCOYOC

December 2, 1930 – August 9, 2022

The Rev. Gardner Warren Van Scoyoc, canonically resident priest of the Diocese of Virginia, died in Lake Ridge, Virginia, on August 9, 2022.

Born in Portland Oregon, the son of Melwood Wentz and Beth Jennie Keystone Van Scoyoc, he received a BA from Lehigh University in 1954 and earned his MDiv from Virginia Theological Seminary in 1958. The Rt. Rev. Frederick Deane Goodwin, Bishop of the Diocese of Virginia, ordained him to the diaconate on June 13, 1958, and the Rt. Rev. Robert Fisher Gibson, Jr., Bishop Coadjutor of the Diocese of Virginia, ordained him to the priesthood on June 27, 1959.

Mr. Van Scoyoc ministered as Rector, Christ Church, Brandy Station; St. Luke's, Remington; and St. Paul's, Raccoon Ford, 1958-1963. He served as Executive Secretary, Department of Christian Social Relations, Diocese of Virginia, 1963-1965. He resigned from that post to devote his ministry to the establishment and development of Goodwin House, Alexandria, at that time only the third Continuing Care Retirement Community (CRCC) in the United States. After serving as the Administrator of Goodwin House, Alexandria, 1965-1970, he accepted the post of Director for Administration, Westminster-Canterbury, Richmond, 1971-1975, then became the Executive Vice President, Westminster Canterbury Corporation, Richmond, 1975-1977. In 1978 he established Van Scoyoc Associates Inc., a management and consulting firm specializing in the planning, developing, marketing, and management of retirement and healthcare facilities, serving as its President, 1978-1995, and its Vice President until his retirement in 1997.

Mr. Van Scoyoc's beloved wife of 67 years, Mary Jeans Van Kerns Van Scoyoc, preceded him in death in 2021. A Requiem Eucharist and Celebration of Life of both of their lives was held at St. Mark's, Capitol Hill, Washington, DC, on November 12, 2022, at 11 a.m.



MRS. PATRICIA BARRINGER COXE WARE

November 14, 1937 – December 20, 2022

Mrs. Patricia Barringer Coxe Ware, widow of the Rev. Marshall Taylor Ware, passed away in Richmond, Virginia, on December 20, 2022.

Patricia Barringer Coxe was born November 14, 1937, in Darlington, SC, the daughter of Thomas Chatterton and Emily Wood Badham Coxe. After graduating from St. Catherine's School, Richmond, in 1955, she attended Sweet Briar College, earning her BA in 1959.

On June 11, 1960, at St. Matthew's, Darlington, SC, she married Marshall Taylor Ware, a rising senior at Virginia Theological Seminary. After his 1961 graduation and ordination to the diaconate, the Wares moved to Richmond, Virginia, where Mr. Ware ministered as Curate at All Saints. Subsequent ministries for her husband outside of the Diocese of Virginia included: Associate, Christ Church, Charlotte, North Carolina, 1963-1969; Rector, Grace, Hopkinsville, Kentucky, 1971-1973; Special Assistant, Our Saviour, Akron, Ohio, 1973-1974; and Chaplain, St. George's School, Newport, Rhode Island, 1975-1976. The Wares returned to Virginia in 1976, where Mr. Ware served in a number of Interim Rectorships in the Dioceses of Virginia and Southern Virginia, including: All Saints, Richmond, 1976-1978; Redeemer, Richmond, 1978-1979; St. Paul's, Hanover, 1981-1982; Christ Church, Emporia, 1987-1988; Grace, Goochland, 1988-1989; St. Paul's, Millers Tavern, 1989-1990; St. Paul's and St. Andrew's, Kenbridge, 1991-1992; and St. Phillip's, Richmond, 1997-1998.

After raising three children, Mrs. Ware expanded her lifelong interest in cooking to a profession. In 1981, she and Mrs. Betty Walmsley opened Gourmet Delights, a lunch, prepared foods, and catering business that continued through 1993.

Mrs. Ware is survived by her children Mary Ware Gibson, Marshall Taylor Ware, Jr., and John McAlister Ware, and five grandchildren.

A graveside service for Mrs. Ware was held at Hollywood Cemetery, Richmond, on January 7, 2023, where she was interred beside her late husband who had preceded her in death in 2002. A reception followed at her long-time church home, St. James's, Richmond.



MRS. ELIZABETH CROCKETT WAY

August 19, 1939 – July 19, 2022

Mrs. Elizabeth Crockett Way, widow of the Rev. Peter Trosdal Way, passed away on July 19, 2022.

Elizabeth Crockett was born in Castleton, Rappahannock, Virginia, the daughter of Thompson Graham and Allene Strother Raper Crockett. In 1959, she graduated as valedictorian from Blue Ridge Industrial School (now Blue Ridge School, St. George, Virginia) and subsequently earned degrees in education from Ferrum College and James Madison College (now University).

On January 25, 1964, she married the Rev. Peter Trosdal Way at Christ Church, Glendower, St. Anne's Parish, Scottsville, Virginia. In 1962, he founded Trosdale Home for Boys at Keene, Virginia, one of the first group homes in the Commonwealth of Virginia. Mrs. Way joined her husband in running this institution organized as a family-oriented home, becoming the mother figure to many boys until its closure in the early 1980s. After the closure of the home, the Ways remained in Keene while he continued to minister as Vicar of Grace Church, Bremo Bluff, 1977-2001; Priest Associate, St. Anne's Parish, 2001-2011; and Vicar, Christ Church, Brandy Station, 2012-2018.

Mr. Way predeceased her in 2018. Mrs. Way is survived by their four children, Kent Stanley Stout, David Wayne Way, Timothy Michael Way, and Kristi Way, 11 grandchildren, and great-grandchildren.

Mrs. Way's funeral service was held July 23, 2022, at Christ Church, Glendower, St. Anne's Parish, Scottsville, with interment beside her late husband in the church's cemetery.



Alphabetical Listing of Churches and Missions

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

List current as of the 228th 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 Our Saviour	Montpelier	North Richmond
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

Alphabetical Listing of Churches and Missions

Grace Memorial Church	Port Republic	So. Shenandoah
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

Alphabetical Listing of Churches and Missions

St. Mary's Church	Arlington	Arlington
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 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 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 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. 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
Truro	Fairfax	South Fairfax

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 228th Annual Convention of the Episcopal 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.

Rules of Order

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.

Program of the 228th Annual Convention

Program

“Do Not Be Afraid”
Program of the 228th Annual Convention
of the Diocese of Virginia

Thursday, November 17

4:00-6:00 p.m.	Convention Check-In
5:00-7:00 p.m.	Reception Honoring Bishop Susan E. Goff
7:00 p.m.	Dinner on your own
9:00 p.m.	Compline

Friday, November 18

7:00-8:45 a.m.	Convention Check-In
7:00-8:15 a.m.	Coffee and Breakfast
7:30 a.m.	Morning Prayer
8:30 a.m.	Opening Session Begins
9:30 a.m.	The Pastoral Address
10:10 a.m.	Break
10:30 a.m.	Address by the Rt. Rev. Eugene Sutton, Bishop of Maryland
11:00 a.m.	Table Group Discussions
11:30 a.m.	Q&A with Bishop Sutton, Bishop Goff, and Bishop-Elect Stevenson
12:15-1:45 p.m.	Lunch
1:45 p.m.	Holy Communion
2:30 p.m.	Report of the Committee on Resolutions
4:00 p.m.	Convention in Recess until 8:30 a.m. on Saturday
5:00-7:00 p.m.	Reception Honoring Bishop-Elect E. Mark Stevenson
7:00 p.m.	Dinner on your own
9:00 p.m.	Compline

Saturday, November 19

7:30-8:30 a.m.	Hot Breakfast
7:30 a.m.	Holy Eucharist
8:30 a.m.	General Session Reconvenes
	Recognition of New Clergy and Lay Delegates
	Introduction of Candidates for the Priesthood and Vocational Deacons
	Report of the Secretary
	Report on General Convention
9:00 a.m.	Report of the Committee on Church Status

Program

9:15 a.m.	Report of the Treasurer Report of the Committee on Budget
10:30 a.m.	Break
11:00 a.m.	Reports from the Reparations Task Force, the Shrine Mont Camps Ad Hoc Committee, and the Director of Shrine Mont Camps 2023
11:25 a.m.	Closing Remarks The Episcopal Blessing
12:00 p.m.	Adjournment <i>Sine die</i>

Consent Agenda

This year, we are again 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 Donald Richard “Dick” Moomaw
 - CR-2 Celebrating the 150th Anniversary of St. Andrew’s, Mt. Jackson
 - CR-5 Commemorating the 50th Anniversary of St. Andrew’s, Burke
 - R-6 Creation of Assistant Bishop positions
-

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, 2025. The Standing Committee nominates:

- The Rev. Crystal Hardin, St. George’s Arlington
- The Rev. Cynthia McKenna, Trinity, Fredericksburg
- Mr. Julian M. Bivins, Jr., Trinity, Charlottesville
- Ms. Brian Carr, St. Paul’s, Richmond

to serve on the Disciplinary Board for a three-year term ending at the 231st Annual Convention in 2025.

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. Deacon Logan Augustine, Westminster Canterbury, Richmond
- The Rev. Deacon Barbara Ambrose, St. Andrew’s, Richmond
- The Rev. David Crosby, Non-Parochial Clergy
- The Rev. Matthew Dumont-Machowski, The Falls Church, Falls Church
- The Rev. Nik Forti, The Fork Church, Doswell
- The Rev. Peter Fraser-Morris, St. Luke’s, Simeon
- The Rev. Jennifer Lazzuri, St. James, Louisa
- The Rev. Alyse Viggiano, St. Paul’s, Alexandria

In addition, the following are nominated to serve three-year terms ending at the 231st (2025) Annual Convention:

- The Rev. Haywood Spangler, Non-Parochial Clergy
-

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 228th 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 Very Rev. Kathleen Murray, Chair
Mr. James Bailes
The Rev. Bambi Willis

Diocesan Missionary Society

The Diocesan Missionary Society (DMS) was established to purchase and receive real estate, to hold and manage property, and to develop various programs of support for the extension of the missionary work of the Diocese of Virginia.

One nomination has been presented to the Committee for review, Glenn Ayers. Mr. Ayers is a partner in the law firm of Lafayette, Ayers & Whitlock, concentrating on real estate, including commercial and residential transactions, land use planning, loan closings, and settlements. He also has an extensive background in other volunteer organizations.

Trustees of the Funds

The Trustees of the Funds oversee a professional team of advisors and portfolio managers and manage approximately \$130 million in assets from Episcopal Church entities in the Diocese of Virginia. Trustees are all active Episcopalians and are selected for their investments, law, or business expertise.

Four nominations have been presented for consideration. They are Bob Cady from Christ Church, Alexandria; Keith Callahan from Church of the Holy Cross, Dunn Loring; Marie Carter from St. Stephen's, Richmond; and Robert L. Pettit from Emmanuel Church, Middleburg.

Mr. Cady is the Chief of Staff for the Navy's office that manages aircraft carrier construction. He has studied strategic decision-making and risk management. A Navy veteran, Mr. Cady has experience managing and leveraging financial, credit, and other types of risk in both the public and private sectors.

Mr. Callahan, a Certified Treasury Professional, has a background in a parish investment committee and has worked to establish various gift, credit card, expense reimbursement, and investment policies. In addition, he helped his parish refinance higher-cost debt and fund remodeling during his tenure on the parish Finance Committee.

Ms. Carter is an attorney licensed to practice law in Virginia. Her legal practice involves advising clients regarding fiduciary duties related to managing retirement plan assets; during her tenure on the Vestry, she became more aware of the importance of securing adequate funds to support the ministries of the Church.

Mr. Pettit, a retired attorney, chaired the Finance Committee at Wiley, Rein & Fielding and the firm's wireless and FCC enforcement practices. He currently serves as the chair of his parish's Finance Committee and has co-chaired the church's annual pledge campaign four times.

Virginia Diocesan Homes

Virginia Diocesan Homes (VDH) is a nonprofit affiliate of the Diocese of Virginia. Its vision for the Diocese of Virginia and its parishes is to use their property and assets to their fullest potential to serve God and our communities by maximizing mission opportunities with the diocesan property, including nurturing home environments.

The Committee received four nominations for Virginia Diocesan Homes: Clyde C. Lamond, III, Trinity, Upperville; Carolyn Lanier, St. Philip's, Richmond; the Rev. William P. Peyton, St. Paul's Memorial, Charlottesville; and Lee Quill, Church of the Resurrection, Alexandria.

Mr. Lamond has been a Trustee of the Virginia Diocesan Homes and wants to help others as he has been helped throughout his life. He is a retired Chairman and CEO of a bank holding company. He is also a lifelong Rotarian.

Ms. Lanier has thirty years of experience in strategic planning, organizational development, and human resources management. Prior to relocating to the Richmond area, she was the Chief of Staff and Vice President for Diversity, Equality, and Inclusion at Northeast Ohio Medical University. She believes "there is importance in establishing/nurturing a vision for this ministry."

The Rev. William P. Peyton has experience with affordable housing and senior-housing advocacy in the context of an affordable housing crisis. He is inspired by the possibility that Virginia Diocesan Homes could become a catalyst and resource for parishes to respond creatively and meaningfully.

Mr. Quill is a licensed architect eager to share his personal and professional experience creating affordable housing in different contexts. He also hopes to share other colleagues' specific experiences creating affordable housing with Virginia Diocesan Homes

Courtesy Resolutions

Three of the five Courtesy Resolutions submitted this year are being placed on the Consent Agenda. The courtesy resolutions are below.

CR-1: Donald Richard "Dick" Moomaw

Whereas, Donald Richard "Dick" Moomaw, retired Executive Director of Shrine Mont, peacefully departed this life on April 26, 2022; and

Whereas, Dick Moomaw was a true son of Orkney Springs and Shenandoah County, enjoying fully a life of civic participation, active mountain sportsmanship, hoary local tradition, and the warm company of friends and family; and

Whereas, Dick Moomaw served honorably in the United States Army following his graduation from Triplett High School in Mount Jackson; and

Whereas, Dick returned home and married the love of his life, Thelma Funkhouser, to whom he was married for 64 years and 51 weeks; and

Whereas, with his wife, Thelma, he raised three children, Jennifer, Karen, and Kevin, and was the beloved grandfather to his grandchildren, William and Thomas Gregory, Lucy and Lettie Rose, and Margaret and Elizabeth Moomaw; and

Whereas, after spending his early career with the Chesapeake & Potomac Telephone Company in Northern Virginia, Dick returned to Orkney Springs in 1973 to become the Assistant Director of Shrine Mont, where he worked under the kind, if watchful, eye of his father Wilmer E. Moomaw; and

Whereas, Dick became the Executive Director of Shrine Mont upon the retirement of his father in 1988; and

Whereas, with his brother John, Dick led Shrine Mont through a period of significant programmatic growth and success, all while holding dear the traditions that make Shrine Mont the beloved “Place Apart” it is to this day; and

Whereas, generations of Shrine Mont visitors were warmly greeted by Dick (usually) and Thelma (without fail); and

Whereas, Dick’s model of service has been passed on to his entire family, including especially his son Kevin who has served as executive director of Shrine Mont since Dick’s retirement in 2007 and who, with his wife Mary and the larger Moomaw family, continues to carry on Dick’s legacy of steadfast stewardship of Shrine Mont for the Diocese of Virginia; and

Whereas, Dick Moomaw was known by thousands upon thousands of retreat and conference attendees, campers, and August vacation families as a quiet, kind, and thoughtful leader to whom many owe their transformative Shrine Mont experiences and who always welcomed them home to Shrine Mont; now therefore be it

Resolved, that the 228th Annual Convention of the Diocese of Virginia gives thanks to God for the life and example of Donald Richard Moomaw as a disciple of Jesus, a faithful servant to the Church, and a friend to all; and be it further

Resolved, that this 228th Annual Convention directs the Secretary to send a presentation copy of this resolution to his wife, Thelma, care of Shrine Mont, PO Box 10, Orkney Springs, Virginia.

FAITHFULLY SUBMITTED: SHRINE MONT’S BOARD OF DIRECTORS.

CR-2: Commemorating the 150th Anniversary of Saint Andrew’s Episcopal Church in Mount Jackson, Shenandoah County.

Whereas, On November 3, 1870, the Rector of Emmanuel Church, Harrisonburg, The Rev. Dr. Alexander W. Weddell, began his mission in Mount Jackson. The church grew despite lacking a resident church building and a Sunday service. Dr. Weddell’s Parochial Report, in May 1871, noted the establishment of the mission at Mount Jackson, Shenandoah County, and that he held services on alternate Tuesdays; and

Whereas, The 1874 Diocesan Journal reported that at Mount Jackson, a neat brick church was nearing completion; parochial records indicate that a church building was begun circa 1872 and that the church building was completed and free of debt by July 29, 1877, the date of its consecration; and

Whereas, Saint Andrew’s Episcopal Church is one of the contributing buildings to the National Historic District of Mount Jackson. Saint Andrew’s, with its decorative brickwork, stained glass windows, and corner bell tower with louvered belfry, is considered a fine example of Victorian neo-Gothic architecture and is listed on the National Register of Historic Places; and

Whereas, Saint Andrew's has always been a small congregation with a big heart, committed to outreach since its earliest days. The Vestry and Saint Andrew's Guild sponsored campers at Shrine Mont, helped found Mount Jackson's Open Door Food Pantry, planted Nellie's Garden at Shrine Mont, and contributed generously to hurricane relief and earthquake relief. In 2022, the Vestry continued the decades-long generosity of the parish and raised more than \$7,500 for relief efforts in war-torn Ukraine. The annual rummage sale continues to raise money for outreach efforts; and

Whereas, The title of the history of Saint Andrew's published in 1999 proclaims, "Where Two or Three are Gathered Together in Jesus' Name," reflects the most profound faith and sincerest fellowship at Saint Andrew's Church and a palpable link between its past and its future.

Now therefore be it resolved, that the 228th Annual Convention of the Diocese of Virginia gives thanks to God for the example of Saint Andrew's Episcopal Church.

Be it further resolved, that the 228th Annual Convention of the Diocese of Virginia send a presentation copy of this resolution to the Rector, Wardens, and Vestry of Saint Andrew's Episcopal Church.

FAITHFULLY SUBMITTED: SAINT ANDREW'S VESTRY, MOUNT JACKSON:

THE VERY REVEREND KATHLEEN MURRAY, RECTOR; MARCIA T. BROWNFIELD, SENIOR WARDEN; KEMPER MILLER, JUNIOR WARDEN; NANCY FADELY, MEMBER; COLLEEN GRAY, MEMBER; RICHARD THOMPSON, MEMBER; LTC RICHARD H. TORVOSKY (USA RET.), MEMBER, DELEGATE TO CONVENTION.

MS. EMILY SCOTT, DELEGATE, EMMANUEL EPISCOPAL CHURCH, WOODSTOCK

MS. ROBERTA ARCAND, DELEGATE, CHRIST EPISCOPAL CHURCH, LURAY

THE REV. LAURA MINNICH LOCKEY, CAMPUS MINISTER, JAMES MADISON UNIVERSITY

THE REV. CATHY TIBBETTS, RECTOR, CHRIST EPISCOPAL CHURCH, LURAY

MS. HELEN PENROD, PRESIDENT, SOUTHERN SHENANDOAH REGION

CR-5: Commemorating the 50th Anniversary of St. Andrew's Episcopal Church in Burke, Fairfax County

Whereas, St. Andrew's grew in mission and in membership from St. Christopher's, Springfield, and continued ministry in the Burke and Springfield area; and

Whereas, St. Andrew's first worship service was held at Burke Elementary School on December 3, 1972; and

Whereas, St. Andrew's owes a debt of gratitude to St. James the Less, Ashland, for its contribution to the Diocesan Missionary Society in the amount of \$100,000, due in part to the success of the famous racehorses Secretariat and Riva Ridge, which enabled the construction of St. Andrew's, Burke; and

Whereas, St. Andrew's has grown through the years to be an active and thriving community with an enduring commitment to worship, music, formation, stewardship, outreach, and fellowship; and

Whereas, St. Andrew's has welcomed the community's children into its vibrant and caring preschool since its founding in 1985; and

Whereas, at the 195th Annual Council of the Diocese of Virginia, St. Andrew's moved from mission to church status; and

Whereas, St. Andrew's has been blessed by the devoted leadership of its three Rectors, the Reverend Randall L. Prior, the Reverend Timothy R. Heflin, and the Reverend William L. Packard, and the clergy, staff, Vestry, and lay volunteers who have supported them; and

Whereas, St. Andrew's has demonstrated resilience and persistence throughout its 50 years, including a public health emergency; and

Whereas, on November 20, 2022, the congregation of St. Andrew's will celebrate St. Andrew's Day with a Service of Thanksgiving for their 50 years of positive influence in the Northern Virginia community and the many different ministries by which they have helped to carry the Gospel.

Now therefore be it resolved, that the 228th Annual Convention of the Diocese of Virginia congratulate and offer its prayers to St. Andrew's Episcopal Church on the occasion of its 50th anniversary.

Be it further resolved, that the 228th Annual Convention of the Diocese of Virginia send a presentation copy of this resolution to the Rector, Wardens, and Vestry of St. Andrew's Episcopal Church.

RESPECTFULLY SUBMITTED: ST. ANDREW'S VESTRY, BURKE, VIRGINIA

Resolutions

One of the six Resolutions submitted this year is being placed on the Consent Agenda. The resolution is below.

R-6: Approve the Creation of Assistant Bishop Positions

Resolved, that the 228th Annual Convention of the Diocese of Virginia, receiving the opinions of its Bishop Suffragan and Ecclesiastical Authority and Bishop Diocesan-Elect that additional episcopal services are required for the Diocese, with the consent of the Standing Committee, approve the creation of the positions of Assistant Bishops, not more than two (2) of whom shall be actively serving at any one time, and authorize the Bishop Diocesan, after December 3, 2022, with the consent of the Standing Committee, to appoint bishops for the Assistant Bishop positions under such conditions as the Bishop Diocesan may determine. The authorization to appoint more than one Assistant Bishop to actively serve at any time shall expire upon the consecration of a Bishop Suffragan

SUBMITTED BY: THE STANDING COMMITTEE

Authority: General Convention Canon III.12.5

Rationale: With the resignation of Assistant Bishop Brooke-Davidson and the expected retirement of Bishop Susan Goff, the Diocese has limited Bishops, especially for a diocese our size. This resolution authorizes the appointment of not more than two Assistant Bishops by the Bishop Diocesan to serve at any one time until the consecration of a Bishop Suffragan, and one Assistant Bishop to serve after the election of a Bishop Suffragan. The term of an Assistant Bishop expires upon the termination of the jurisdiction of the appointing Bishop Diocesan.

Consent Agenda

Proceedings

Friday, November 18, 2022

Opening Session

The Rt. Rev. Susan E. Goff (Bishop Suffragan and Ecclesiastical Authority): Blessed be God, Father, Son, and Holy Spirit.

Members of Convention: And blessed be God's kingdom, now and forever. Amen.

Members of Convention sang Hymn 637 "How firm a foundation" verses 1 and 2.

Bishop Goff: The Lord be with you.

Members of Convention: And also with you.

Bishop Goff: Let us pray. Almighty and everlasting God, whose will it is to restore all things in your well-beloved Son, the King of kings and Lord of lords: Mercifully grant that the peoples of the earth, divided and enslaved by sin, may be freed and brought together under his most gracious rule; who lives and reigns with you and the Holy Spirit, one God, now and for ever.

Members of Convention: Amen.

Bishop Goff: Holy God, we also remember before you this day, the events in Charlottesville of earlier this week. We hold up before you, Devin, Lavel, and D'Sean who were killed, Chris, the shooter, their families and all who love them, the people of all of the churches and at the university who support one another and support students now. Hold them tight in the arms of your love and give us, we pray, a will in this nation to end gun violence and allow our people to be safe once and for all. We pray it all in Jesus' name.

Members of Convention: Amen.

Bishop Goff: Brothers and sisters, siblings in Christ, welcome to the 228th Convention of the Episcopal Diocese of Virginia. We are now called to order. It is wonderful to be together in person. We were together, of course, for the Electing Convention, but not for an Annual Convention for a few years now. It is amazing to sit at the table with each other and see each other's faces. Thank you.

I thank each of you for the things that you did to make it possible for you to be here today. Arranging care for children or grandchildren, for spouses or for elders, assuring the security of your home, arranging for your pets, taking care of all the things at home and at church so that you could be fully present here. Those sacrifices are a gift to this whole community and part of the energy that we share. I also recognize that some of you are dealing with difficult situations at home, even as you're here. I thank you for the gift of your commitment at this time when your heart is divided. I pray that at least during this Convention, there will be a moment that uplifts you and encourages you, and gives you strength.

A number of announcements as we get going: We encourage, don't require, but encourage, the wearing of masks, especially those who feel in any way vulnerable. We want to minimize COVID transmission in this busy time, in this crowded room, and particularly because we've got another diocesan event coming up in just two weeks as we gather for the consecration of Bishop-Elect Stevenson. Of course, if you begin to feel any symptoms, do leave and do let us know so that should anyone come down with COVID while here, we can share that information.

I acknowledge that we begin this meeting on unceded ancestral land of the Piscataway and Nacotchtank people. We honor the land, and we give thanks for the people who stewarded it for generations. We ask God's blessing on the land, and on all of the indigenous people who live in the Diocese.

At this Convention, we have a translation for our Spanish-speaking siblings, and we also have American Sign Language translation so that all of our diocesan family and people beyond can follow these proceedings.

Convention is being live streamed on two channels, one in English and one in Spanish, and those are found on our diocesan YouTube channel. We have staff members who will be posting to social media throughout the Convention. We hope that you will pass along those postings and share them through your own platforms.

Please don't hesitate to reach out to the diocesan staff members for any needs or questions you might have during this Convention. You will recognize them by their red name tag holders, and while most are actually not in this room yet, some are, and I invite the diocesan staff members who are here now to stand, or if you are already standing to raise your hand.

This stuff is amazing, resilient, strong, clear. If you haven't already had an opportunity to recognize that, you will see that in these next 36 hours or so. To access the wireless connection, please use the instructions that you will see on your tables. Mark, are we ready?

Determination of Quorum

Mr. Mark Eastham (Secretary and Chief of Staff): 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 460 members of the Clerical Order, 154 are required for a quorum. There being 307 members of the Lay Order, 154 are required for a quorum. At 8:43 a.m., a quorum was achieved with 155 members of the Clerical Order and 168 members of the Lay Order registered. Thank you.

Adoption of Program

The Rt. Rev. Susan E. Goff: Thank you. We, therefore, are able to proceed with our business. I ask for a motion to adopt the Program of Convention, which was sent to you in your Convention packet. Is there a motion to adopt the Program?

Unnamed Member of Convention One: Moved.

Bishop Goff: A second?

Unnamed Member of Convention Two: Second.

Bishop Goff: All in favor, please say, "Aye."

Members of Convention: Aye.

Bishop Goff: All opposed, "No." Thank you. The motion is carried.

Appointment of Parliamentarian, Secretary, and Committees of Convention

The Rt. Rev. Susan E. Goff: I appoint John Paul Causey, Jr., Esq., of St. John's Church in West Point, as Parliamentarian of our 228th Convention. Thank you for saying yes.

I appoint Mark Eastham, Secretary of the Diocese, as Secretary of Convention. Thank you for saying yes.

I also announce the Committees of Convention. Those committee memberships were sent to you in your packets. I thank every member of every one of these committees for saying yes and for the work that you have done. I recognize the Chairs of our committees:

Ms. Terry Long, Credentials
Mr. J.P. Causey, Constitution and Canons
The Rev. Dina Widlake, Resolutions
Mr. Garway Bright, Budget
The Rev. Kathleen Murray, Related Organizations
The Rev. Webster Gibson, Church Status
Mr. Mark Eastham, Convention Journal.

Report of the Credentials Committee

The Rt. Rev. Susan E. Goff: Now I call on Terry Long of Holy Comforter, Richmond, and Chair of the Credentials Committee, to give the report of that committee. Microphone three.

Ms. Terry Long (Credentials Committee Chair, Holy Comforter, Richmond): 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 228th Convention of the Episcopal Diocese of Virginia.

Bishop Goff: Thank you.

Practice Vote

The Rt. Rev. Susan E. Goff: Thank you. We will be, at this Convention, voting electronically. I ask you to pull out your phone to access the email address you used to register, because an email will be sent to that address. We're going to have a practice vote right now to ensure that we are all comfortable with what we're doing.

In just a couple of minutes, literally a couple of minutes as opposed to a few seconds, you'll receive an email from the Diocese of Virginia. We'll let you know when that two minutes is up. At that point, if you don't see an email, please check your spam folder. Queue up your phone with your email. While we wait to receive the email, some basic instructions are on the screens in the corners of the room. When the email comes, click on it, then click on the blue button that says, "Click here to vote." A new window will pop open, and you'll be asked in this practice run to indicate whether you are lay or clergy. Then click on the circle next to your answer and press the green submit button. After you click submit, a screen will pop up indicating that you have successfully submitted your vote. Once that comes up, you can close the window and your vote will have been counted. The email has been sent and we are going to wait two minutes to ensure that everyone has received it.

Who is still waiting to receive the email? Thank you. Only a handful. We have some tech help who will come to you and be able to offer assistance. If you need assistance, if you have not received the email,

raise your hand and one of our tech assistants will be there. Please be sure that the email address you are looking at is the one you used to register. If it's a different email address, you will not be receiving it. We want to ensure, as always, that everyone has the opportunity to vote and that every vote counts. Thank you very much. We will move forward. We will ensure that the remaining issues are resolved before we take a real vote. Thank you for going through this process and getting familiar with how it's going to work. Every time we have a vote electronically, we'll walk you through it one more time.

Resolutions & Canonical Amendments Not Previously Submitted

The Rt. Rev. Susan E. Goff: We continue with business. I call now for Resolutions and Canonical Amendments that were not previously submitted, reminding Convention that according to the Rules of Order, those not submitted before Convention are subject to the provisions of Convention and require a two-thirds vote of Convention to be allowed on the floor. 600 hard copies must be presented and distributed. Courtesy Resolutions, however, do not require 600 hard copies. I also remind Convention that any Resolutions, were they to be brought forward now, would not have been seen by the Resolutions Committee or been addressed by this Convention at the Open Hearing, which was two weeks ago according to our Rules. Are there any submissions at this point? Thank you.

Adoption of the Consent Agenda

The Rt. Rev. Susan E. Goff: We now move the Consent Agenda. Before we move the Consent Agenda, I, as presider, remove Resolution R-6 from the Consent Agenda. That is the resolution regarding an Assistant Bishop. I remove it so that we will address it this afternoon with Resolutions and have an opportunity for you to hear what that's about. Bishop-Elect Stevenson – he's got so many honorifics – he will speak briefly about what it means and about why that is put forward. R-6 is removed.

The rest of the Consent Agenda is as it was sent to you. I ask for a motion to adopt the Consent Agenda. A second? All in favor, please say, "Aye."

Members of Convention: Aye.

Bishop Goff: All opposed, "No." Thank you. The Consent Agenda is adopted.

Introduction of Guests

The Rt. Rev. Susan E. Goff: I introduce to you some folks who are at the front table. My husband, the Rev. Tom Holiday. Our friend and brother in Christ, retired Bishop Suffragan David Jones. Our friend and brother in Christ, Bishop Eugene Sutton of Maryland, who will be at the head table later on today and is here to speak with us. And Bishop-Elect Mark Stevenson, whom I invite to come and address this group.

Address by Bishop-Elect E. Mark Stevenson

Bishop-Elect E. Mark Stevenson: Thank you, your Grace. It is so awesome to be in this room with you all. Thank you all so very much. I'm particularly thankful to Bishop Goff for the invitation to speak this morning and for everything that we've had to experience together in the last several months. I've been saying this to a lot of different groups, this transition has just been a beautiful thing. She and I have both seen some transitions that haven't gone so well across the church. This has just been wonderful. Thank you for the time that we've had.

Now, I promised her that I would keep my remarks short, not speak long, and now, I have been working for Michael Curry for a few years, so I won't say let me give you a text. I do want to say just a couple of things that are in my mind and on my heart today. I begin by first, with the caveat that I know it is very dangerous to start thanking people by name because you're going to leave people out and you run the risk of offending people, I'm going to violate that rule because I do want to say thank you to one particular person because there's a story I want to tell. I will first say, I echo Bishop Goff's comments thanking the staff. The staff in the bishop's office is simply wonderful. They've been wonderful in planning this. They've been wonderful to me, very helpful, and all across the board, they're great.

I do want to thank one person in particular: Stas Jones. Stas, are you in the room? Yes, there he is, right there. Now, Stas' day job is the Financial Administrator for the Diocese, but he's actually been doing something else the last few weeks. Let me back up. You all know that I'm in the process of moving right now from Louisville, Kentucky, to Richmond, and I'm moving into the residence at Roslyn. Those of you who have moved into a house after someone's moved out, especially on short notice, short timing, there's a lot that has to be done. Stas has been the one that has been getting the house ready and has been supervising all the folks that have been there getting the house ready, all the painters and the carpet installers and the gutter cleaners and the fence builders and the internet access gurus who have all been crawling all over the residence at Roslyn in order to get it done. He has just been a gem.

There's an image that keeps sticking in my mind, an incident that happened just a few days ago at the end of a very long day. The new refrigerator had just been delivered, and I was standing in the kitchen, and the refrigerator delivery guy didn't want to do something that we had contracted with him to do. I was trying to explain to him that he needed to do this. I could feel my blood pressure rising. We all know that. That filter that I have of "be nice, be nice" was starting to burn away. That filter of "be priestly" was already toast. I was just about to lose it. Suddenly, Stas was at my side and he said, "I got this. I got this." What a wonderfully Christian thing to do.

That incident got me thinking about somebody else. It's amazing how the mind works and how things connect. I got thinking about, through this transition time, about another fellow I knew years ago, a deacon with whom I served in Florida, a guy by the name of Jack Stevens. Jack was retired military, an electrician by training. He was as straightforward and clear-cut of a fellow as you would ever want to meet. You knew what was on Jack's mind, and Jack would tell you. He had this deep, gravelly voice, the kind that was created by God to narrate documentaries about the Old West. What I remember most about Jack, and what Stas got me thinking about, was that before every worship service when all the liturgical participants would gather, and we would pray together, right after that prayer, before we would move into the church, Jack would say, sort of like a master sergeant about ready to lead troops into battle, he would look at us and he would say, "Let's go give them heaven."

Now, isn't that just wonderful? Let's go give them heaven. It's a summation of what we are all about as Christians. It's great, I think it's a perfect blending of the great commission, and it really is a calling to the beloved community. I think that's what we're to be about this weekend here, gathered in Convention, to give them heaven. I know that's what we're going to be about as we begin this next stage of our journey together, as we work forward as Diocese and bishop. Let's give them heaven.

When, not if, but when things get tough, when tragedy occurs, when grief overtakes us, when uncertainty just seems to reign in our life, when things get tough, Jesus is going to be right there with us to say, "Hey, I got this." I look forward to spending time with you this weekend. I look forward to seeing you all on the third of December. There's going to be a party in Richmond on the third of December, and I look forward to ministering with you all for many years to come. Let's go give them heaven.

Worship

The Rt. Rev. Susan E. Goff: During this Convention, rather than having a Eucharist service that is in a one-hour or a one-and-a-half-hour time block, we are weaving our worship through the day. You notice that we began with the opening salutation and the collect of the day. We'll turn now to the readings and that will be followed by the homily and pastoral address, which will be one, and prayers of the people later on today before lunch, and then right after lunch, the celebration of Holy Communion, the Eucharistic prayer and the distribution of the bread. Our goal is to weave worship through all that we do this day. We turn now to our readings, and we listen to our first reading.

Ms. Jessica Atkinson (St. George's, Fredericksburg, and Standing Committee): A reading from the Letter of St. Paul to the Colossians.

May you be made strong with all the strength that comes from his glorious power, and may you be prepared to endure everything with patience, while joyfully giving thanks to the Father, who has enabled you to share in the inheritance of the saints in the light. He has rescued us from the power of darkness and transferred us into the kingdom of his beloved Son, in whom we have redemption, the forgiveness of sins.

He is the image of the invisible God, the firstborn of all creation; for in him all things in heaven and on earth were created, things visible and invisible, whether thrones or dominions or rulers or powers—all things have been created through him and for him. He himself is before all things, and in him all things hold together. He is the head of the body, the church; he is the beginning, the firstborn from the dead, so that he might come to have first place in everything. For in him all the fullness of God was pleased to dwell, and through him God was pleased to reconcile to himself all things, whether on earth or in heaven, by making peace through the blood of his cross.

The Word of the Lord.

Members of Convention: Thanks be to God.

Ms. Atkinson: Let us read the Psalm together in unison.

Members of Convention: God is our refuge and strength, a very present help in trouble. Therefore, we will not fear, though the earth be moved, and though the mountains be toppled into the depths of the sea; though its waters rage and foam, and though the mountains tremble at its tumult. The Lord of host is with us; the God of Jacob is our stronghold. There is a river whose streams make glad the city of God, the holy habitation of the Most high. God is in the midst of her; she shall not be overthrown; God shall help her at the break of day. The nations make much ado, and the kingdoms are shaken; God has spoken, and the earth shall melt away. The Lord of hosts is with us; the God of Jacob is our stronghold. Come now and look upon the works of the Lord, what awesome things he has done on earth. It is he who makes war to cease in all the world; he breaks the bow, and shatters the spear, and burns the shields with fire. "Be still, then, and know that I am God; I will be exalted among the nations; I will be exalted in the earth." The Lord of host is with us; the God of Jacob is our stronghold.

Members of Convention sang Hymn 637 "How firm a foundation" verses 3 and 4.

The Rev. Deacon Susie Harding (Epiphany, Oak Hill) read the Gospel in Spanish, followed by an English reading of the Gospel by the Rev. Deacon Dawn McNamara.

The Rev. Deacon Dawn McNamara (St. James the Less, Ashland): The Holy Gospel of our Lord Jesus Christ according to Luke.

Members of Convention: Glory to you, Lord Christ.

Ms. McNamara: When they came to the place that is called The Skull, they crucified Jesus there with the criminals, one on his right and one on his left. Then Jesus said, “Father, forgive them; for they do not know what they are doing.” And they cast lots to divide his clothing. The people stood by, watching Jesus on the cross; but the leaders scoffed at him, saying, “He saved others; let him save himself if he is the Messiah of God, his chosen one!” The soldiers also mocked him, coming up and offering him sour wine, and saying, “If you are the King of the Jews, save yourself!” There was also an inscription over him, “This is the King of the Jews.”

One of the criminals who were hanged there kept deriding him and saying, “Are you not the Messiah? Save yourself and us!” But the other rebuked him, saying, “Do you not fear God, since you are under the same sentence of condemnation? And we indeed have been condemned justly, for we are getting what we deserve for our deeds, but this man has done nothing wrong.” Then he said, “Jesus, remember me when you come into your kingdom.” He replied, “Truly I tell you, today you will be with me in Paradise.”

The Gospel of the Lord.

Members of Convention: Praise to you Lord Christ.

Pastoral Address

The Rt. Rev. Susan E. Goff: Jesus, remember me when you come into your kingdom. Please be seated.

“Do not be afraid.” This is the message of the angels, the message of prophets, the message of Jesus himself. “Do not be afraid” is God’s message for us because in these fearsome times, this era of rapid change and uncertainty, fear can blind us and cripple us and make us settle for far less than all that God intends for us.

The criminals who were with Jesus, one on his right and one on his left, were scared to death of the pain they were already suffering and of what might come after death. One, driven by the desperation of fear, tried to manipulate the fear he assumed Jesus was feeling; “Aren’t you the Messiah? Save yourself - and us.” It sounded like mockery as the thief hid behind the kind of bravado that lends hollow courage when shaped by an angry mob. That thief crumbled to the basest human response.

The other thief felt the same terror and refused to collapse under it. Instead, he confronted the mob mentality and challenged the first thief. Then he turned to Jesus in hope saying simply, “Jesus, remember me when you come into your kingdom.” “Remember me” is all he asked. And he received that - and so much more. “Today,” Jesus said to him, “You will be with me in paradise.” You will experience life without fear, life beyond terror, life in all its fullness.

That gift was available to the first thief as well. He could have chosen it, except that he couldn’t face his fear long enough to discover the hope and promise that Jesus gives. He couldn’t comprehend that he might be worthy of nothing less than paradise. He couldn’t even imagine that anyone would remember him - although of course we do every time we tell this story. Fear, left unnamed, diminished the thief’s imagination. Fear, left unfaced, diminishes us.

Now we, the Church, the living, breathing body of Christ on earth today, seek to follow the example of the second thief. Now we reach out in hope to the Savior who loves us beyond our wildest imagining. Now we refuse to be diminished by fear in an age that plagues us with so many fearsome things.

In this past year, we as a diocese named and faced fears that swirl around the mission priorities we articulated at the beginning of this four-year interim period between bishops diocesan, our priorities of Resourcing God's Mission, Racial Justice and Healing, Care of God's Creation, and Evangelism. We have sought to overcome fear and live in such ways that paradise might be glimpsed by us and among us.

We resource God's mission through the work of Covenantal Giving that we adopted at Convention last year. This year the Task Force on Resourcing God's Mission handed oversight of this work to our Executive Board. Since June, the Board has received petitions for an exception to the 8% giving expected for 2023. Thus far, petitions for exception, which include plans to strengthen giving in future years, have been approved for 48 congregations. This process binds us in community with one another and brings the financial fears of any one congregation into the wider context of the whole diocese. As we live into our Covenant with one another - congregation to congregation and congregations to the wider Church - we give from a sense of communal abundance rather from fear of scarcity. We remember that none of us can go it alone, but that we are bound together in faith as one body - the living, breathing body of Christ.

We have also resourced God's mission this year by paying off the last of the debt we carried. We took on this particular debt to incarnate our commitment to ministry with Spanish-speaking populations and make La Iglesia de Santa Maria the second "free standing" Latina congregation in the United States. Now, with paying off that loan, we are for the first time in over 20 years debt free as a diocese. This frees us for new avenues of mission as it reminds us of our undying commitment to the full inclusion of all God's people in the life of the Church, no matter their race, ethnicity, language, gender, gender expression or identity, age, political party, or any other identifier that people in the cultures around us so quickly use to divide us. We remain committed to being one body, the living, breathing Body of Christ.

Our focus on Racial Justice and Healing has remained central in our diocesan life. Fruits of that long-term work will be evident at this Convention as we hear from Bishop Eugene Sutton of the Diocese of Maryland about a vision around repair and reparations and how the Diocese of Maryland is engaging that work. After hearing his words, we will have table group discussion and then entertain questions for Bishop Sutton, Bishop-Elect Stevenson and me.

Tomorrow morning, we will hear a report from the R-10a Reparations Task Force about the first year of their five-year task. We will also hear a report from the R-13a Shrine Mont Camp ad hoc committee. While the work of that second group is not specifically about race, it is about welcome and inclusion of all people at Shrine Mont. Both the R-10a and R-13a groups grappled with passionate points of view, differences of opinion, and a desire to labor in faith and love for the sake of God's people, especially our children, our LGBTQ+ siblings and persons of color. It is hard work to speak openly and to listen with care in a society where sharp division and the urge to take polarizing sides have become the norm. As we resist polarization and let go of our fears, we will continue to walk together with Jesus on the way to paradise instead of walking apart on the road to division. I am grateful to these groups for engaging their work in hope and look forward to their reports.

Our Creation Care Task Force continues their committed work to lead us in our second priority area. Creation care is more crucial than ever in this time when we must labor to prevent catastrophic climate change. The task force has presented to this Convention Resolution 1 – net carbon neutrality by 2030. Passing this resolution would align us with the wider Episcopal Church which adopted this goal at General Convention in July. The Task Force gives us resources, including a net carbon tracker that can be used by every family, congregation and organization in our Diocese. The first to suffer from climate catastrophes are often lower income communities and communities of color. Our efforts to prevent and lessen such catastrophes are therefore directly related to our commitment to racial

justice and healing. We will have to change some habits to meet this goal – and we will make these sacrifices for the sake of vulnerable populations.

In the realm of evangelism, our fourth four-year priority, we discovered new tools and new opportunities. During the height of the pandemic, when we were not able to gather in person, we learned how to gather virtually. Through live streaming, recorded services, via Zoom or other platforms, many congregations reached more people every Sunday than ever before. Now that in-person worship is again the norm, congregations continue to live-stream. Some wonder if this continuing encourages people to stay home and whether they should stop. I encourage you to stay the course because seekers are finding their way to the Church through our on-line presence and people are coming to know and love Jesus because our messages are available to them right where they are. That is evangelism at its best - not waiting for people to come to us but going out to them.

As we faced and overcome fears in each of our priority areas, we have also blossomed in other areas. In the past year we gathered for not one, but two Conventions - our on-line Annual Convention a year ago and our in-person Electing Convention in June. Each Convention presented challenges and opportunities, and we grew in resilience as we pushed the edges of what we once thought we could do. We learned out of necessity how to use new technologies which will continue to serve us in years to come.

Our journey of widening and empowering clergy and lay leadership continued this year. While the Bishop remains President or Chair of a number of our diocesan boards, the vice chairs have been empowered to lead meetings and oversee the month-to-month administration of the Board's work. As clergy and lay leaders are empowered, the circle of leadership continues to grow wider. More gifts are set free and seeds of fresh, new ideas are planted.

In this season of so much change in our world, congregations are experiencing their own seasons of change. Tomorrow we will celebrate Church of Our Saviour, Montpelier, as they move from mission to parish status. We anticipate that at least one other mission will make this move at Convention next year. These celebrations always lift us and give us reminders of ever-springing new life.

We also mark the ending of worship life in four of our congregations.

San Marcos, Alexandria, held their last worship service on January 30 of this year, concluding 34 years of ministry. They acknowledged both their grief and their awareness that they could not sustain an independent church life any longer. Many of the congregation now worship with La Gracia at Grace Church, Alexandria.

St. Francis Korean in Dunn Loring has concluded its life as a congregation. When both the vicar and deacon retired at nearly the same time earlier this year, the small congregation chose not to seek new clergy leadership but to complete their season of congregational life together. Their final service, which included a celebration of their life, took place in September.

St. Paul's, West Point, one of what are traditionally called "historic black congregations," chose to shift their community life when their vicar retired in 2020. The Rev. Vincent Hodge had served them faithfully since 1965. Yes, 1965 - 55 years! Members of St. John's, the once exclusively "white church" in West Point, sent handwritten notes to the people of St. Paul's, inviting them into worship, mission and ministry together. The two congregations are now one. They celebrate that it was about time to overcome decades of racial separation and come together for worship and activities. A final service of thanksgiving, long delayed by the pandemic, will take place at St. Paul's on April 15 of next year to honor their history and their long-serving priest.

St. Paul's on-the-Hill in Winchester voted last month to end their ministry as a congregation after 60 years. Six years ago, they began a project to tear down the church and build housing for lower-income senior citizens. They entered the wilderness of homelessness so that others could have homes. Now on the property where the church once stood is a complex of 63 apartments. The facility will be opened and dedicated on the 29th of this month when we will honor the sacrifice made by the congregation for the sake of a vulnerable population. Going forward, members of St. Paul's will worship with other nearby congregations.

To all four of these congregations, we say "Well done, good and faithful servants." And we say "Do not be afraid. God is with you even now."

As one mission becomes a church and as four churches end ministry, other congregations are taking risks, without being crippled by fear, to embrace new opportunities. They are exploring and developing new models for how to be Church in the world in a time when the familiar model of "one priest/one congregation" is rapidly becoming unsustainable.

St. Patrick's, Falls Church, and St. John's, Arlington, remain two congregations while sharing one priest. St. Christopher's and Cristo Rey will share space in Springfield. While remaining separate congregations, they will share in mission together.

Holy Comforter in Richmond began a Spanish language service to reach the growing Latina population in the capitol city.

Three congregations in the Potomac Region – Olivet, Church of the Spirit, and St. Mark's – are working toward becoming one.

Other congregations are in early stages of exploring ways to maintain their distinctive identities while sharing resources and coming together in ministry.

The stories are many, and there will be more to come as we follow, without fear, in the way that Jesus leads.

We continue to face changes due to the pandemic. We are so done with COVID-19, and it is not done with us. As we emerge from a pandemic phase, the disease is now endemic - a reality we will live with for a long time to come. People are still dying, so we still exercise caution at this Convention and at the Ordination and Consecration of Bishop-Elect Stevenson in two weeks - all for the sake of the most vulnerable.

As we begin to recover from the disruptions of pandemic time, we recognize that people are not coming to in-person worship in the same numbers as before 2020. Some people are simply not comfortable being in groups indoors, and some have lost Sunday habits that are hard to restore. Even in congregations where people come to worship in good numbers, participation in other activities is low. All this is on top of the decline in attendance that many churches were already experiencing.

The pandemic didn't so much cause changes in patterns of attendance and participation as accelerate already existing trends. This is happening everywhere across our diocese, across our Church. It is not unique to any locale. And it is not failure. We haven't done anything wrong. YOU haven't done anything wrong. This is simply where we are right now.

In the face of these realities, we're exhausted, many of us. Of course we are; we've been through so much these past few years. We've been through more disruption and change in three years than some past generations experienced in a lifetime.

So here's something you might not expect of a bishop to say in a pastoral address, although I said something similar in my address last year: it's ok not to try to do it all right now. When we don't yet have the bandwidth to start up all of the ministries we did before COVID, it's ok to go deep with fewer programs rather than staying shallow with many. It's ok just to hang out together, because that seems to be what people are most hungry for - relationships with other people and with God.

This season will not last forever. Slowly but surely, through the power of the Holy Spirit, congregations are building up again. Things won't ever be just the way they were before the pandemic; we've been too changed for that. But new chapters are opening before our eyes. New opportunities are being revealed. So we can rest for a while, relax and trust that God has got this. The earth around us is heading into its fallow season; the leaves were marvelous color this year precisely because the trees are going dormant. We know that they will sprout exquisite new life again in the spring. So we can risk letting some of our activities lie dormant for a little while, so that individuals and congregations can be healed and restored for the new seasons that will come.

As you continue congregational life in this challenging chapter, name whatever fears you face before God and one another. Bring them to the light and name them honestly so that they can't fester and make things worse. Name them boldly, asking Jesus to remember you and show you glimpses of paradise even now. And then leave those fears in Jesus' hands for a while.

As we quickly move toward the next chapter of leadership in this diocese under our soon-to-be consecrated Bishop-elect, there are some things we can be sure of:

First: The rapid pace of change will continue. Some change we can imagine. Some changes are not yet on our horizon. Remember that it's change. Not the end. Not failure. The Church is the living, breathing body of Christ and that body, once slain, cannot die again - not until God says, "well done, good and faithful servants" and invites us into the blessedness of paradise. So don't be afraid.

Second: We will be lifted and empowered as we remain constant in prayer, releasing our fears to God. Prayer is a powerful response to God's claim on our lives, a response that changes us and changes the world around us. Prayer opens us to all that God desires and all that God intends us to become.

Third: Knowing that what we experience is change in the Church and not the end of the Church, and remaining constant in prayer, we will be resilient. We are strong because Jesus is our Savior and because God strengthens us. We are resilient because the Church, which belongs to God alone, is the body of Christ living and breathing and moving in the world.

I move to the conclusion of this address with a personal note of thanks. These ten and a half years as Bishop Suffragan of the Diocese of Virginia, and particularly these four years as ecclesiastical authority, have been filled with challenge and deep fulfillment. I experienced moments of fear during these years. I also experienced wonder. There were times during COVID, during cancer diagnosis and treatment, during my husband's hospitalizations and during political wrangling in our diocese when I felt physically and powerfully sustained by prayer and literally held in the arms of God's love. By that grace, given in the context of community with you, I was sustained and lifted up. I thank you for all that we have shared together. It has been the journey of a lifetime for me. I wouldn't have missed it for the world.

Do not be afraid. When fear threatens, name your fear before God. Face your fear in the presence of God and the Church and strip fear of its hold. Jesus, who remembered the thief who faced his fear, remembers us, too. Jesus is always with us. And in his presence and power, we see wonders we can scarcely imagine; we see glimpses of paradise even right here and right now.

Amen.

Members of Convention: Amen.

Bishop Goff: Now let us sing the last verse of our hymn, “How firm a foundation.”

Members of Convention sang Hymn 637 “How firm a foundation” verse 5.

Introduction of Nominees and Ballot One

The Rt. Rev. Susan E. Goff: We now prepare for our first ballot. I want to introduce the nominees. We have three different bodies to which we elect members at this convention, the Standing Committee, General Convention Deputation, and Provincial Synod. We will soon have ballot number one before us for those three bodies. We’ll take the first ballot after I introduce these nominees.

For Standing Committee, pursuant to Article XV of the Constitution of the Diocese of Virginia, at each regular meeting of Convention, we elect, to the Standing Committee, two members of each order, two clergy, two lay, for three-year terms. The Standing Committee acts as a council of advice to the Bishop, and in the absence of bishops in a diocese, is authorized to act as the ecclesiastical authority in accordance with the general Episcopal Church canons.

Seven members of the clerical order and four members of the lay order have offered themselves for election to this office. To be elected, candidates must receive a majority of all ballots cast. Before we begin voting for Standing Committee, are there additional nominations from the floor? Seeing none, we move forward with the slate as you have already seen it.

Standing Committee clerical nominees are:

The Rev. Martin Geiger, Christ Church, Winchester
The Rev. Kim Glenn, Grace, Kilmarnock
The Rev. James Rickenbaker, Aquia, Stafford
The Rev. Santiago Rodriguez, Grace, Alexandria
The Rev. Burl Salmon, Falls Church, Falls Church
The Rev. Joshua Walters, St. John’s, McLean
The Rev. Noelle York-Simmons, Christ Church, Alexandria

When the time comes, you must vote for at least one and no more than two of those candidates.

Standing Committee lay nominees:

Mr. Thomas Beatty, St. Philips, Richmond
Mr. Thomas Keithly, St. Peters in the Woods, Fairfax Station
Ms. Helen Penrod, Emmanuel, Harrisonburg
Mr. Stevenson Walker, Cople Parish, Kinsale

Again, when you have your ballot, in a few minutes, you must vote for at least one and not more than two of those persons.

We move to the introduction of nominees for General Convention Deputies. The General Convention of The Episcopal Church is the governing body of the church that meets every three years. It’s a bicameral legislative body that includes the House of Bishops and the House of Deputies.

We elect members to the House of Deputies. The General Convention sets the mission priorities, budget, and policies of The Episcopal Church for the next three years. It approves changes to the church's Constitution and Canons, and broadly defines the standards of worship. The next General Convention will take place in July of 2024 in Louisville, Kentucky. For the House of Deputies, each Diocese is entitled to four clergy deputies and four lay deputies, plus four clergy alternates, and four lay alternates.

Nine members of the clerical order and five members of the lay order have offered themselves for election to this office. To be elected, a candidate must receive the majority of all ballots cast. We'll first elect the deputies, and then, in a separate election, we will elect the alternates. Before naming those currently on the slate, are there any additional nominations from the floor for General Convention Deputy? Seeing none, we move forward.

General Convention clerical nominees are:

The Rev. Will Dickinson, St. George's, Fredericksburg.
The Rev. Herbert Jones, St. Thomas, Richmond
The Rev. Amanda Kotval, St. Paul's, Ivy
The Rev. Andrew Moore, St. John's McLean
The Rev. Jay Morris, Aquia, Stafford
The Rev. Kathleen Murray, Emmanuel, Woodstock, and St. Andrew's, Mount Jackson
The Rev. Dr. Hilary B. Smith, Holy Comforter, Richmond
The Rev. Sven vanBaars, Abingdon, White Marsh
The Rev. Daniel Vélez-Rivera, St. Gabriel's/San Gabriel, Leesburg

General Convention lay nominees are:

Ms. Cindi Bartol, Christ Church, Alexandria
Mr. Matt Danielson, St. Thomas, Richmond
Ms. Lillian Hardaway, St. Paul's, Alexandria
Ms. Margaret "Mickie" Jones, St. Mark's, Richmond
Mr. Russell Randle, Christ Church, Alexandria

We will also vote for Deputies to the Province III Synod. The Episcopal Church is divided into nine provinces, and each has a House of Bishops and a House of Deputies. The primary purpose of the provinces is to facilitate inter-diocesan collaboration in geographic areas and to achieve diocesan and Episcopal Church goals together. Also, to enable faithful communication.

Two members of the clerical order and two members of the lay order have offered themselves for election to this office. Before we name those persons, are there any nominees from the floor?

Seeing none, I introduce the clerical nominees for Province III:

The Rev. Bill Burk, Church of the Creator, Mechanicsville
The Rev. Kathleen Murray, Emmanuel, Woodstock, and St. Andrew's, Mount Jackson

The Province III lay nominees are:

Ms. Ellyn "Lyn" Crawford, St. George's, Arlington
Ms. Jane Roth, St. James, Leesburg

Having introduced our nominees, we are now ready for ballot number one for Standing Committee, General Convention Deputies, and Province III Synod representatives. As happened with our practice

ballot, an email will be sent to you. I will tell you when it has been sent. As soon as we get word that it has been sent, we give it up to two minutes to ensure that it gets to everyone's mailbox. Once it arrives, click on that blue button that says, "Click here to vote." A new window will open. Click on the circle in front of the names of those whom you wish to elect, and then press the green submit button. Instructions are there on the screens.

Please, do remember, as you vote, that we're voting for two clergy and two lay for Standing Committee, four clergy and four lay for General Convention Deputies, and one clergy and two lay for Provincial Synod. If you are having difficulty or have not received the ballot, please raise your hand high. If you have already voted successfully, you may begin your break. We will gather back here at 10:30. Please don't leave until you have voted, and if you need help, raise your hand.

Address by the Rt. Rev. Eugene Sutton, Bishop of Maryland and Q&A

The Rt. Rev. Susan E. Goff: Good morning, brothers and sisters and siblings. Please, take your seats. I am so grateful, and we are blessed, that our brother in Christ, Bishop Eugene Sutton of Maryland, has said yes to our invitation to come and address this body about repair and reparations, and the work that the Diocese of Maryland has been doing. They are a few steps down the road, further along than we are, and there is so much that we have to learn from the wisdom of other people who are on this same journey. It is my great pleasure and privilege to introduce to you Bishop Eugene Sutton.

The Rt. Rev. Eugene Taylor Sutton (Bishop Diocesan, Diocese of Maryland): Good morning, Virginia. As my sisters and brothers in West Virginia say, good morning, East Virginia. I had a dickens of a time crossing that great moat called the Potomac River, I did it yesterday afternoon. Why would you want to leave Washington, D.C. in the afternoon? I don't know, to get to Virginia, but it's good to be in this state. It's an honor to be asked to be here today. Thank you, thank you, thank you.

My friend Susan Goff, whom I've met – Was that about 57 years ago, or so? Virginia Seminary, where she helped to train me to be a supervisor for seminarians. I look forward to joining her in a year and a half in my own retirement. I've announced to the Diocese last year, I'll be stepping down in spring of 2024. I didn't have anything in mind after that, but since that time the Holy Spirit opened a door. I will be starting, actually this summer, but then full-time next year as the new senior pastor at the Chautauqua Institution, in upstate New York. I'm also pleased to be here with my friend, Mark Stevenson. Mark, look at you all grown up. You know it's just marvelous, and I look forward to working with you even more closely, the Diocese of Maryland with Virginia, on some common ministries, and we've already started talking about some things, even the possibility of doing some things more together in the area of creation care and trying to address issues of environmental degradation.

I also want to let you know that Diocese of Maryland, we are a bunch of givers. We just give, we gave you Mark Wastler down there at St. Paul's Memorial. We gave you Pierre-Henry, where are you Pierre-Henry? He's over there in Delaplaine, but wait a minute, we gave you Jessica Holthus, down there in Reston, we gave you Nick Szobota, in Colonial Beach, we gave you Daniel Vélez-Rivera there at St. Gabriel's, and of course, you may remember that we gave you Bob Ihloff as assisting Bishop for a while. Right now, as I speak, I'm giving you my wife, Sonya Subbaya Sutton, working at the Falls Church there with Burl Salmon and his team. We're just a bunch of givers, and we haven't asked for anything in return. Reparations would be in order, I think, to Maryland for all that our poor Diocese has done for you.

You're not a stranger to reparations. That's what I want to talk with you about today. Talk about racial reconciliation, putting back together again, things which had been broken. I've been speaking a lot about that lately, actually, across the nation in some dioceses, schools, other institutions, and

testifying before Congress. I'm reminded of what a woman told me recently, "Bishop Sutton, every one of your presentations is better than the next." That's the way we talk in Maryland. We talk like that, so we better pray about this thing. Let us pray to God for inspiration. Tell us what we need to hear, what we need to hear, oh God, and show us, show us what we need to do to be disciples of Jesus Christ. Amen.

Race. Here's a conversation that almost all of us want to avoid, precisely, because it's so difficult and ridden with many emotions, including sadness, grief, anxiety, anger, and hopelessness. I'm not going to try to overload you in this too brief time with more than you can handle in one presentation, but I do promise to give you some things that you can take home with you about where we are, and how we can get to where we all want to be as Episcopalians, as Christians, in race relations. Prepare yourself to get angry at me some time in this talk, okay? Don't worry, you're supposed to get mad, so it's all going to be fine, all right?

Meshach, Shadrach, and away we go. If you ask most Americans, "Are we as a nation better off now in race relations than we were at the time Martin Luther King died?" The answer is sobering. On that, we are agreed. The Pew Research Center says a majority of Americans say race relations in the United States are bad. Of those, about seven in 10 say things are getting even worse. Roughly two-thirds say it's become more common for people to express racist or racially insensitive views in the last five years, even if not necessarily more acceptable. Significantly, even though there are some disparities, even most White persons don't feel good about where we are. If you ask a Black person, where I live in Baltimore, "Are we better off now since Martin Luther King?" They would say, "Come on man, please." They'd actually probably say it a little more expressively using an N-word.

All of us thought we'd be much farther along than we are now, right? Y'all remember Woodstock? Anybody here remember Woodstock? Yes, yes. You're old, you're old, you're old. Lovings, Peace, and Harmony. When the moon is in the seventh house, and Jupiter aligns with Mars – You know it? Then peace will guide the planets, and love will steal the stars. You can stop. That's right, Bishop, we got your demo tape, you can leave now. We're just not where we are, we thought it was going to be done, and a new age of harmony would be introduced. Large majorities of Blacks, Hispanics and Asians say people not seeing discrimination where it exists is a bigger problem in the US than people seeing it where it doesn't exist. Whites are evenly divided about that. It's hard to see racism when you're in a racist system. It's hard for a fish to know it's wet. We swim in an ocean of an ideology that we've all inherited.

By some measures, we are in a better place. We've taken down the signs saying "Whites only," and "Colored only." We've integrated all the water fountains, and bathrooms, although, there's still a problem with some swimming pools. Did you know that? Not all clubs are open either. More and more Black Americans can purchase homes in more and more neighborhoods, we're on TV and movies a lot, and on advertisements. There have been significant strides in access to education, and jobs. There are fewer instances of, "She, or he is the first Black person to—" you fill in the blank.

When I was elected in Maryland in 2008, I was elected on the first ballot. The previous Bishop elected on the first ballot was Thomas Claggett, the first bishop that Maryland first consecrated. He was a slave owner. All the Anglican clergy were. Almost all of the early bishops, the second Bishop of Maryland, technically didn't own slaves but when we researched our history, the records show his wife owned them and he did not. We know that history. I don't have to rehash that here. If you don't know the history, why don't you? The history about clergy being paid in tobacco. As long as tobacco was the payment, and clergy were not likely to work the fields, they owned slaves for their livelihood.

It was the system you see. It didn't make any difference if they felt good toward those or had positive feelings or even thought they had souls. Not all White Christians thought that Black people had

souls at that time and were not worthy of hearing the Gospel. They also suspected if you evangelize them, you're one, saying they're human beings and that's a problem in a racist system. Two, it meant that they were your brothers and sisters. That's a problem. It's the system. Ever since we've always tried to make a distinction between a system for which you may be participating in and you're saying, I'm not racist, that may be true in terms of bigotry, but you still benefit from a system.

There are numerous studies— Never mind. I don't for a moment want to minimize the very substantial gains in racial justice in the last 50 years. We can all celebrate the tremendous strides that have been made and racial attitudes in our nation. When I was elected, I was elected in a Diocese where 40 years before I would not have been welcomed as a member in most of the parishes. That's a lot of change. A lot of change in 40 years. We're very proud of the accomplishments of the many Black individuals who have overcome great odds to achieve success.

For the millions of descendants of slaves who are trapped in a pernicious cycle of hopelessness, poverty, and rage due to their real experiences of racial segregation, redlining, inferior schools, substandard housing, and lack of healthcare and the like, the widespread assumption that everyone and anyone can pull themselves up by their own bootstraps if only they tried is a lie. It's a lie. They know that the odds are against them on so many fronts. They can't change their environment. They can't change the color of their beautiful dark skins. These days, it certainly doesn't feel that we are closer to being a more racially harmonious society than we were 50 years ago.

You know some of the discouraging statistics. If you don't, why don't you? Beginning with criminal justice, African Americans comprise only 13% of the US population and only estimated 14% of monthly drug users but 37% of the people arrested for drug-related causes are African American. Studies show that police are more likely to pull over and frisk Blacks or Latinos than Whites. I've had my share of it even as Bishop. In New York City alone, 80% of the stops made were for Blacks and Latinos and 85% of those people were frisked, compared to only 8% chance if you're pulled over and you're White, you will not be frisked. Black men are two-and-a-half times more likely to be killed by police than White men. In 2010, a US Sentencing Commission reported that African Americans receive 10% longer sentences than Whites through the federal system for the same crimes. African Americans are 21% more likely than Whites to receive mandatory minimum sentences. They are 20% more likely to be sentenced to prison than White drug defendants.

Black Americans are almost twice as likely as White Americans to lack health insurance, making it difficult to receive proper care. In schools, Black students face disproportionate suspension rates. Black girls often receive more severe penalties for the same behaviors as their White peers. Most studies say there are nearly six times more often to get out-of-school suspensions. Graduation gaps also exist. I won't go into the statistics there.

Disparities continue in the workforce. Black people have a higher unemployment rate than average. They are often left out of high-paying jobs. Black ownership rates remain the lowest in the US, only 44% of Black households own their own homes compared to 74% of White households. The Black poverty rate is double the White rate. Perhaps most importantly, one in three Black families have zero or negative wealth. Wealth for most Americans comes from accumulated assets, financial, educational, cultural, social, and otherwise, that have been handed down through the generations. Many White persons believe, "Oh, I did this all on my own. All through my own efforts," but are discounting all of the assets, including where you live, that have been handed down. The lack of Black wealth is a significant problem in the social problems we have today.

Finally, in a sobering statistic of how most White Americans have responded to these statistics. 51% in one research poll of Americans expressed anti-Black sentiments in a poll. That's been up 3% since 2008, more anti-Black sentiments. I'm reminded of that seminal book by William Ryan

in 1976, Blaming the Victim on the psychology of bias, it's alive and well in our nation today. Put shortly, if you put your knee on someone's neck for say, 350 years, and then you let go of the knee, if they're able to stand on their own that's okay, but if they can't, you blame them not your knee. They are at fault. There are numerous studies showing hidden implicit bias of some amount in all of us. Especially those who say, I don't see color and I don't have a racist bone in my body. The statistics will show you're wrong.

Robert P. Jones, a Christian sociologist – whom maybe, Mark, you can have speak here at some point, we're trying to get him to speak at the General Convention – raised Southern Baptist, went to Southwest Baptist Seminary. He's a pastor. He's done numerous studies, and here's the outcome. The more religious an American says that she or he is, the more racist they are. He can correlate church-going, the more a person goes to church, the more racist they become. How about that? I remember there was a presentation he gave at the Chautauqua Institution this past summer, and you could see even though he's a man of faith, he says, "My Sunday school teachers, my civics people, my family, extended family. They all lied to me." They lied to him about how deeply inequitable and racist the system is. What we as Episcopalians need to help people to understand is if you come to our church and you come regularly to our church, will we successfully try to uncover the hidden bias that's in everything we do.

As a young man in college, I kept hearing, "Young people today are growing up in a less racist, multiracial, and multicultural world, and they get it. Racism will practically be dead in a generation or maybe two at most." It's been almost three generations since King, and here we are.

Are we doomed to live in racial strife, mistrust, and conflict? If that's true, then why? If so, how do we fix it? Four ways to fix it. I'm just going to briefly talk about three but spend a little more time on the fourth. First, we need to commit ourselves to having civil conversations. About race, and frankly about anything. Civil conversations and making that possible.

Two, we need to remind ourselves that social critique of our nation and honest critique of our church is healthy, and in terms of the nation, it's patriotic. Our founding fathers of this nation would be appalled if they heard people say, "Don't criticize this, if you want to criticize this nation, go elsewhere." They would say, "No, that's not what we've had in mind." Critique of this nation on our racist attitudes, and critique of our church, and critique of our families and schools and institutions is part of the way to change. If you don't critique it perpetuates.

Three, we need people of courage to call out the perniciousness of racist language whenever we encounter it. We are all susceptible and guilty of using insensitive language. Lord knows sometimes I put my foot in my mouth about various things. You have to, and as I said earlier, we all swim in the ocean of racism in this country. I don't know if you remember our former president Trump, he slurred my city some years ago, called Baltimore vermin-infested. We know the history of that. When you associate a people with vermin, Hitler really had a field day with that on the Jews. Of course, there are rats in Baltimore. There are rats in Washington. There are rats in the White House. Did you know that? I mean real ones. I remember reading stories of Barbara Bush swimming in the White House swimming pool, and there was a rat right in there. But we know what he was trying to do. I wrote President Trump a letter that was signed unanimously by every major Christian leader in Maryland saying, "This is a major city, and you are our president, and you are slurring your people." We invited him to come to Baltimore and see all the good things that we're trying to do there and are succeeding yet in many ways, I never received an answer.

Those three things we need to practice, but here's the fourth. We need to repay the debt long overdue that this nation has owed for almost 400 years of slavery and racial oppression. Here's a key statistic on why it's so important in order to achieve a better state of race relations than we are currently in.

Despite their generally negative assessments of the current state of race relations, Americans tend to say that most racial and ethnic groups get along pretty well together as a group. Among those who gave an answer in this poll, about six in 10 say this is the case between Whites and Asians. 88% say Whites and Asians get along pretty well. Hispanics and Asians, seven in 10. Blacks and Hispanics. Whites and Hispanics. Blacks and Asians. Overwhelmingly people say, “Oh, they get along pretty well.” Assessments of how well Blacks and Whites get along are much lower on both sides. About six in 10 Whites say Blacks and Whites just don’t get along very well at all. The question is why? What’s the problem between White Americans and Black Americans? I don’t know, let me think.

You know the answer because of this thing that we’ve had since 1619 when White persons began enslaving, importing and enslaving people of African descent. Now, it was a trade, some Blacks also enslaved Blacks, we know that they learned this from the Europeans. For 250 years, beginning in 1619, the enslavement happened. Then the Civil War. This is a dangerous thing to say for some in Virginia. I am so glad the Confederacy lost. I wish that many— Sadly, not all Americans are glad that the Confederacy lost, and we’re still fighting the Civil War. For the next 110 years or so, since the end of slavery until say, the end of the Civil Rights era around 1970, the White majority have made it nearly impossible for most Black people to get good jobs, good housing, good education, good healthcare, even by the law.

Where was the church in this? The church blessed it. The Episcopal church blessed it even more so than others. We began it in the 17th century. This 350-year period of overt, constant, and pervasive oppression has left a scar. Not just on Black persons, but on the souls of White persons. A scar. This nation has never, as a nation, apologized for these four centuries of monstrous conduct. Look it up. There hasn’t been the apology. The House of Representatives some years ago made one, not the Senate, and not the presidency. It has never made a single attempt to actually repay the Black community for what it stole from them. Even before the end of slavery, there were voices in this nation, not just Black voices like Frederick Douglass, but many White voices that said, “When the slaves are free, what are they going to be freed for? What do they have? We took everything.”

There were even proposals for restitution. You’ve heard of 40 acres and a mule, and that live proposal was put on the desk of Abraham Lincoln, who was trying to figure out how to do it when a man named John Wilkes Booth put an end to that and he shot him. Then the vice president was an adamant southern segregationist. That proposal went off the table. How might it have been different if that reparation were paid then in this nation? We’d be much better off. Reparations were paid, by the way, yes, to several slave owners who are repaid for the monies they lost during the Civil War.

I learned something in Sunday school, long time ago, that if you stole something from someone, the right thing to do is to pay it back, or to make restitution. The United States of America stole from my people and enriched itself. I am both a beneficiary, and if you will, a victim of racism. The beneficiary is a good part of my compensation, comes on the back of my African American forebearers who are enslaved. That leaves a scar, and it makes us all crazy. We still benefit from slavery, but I know a way out. I know a solution, and it’s not mine. It’s been kicked around for years. Start to pay it back. Just do the right thing. What about forgiveness? Some would say, “I’m all for it.” In fact, most Black Americans have forgiven this nation a long time ago.

We have. We’re here, we’re patriotic. We’ve even fought for this nation. A new movie is coming out just today about a Black airman who fought for this nation and this nation would not fight for him. By the way, don’t ever criticize a Black person in this nation as being unpatriotic. When we criticize, especially when we criticize and protest in America the ways that we can. I don’t know why it made so many people crazy when some Black athletes knelt during the international anthem, especially we as Episcopalians. We should know – not many of you in Virginia are Anglo-Catholic, my knees have been ruined from years of Anglo-Catholicism – kneeling is not a sign of disrespect, only if politicians

say it is, and make you all crazy. Descendants of slaves, this may surprise you, are the most loyal Americans you will ever find. It's just that we love America enough to criticize it. We're not leaving.

I know some would say, "Oh, if you don't like it here, just go somewhere else." We're not leaving, you go back. When White Europeans start going back, okay, we'll hear you. Even then, we still may follow you and say, "But what about the debt?" You can go to Sweden, you're going to find Black people there. You can go all around the world, like Europeans did 400 or 500 years ago, and find out that nobody else around the world looks like us. We have an idea maybe based on fear, they're all not like us, but this color skin gives us a leg up. If we have armaments and we can colonize all of them, we can readily identify who they are, and they are not us. Now we aim to stick around, and we're going to make you squirm as much as we possibly can. We're going to try to make you squirm until America lives up to her soaring creeds about freedom and justice for all. We aim increasingly to make this sturdy good church of ours, the Episcopal Church, squirm as much as possible until it does the right thing. By the way, you're welcome.

The word we use to make restitution, to fix the problem is the R-word. Yes, reparations. Don't let that word scare you. I know it hasn't. This Diocese did an amazing thing, bless you, when you voted on that principle, you voted for \$10,000,000 to be raised over five years. You can't repay all the debt, we know that. What a statement. We in poor Maryland, we thought we were all right doing \$1,000,000 in 2019. We've since added to that through fundraising and other things. Just last week, our convention voted to continue funding it at least at \$100,000 pace all the time through perpetuity. You've taken a great step towards that. I know it's costly.

It really is. It should cost. Maybe some things in Christian education won't happen in terms of printing materials and retreats and all that. How about this for Christian education? Show your kids that you are doing honorable things. Teach them about reparations. That's one of the best Christian formation things you can tell them. You're making amends. That's faith formation. In a word, that word reparations means, quite simply, to repair that which has been broken. It's not just about monetary compensation, it's the beginning of a conversation, but it's not less than about money. Everybody agrees on a whole lot of things until you start putting money into it.

I was so disturbed some years ago, when some otherwise well-meaning people in our Diocese were saying, "Well, you know, Bishop, you can't just throw money at the problem." I'm thinking, "My Diocese, we have some really good Episcopal schools." One of them, St. Paul's School for Boys and Girls, they have millions and millions of dollars in endowment, great facilities, and all that. In all my years, I never heard someone say, "Oh, they're just throwing money at the kids." No, you only throw money at the poor. You only throw money at Black and Brown people. It's like throwing paper towels. That's an insult. It's an insult. For whatever reason, political and others – there are good reasons to be Republicans, good reasons to be Democrats. Some of my friends are for the Republican Party, some of my friends are for the Democratic Party, and I'm for my friends. For those, especially those who supported Donald Trump, where was your voice when he was shouting out all this racist stuff? Speak up and say, "That's wrong."

An act of reparations is an attempt to make whole again, to restore, to offer atonement, to make amends, to reconcile a wrong or an injury. Just in three or four minutes, I just want to say a few things about what reparations is not to dispel some other lingering questions about it. We're going to show a video of how we got there in Maryland. That may answer many of your questions. First, reparations is not throwing money at the problem of racism. No, it's an emotionally healthy effort to repair a broken system. Some of that effort involves money, but it's not all about money. If it's less than money, you're doing what many Christians have done for centuries. They never put their money where their mouth is. "Oh, we believe in the dignity of every human being," but it shouldn't really cost us anything. "Oh, we are all forgiven and we've been forgiven. We're forgiving the past."

Forgiveness is just the first step in reconciliation. White people, as I said earlier, we've forgiven you. That doesn't mean we're reconciled. Reconciliation means you got to put something down to say this was wrong, and here we go.

Second, reparations is not a transfer of money from White people to Black people. No. It's what this generation does to repair what we've been handed down from previous generations. It doesn't make any difference if your ancestors came over on the Mayflower or on a slave ship. Or they came in the 19th century or the early 20th century and had nothing to do with slavery. Or if you're a recent immigrant, we are all in the same boat, we're all in the system. It is not about guilt, it's about responsibility. Maybe this generation will take responsibility for fixing it, and not leaving that can on the road of reparations that previous generations have just kicked down the road. Guess what? That can is still on the road. We're going to take responsibility. The Diocese of Virginia is going to help lead the way on taking responsibility.

Then fourth— Oh, by the way, when I said it's not a transfer of money from White people to Black people. It's not individual checks to Black persons. That's a common misconception that some groups and people deliberately put off. They put it out there because they want to convince you that no money should be paid. "Oh, they just want guilt money from you. By the way, Black people just want you to write them a cheque." Makes me crazy. We don't want a check. We want something that's going to make an impact. In the Diocese of Maryland, we gave our representative reparations group, five areas, we want you to fund initiatives in the impoverished Black community in these five areas, education.

We're doing that in Baltimore, a program called the Sutton Scholars Program. I didn't name it, they named it after me. They knew I'd raise money for it. Over the years, we've taken hundreds of high schoolers in inner-city Baltimore, the Diocese has, and we committed ourselves to them for their four years of high school, teaching them life skills, social skills, any way we can to help them get over the hump. These kids are not going to Ivy League schools, that's for others who've had more advantages and are prepared. In our first class, 100% of them went to college. We helped them.

Education, healthcare and elder care. Third, environmental degradation, especially in the most impoverished areas. Fourth, economic development. Anything that creates jobs. There is a fifth. I know we're Episcopalians. There's always a fifth. Education, healthcare. It'll come to me, I just had to jump around. You'll get it before the end.

Lastly, before we see the video, reparations is not financial assistance. Please. It is not. It is not outreach. It is not charity. It is not a gift out of the goodness of our hearts. No. It's the payment of a debt. It's about justice. When we gave monies to these groups, I made a big point to say, "I know you're grateful." You should have seen the tears in the eyes of some of these community groups that received cheques from the Episcopal church. They had tears in their eyes. They said, "We never thought that this White church would do that. We never thought that they would take responsibility. We never thought that they would actually invest in the impoverished Black community, rather than take resources and churches out of the impoverished Black community." That payment of this debt should cost every single American because we are all complicit and we play a role in this system we've inherited.

I now want to show you a video in this time, and I'll just say a few sentences following a video of how we got there in Maryland.

A video from the Diocese of Maryland played.

The Rev. Joe Zollickoffer (Holy Trinity, Churchville, Maryland): Hi, I'm the Rev. Joe Zollickoffer. I'm the Rector here at Holy Trinity Episcopal Church in Churchville, Maryland. When I was called to this parish in 2019, I learned of a program that this church was doing to uncover their history, and in particular, Rose Kane and her story.

It appears that Rose was a domestic servant of the Coale family, a family local to this area. When she passed away in 1951, the Rector here, my predecessor, was a segregationist, and he decided that she should not be buried in the church cemetery proper, that she should be outside the bounds of the cemetery. So that's where she was buried. In fact, there was a fence placed there to have a physical barrier between her and this parish.

When I learned of that story, I was enthusiastic that we should include Rose and her story in placing her back where she belongs, as part of this family of Holy Trinity, as officially being within the bounds of the cemetery, of righting that wrong. That is exciting for me as a priest in the Episcopal Church, that we are willing to do this work. There are sins that our churches have done that we must repent and seek repentance and seek restoration and reconciliation. I'm excited that we are doing that, not only in our Diocese but as a people.

The Rt. Rev. John L. Rabb (Retired Bishop Suffragan, Diocese of Maryland): I'm going to read a resolution from Convention of the Diocese of Maryland in 2007 on the Apology for Slavery. "Resolved, that the 223rd Convention of the Diocese of Maryland, meeting May 4 and 5, 2007, apologizes for the role of the Anglican Church in colonial America and of the Episcopal Church in the state of Maryland in the slavery of African Americans and in the subsequent racial injustice."

The Rt. Rev. Robert W. Ihloff (13th Bishop Diocesan, Diocese of Maryland): We began before most dioceses, we began immediately at our diocesan Convention. We set up a committee to study this, to begin dialogues within the Diocese about our racial history.

The Rt. Rev. Eugene Talyor Sutton (14th Bishop Diocesan, Diocese of Maryland): We had an anti-racism committee, and we had our reparations commissions as well. When I came, I combined them both because they are related and it's hard to have one group of people doing anti-racism work and another talking about reparations. We combined the two committees, and we called them the Truth and Reconciliation Commission. Here's the significance of the name. Most people, all but a few people, really want reconciliation. The problem is that most people don't want to do the work. That work of reconciliation begins in speaking the truth, telling the truth, finding out about the truth, exploring the truth, researching the truth. You can't get to reconciliation until you first know what the truth of your history has been.

Bishop Ihloff: Truth is at the very heart of Christian faith. Without truth, we really can't move forward. Our lives should be trying to discover the truth instead of trying to bury it.

Bishop Sutton: In this Diocese, what we began was the Trail of Souls pilgrimages.

Ms. Carrie Brown (Mid-Atlantic Regional Director, Union of Black Episcopalians): The idea for the Trail of Souls came up, which I thought, "Wow, this is really great."

Bishop Sutton: November 1, 2015, we had a caravan of buses.

Ms. Brown: We started here at the Cathedral and talked about some of the history and things that happened there.

Bishop Sutton: We went to southern Maryland, other places, to have people tell their stories. What did you find about your church's history?

Ms. Brown: We were lucky that the persons at the church who worked on the history were excited. Some reluctant, but once they started working on their history, then it was very real for them. They just went at it, so that was good.

Ms. Mary Klein (Archivist, Diocese of Maryland): The archives was one place that was used because we have records here that can certainly aid in that discovery. I saw people who even when they were reading the information say, “That can’t be true.” In 1840 when Bishop Whittingham became Diocesan, he sent out a survey to every parish in the Diocese with four pages of questions. One of the questions was, “Do you do anything specific for the servants in your congregation?” Which, he always used that euphemism, he never used the word slave. “Where do they sit in church? Do you have a gallery? Do you catechize the children?” One parish had sent three researchers to look into their past, and they were looking at that document, and the priest had answered, “We have a gallery for the servants.” She just said, “That’s not right. It wasn’t used for slaves, it was used when they brought prisoners from the county jail.” She never did buy into that truth, even though it was written right there in black and white.

Bishop Ihloff: I think it’s been very helpful to go to places like All Saints Church in Sunderland, where the balcony is so high that if you sit down you can’t see and you can’t see over. It clearly was a slave balcony, and it’s on three sides of the church.

The Rev. Ken Phelps (Former Rector, All Saints’, Sunderland, Maryland): The slave galleries themselves, and they are a prominent feature when you come in, and you’re tempted to call them balconies, but they were the galleries, and their intent was to hone the slaves. Also, freemen were there, non-landed Whites, and members of the indigenous population, but primarily it was slaves that were escorted there.

Bishop Ihloff: They were herded up a very narrow staircase in the front of the church, so their masters could be sure that they were actually going up there and not coming down again, because the stairwell can be seen from the nave of the church. They were stuck up there to experience Episcopal worship without being able to see it. They could hear it. Even in church, they were slaves.

Mr. Phelps: The tobacco leaf essentially was the currency here. If you look at our seating chart from 1774, everyone who lived in the parish, all of the landowners, had to pay each year a 40-pound tax. 40 pounds of tobacco were paid to the parish, and additionally, the choice seats in this place were auctioned off. Again, that was in tobacco.

Ms. Klein: Clergy were paid in tobacco. Most parishes owned a glebe, which is a piece of land in which they could grow tobacco, and the money from it would pay the clergymen, upkeep the building. The parishes in this Diocese which were formed before the Civil War, every one of them benefited from slavery.

Ms. Elizabeth Comer (President, Catoctin Furnace Historical Society): The economy in Western Maryland was different from the Southern Maryland economy that was very dependent on enslaved labor. The industrial slavery that existed is different from the slavery of Southern Maryland, but it’s very much a part of the history here. The African American cemetery at Catoctin, based on our research, contains the remains of people, all of whom were enslaved. Here at the Museum of the Ironworker, we realized that the visitor would perhaps understand more of the humanity of the enslaved through the art and science of forensic facial reconstructions. We got a grant, and we chose a 35-year-old mother and a 15-year-old young man. When visitors come, they don’t just hear about industrial slavery or hear about individuals or read their names but they’re able to actually look into their eyes and see the people, see the enslaved who were here at Catoctin.

Bishop Sutton: I had nothing to do with slavery you know that. My people didn't enslave anybody. I didn't cause this mess, and you know what? You're exactly right. You didn't cause it. I didn't cause it either. Our generation did not cause the mess we're in, but we're all in the same boat. Now, the thing is, it's not about guilt. It's about responsibility. What can we, all of us, White and Black, descendants of slave owners and descendants of enslaved persons, whether you're a recent immigrant or have been here for generations, we're all swimming in this ocean of racism with a debt on the table.

Newscaster, WBAL TV 11 News: Reverend Natalie Conway is the deacon at the Memorial Episcopal Church in Bolton Hill, but on this day, she recounted finding out that her great-great-grandmother, Harriet Cromwell, was enslaved here at the Hampton National Historic Site, formerly Hampton Plantation in Towson off of Dulaney Valley Road.

The Rev. Deacon Natalie Conway (Deacon, Memorial Church, Baltimore): That was a shock because even though you deal with slavery and you deal with subtle racism, to have it actually slap you in the face is a whole 'nother story, and just trying to deal with that, knowing that somebody a couple of generations ago was actually here, and working, slaving in some capacity with no freedoms was sad.

Mr. Steve Howard (Member, Memorial Church, Baltimore): My congregation, Memorial Episcopal Church in Baltimore, there were two big plaques in the back, and one of them was in honor of the founding Rector, Charles Ridgely Howard. I had looked at that plaque a million times and knew that I was somehow connected, but never really looked closely into exactly how. Then when Natalie told her story about her family having been enslaved at the Hampton Plantation, I had to say I'm connected to the other side of that story. It really felt like humanizing the issue for the first time. I think a lot of White people, myself included, always thought of slavery as done. History book is closed, don't reopen it. To the people who say, "Now is not a good time to talk about racism," I agree with you. The right time to talk about racism and slavery was 1619, and every year for the next 403 years, it's gotten to be a worst time to talk about it.

Ms. Conway: I really felt that that really needed some healing. I had consulted someone about doing this libation service.

Mr. Howard: Natalie had already pretty much organized the trip to Hampton Plantation. The ability for Natalie and I to pour water on that ground together made an enormous difference and was an enormous change.

Ms. Conway: It was also not only healing, I think for us, but it was healing for the 50 people that were with us.

Bishop Sutton: We know that there's a benefit from having white skin. You don't need to feel sorry about that. I want everybody to feel good about their skin. I want White people to feel good about being White. I want Black and Brown people to feel good about being Black and Brown. Let's all feel good about that. There's a benefit that comes from white skin and that has to be acknowledged. Denial of it is just another denial from hundreds of years of denials. If this is not the time because, "Oh, we got a pandemic, we got other things going," okay, you tell me when is the best time for justice?

Ms. Klein: It only takes one person to be the spur to do this. One person who is determined to dig out the truth and look at it squarely in the face in each parish can make a huge difference. All the parishes that I have been to, that I've helped, every one of them presented programs on what they have found, they have owned the past.

Ms. Conway: It's not something to be swept under the rug. It's something to be examined. It's something to be looked at, to say to each other, "I understand now."

Mr. Phelps: We want to be real. We want to be real to ourselves, and real to others, as we have cornered ourselves and surrounded ourselves with the right liturgy and good doctrine and sound theology. Well, the rest of the world doesn't care. What they are looking for are real people to join them in a real struggle, to find real solutions, and to really create the Kingdom of God.

Bishop Sutton: I'm also hoping, more and more, that when people encounter the word, the phrase, Episcopal Church, I want the first thing they think about is this. Wow. There's a community of love. Those are people who put their money where their mouth is. They're talking about race and that's not tearing them apart. I want people to say, "Man, the Episcopal Church, what a diverse group of people who really love one another. But more than that, they love people who are not Episcopalian and they're always reaching out, seeing what they can do to spread the love of God everywhere, spiritually and materially." That would be my hope.

Then the next Annual Convention, we voted on the sum of establishing a seed fund of \$1 million. It's more than that now, not because of the stock market as we all know, but because of continuing contributions to that fund of people from all over the state, Episcopalian or non-Episcopalian, saying, "We want to be a part of this."

End of video.

Bishop Sutton: My friends, we can do this. The Diocese of Maryland can do it, this 95% white Diocese including Appalachia. By the way, one of the biggest checks I got for reparations came from descendants of coal miners in Western Maryland. They got it. If we can do it, then the Episcopal Church can do it and we can help lead the way. Maybe once again, the faith community can lead the way, just as we did in the civil rights movement, we can lead the way on this issue. Thank you all very much. God bless you.

Bishop Goff: A moment friends. We were conferring about time. As I said earlier, we had originally thought that we would hear from our brother, Bishop Sutton, and then have some time for table discussion and Q&A and finish all of that up at noon. Given that we have 20 minutes, we're just going to go right to Q&A, and I invite Bishop-Elect Stevenson to come up as well. We invite your comments, your questions, your reflections, particularly for Bishop Sutton. We will be up here as well because our Diocese will need to be making important choices and hearing your thoughts and questions as we continue this work, and as Bishop Mark, when he is Bishop Mark, continues to lead in this work. If you have a question-

Bishop Sutton: Before we take the first question, I was skipping around in my presentation, I usually do this in about an hour or so. But I said there were five areas: education, healthcare/elder care, environmental degradation, economic development, and affordable housing. The grants that we made to those community groups across the State of Maryland, and all five of those areas are well represented.

There's a group in Baltimore that it's really looking at how to get affordable energy into the households right next to a housing development area for the poor, and so, installing solar panels. By getting renewable energy, that group check off from environmental degradation, but it's also training young men and women to install solar panels, so it was job training and economic development as well.

Bishop Goff: If you have a question please go to one of the numbered microphones, a question or a reflection. Microphone three, and if you would say your name and your parish.

The Rev. Joe Hensley (St. George's, Fredericksburg): I'm a new member of our Racial Justice and Healing Committee for the Diocese. This work is so important, and I think that our Diocese can take a leadership role along with other dioceses like Maryland. I'm curious to know who were the examples that you looked to, Bishop Sutton, in pioneering this in the Episcopal Church. Unfortunately, I hate to say pioneering because it's been way overdue. That should have been done a long time ago. Who are the inspirations that you have looked to? Who are the models that we might also follow?

Bishop Sutton: Thank you. I did meet one of your co-chairs last evening. of your reparations group or task force. She and I were talking about some of this as well. In 2019, we were either the first Diocese or very closely after— there's a little confusion there of what the Diocese of New York did in also establishing reparations, the principle of it, but this was happening about the same time in a number of dioceses. New York had done some good work on that, and they voted around the same time as we did. The Diocese of Texas also set aside some monies that they said was reparations, but what the Diocese of Texas did, and the Diocese of Georgia, was the Bishop who said, "I'm just going to earmark this money for some things," and he called it reparations. Our process was, as you can gain from that video, it was really years in the making of constant education leading up to a vote on reparations because we really wanted to get everybody on board, and not just make it a bishop's decision. You can look at those Dioceses. Also, before we did, the Virginia Seminary dedicated some monies toward reparations. All of the works are good and there are various models, but I am especially more taken with models that actually cost people and institutions some money, not just something from an endowment or the sale of some artifacts.

The other thing is, in my way of reparations, you don't make grants to initiatives that actually end up benefiting you. Whether Georgetown University or someone says, "Oh, we're going to set up something so that people of African descent can go to our school." In the guidelines I gave to the task force, no actually fund groups that are not going to benefit the Diocese of Maryland. I mentioned the Sutton's Scholars Program was not a beneficiary, and it cannot be because we do a separate fundraising for that. You can look at those for some models, too.

Bishop Goff: Microphone five, then six, then four. Microphone five, please?

Ms. Elizabeth "Barbie" Frank (Emmanuel, Alexandria): I just want to thank Bishop Sutton for the very sobering, depressing information that he gave to us that hopefully will spur all of us to look at the way that we interact with all of our fellow Christians and non-Christians. I hope that I can find a way to move forward toward reparations as an individual. Do you have any suggestions other than join the group? How I as an individual can move in that direction? Thank you.

Bishop Sutton: First of all, and you guys may want to respond too, first, support your Diocese in this effort. Don't speak against it and don't be silent. Support this effort. If you have many more questions about that before you can do that, then there are plenty of good people around here who can help educate you about that. On our reparations committee, there were many people over the years who joined that with the expressed intent of putting a clamp on it. 100% of them changed their mind, not long after they actually researched the history, and when they had a better view of what reparations meant, rather than, "Oh, some Black person wants me to give them some money." Once they were apprised of that, 100% of them came over. So support your diocese as an individual, be a part of your church looking at its own history, and researching its own history of relationship, not only to slavery but for the last hundred years. Where was this church in the civil rights movement? That kind of thing.

Second, personally, it doesn't take all of us either out on the streets or writing letters or that kind of thing, but all of us can do something. Even all of us can, as individuals, write a check. I said

reparations is more than money, but it's not less than money. Maybe even your family had a role to play in slavery and the next 110 years of racial segregation, and maybe you want to have a family discussion about that.

When my wife and I and kids went to one of the plantations in South Carolina— we love historic preservation things and all of that. One of those plantations roped off — now, this is now about seven, eight years ago, I don't know if they changed it — but away from the tour, we saw four shacks in the distance. Well, she knew what I was going to do and she was not happy about it, but I hopped the fence. And I went over there, and in that, it was weeded over. Then I found slabs of grave sites of enslaved persons, African-Americans, completely covered over. Those shacks, I knew what they were for. Those were slave shacks. They weren't on the tour. I asked the tour manager, "Why not?" She says, "People don't want to be faced with that ugliness." Of course, I'm always amazed when people would say, "Oh, there's some—" when we talk about why are we honoring people who were against this country and the movement forward and they're saying, "You're trying to erase history." I'm saying, "Good gosh, you guys have been erasing history for the last 300 years."

I want to tell all the history, but I asked her about the families there because still some of the descendants of the family who owned the land are still getting compensation through tours and all that for the plantation. Have they ever reached out to those, tried to find out those whose ancestors worked that land and where are they? It's a long way of saying, for some of us it may be, have a conversation with your own family, and where did your own family gain its wealth?

It's not that we need your money, but you may need, for the sake of your own soul to be at peace, to return a measure of that to the impoverished black community. Make it real. Make it real for you and your family.

Bishop-Elect E. Mark Stevenson: I'm struck by a couple of things in all of this, in that I am hopeful that this work becomes like breathing for us. That it's just something that we do. It's part of the rhythm of our life. The engagement, the conversation that Bishop Sutton is speaking about, the acknowledgment that, it isn't about guilt, it's about responsibility. I personally feel a deep sense of responsibility.

Somebody recently — and I don't know the origin of it, I know it came from someplace, so I'm not plagiarizing, I'm saying I don't know where it came from — but somebody pointed out to me that how Jesus dealt with demons was, he named them, and then he engaged them, and then he cast them out, and I think that's part of the whole breathing in and out that we just need to be involved with that. We need to not be afraid to name the demons, the big ones, and the legion ones, and to engage them calmly.

I love the fact, Bishop, that you began your presentation by saying, "I'm going to make some people mad." That's an honest, adult thing to do. To say that, and to be able to engage that way. I've been struck by the conversations I've had with folks here in Virginia about the understanding that this is a long, ongoing incomplete action for a while. We're not going to just tick some boxes and do one-offs. I like the fact that there's been a \$10 million target and I've really been thinking about what you said this morning about, how do you feed into that, how do you see that as seed money, so that it's not just we do something now and some of us feel good about ourselves, but it becomes part of who we are. It's part of our DNA that again, I'll go back to the metaphor, the constant breathing in and breathing out. It's what gives us life.

Bishop Goff: I am very aware of our time and that we have time for only one more, and that will be microphone six. I do want to say there is so much conversation that we all need to have, and we've said this and heard it again and again, that this is one moment in a journey that's going to be very

long. So, I want to invite those of you who have questions, comments, reflections, and thoughts about all of this, for any of us, for our diocesan leadership, to write those questions in an email and send them to reparations@thediocese.net. Final question, microphone six, question or comment?

The Rev. Deacon Christine Garcia (Christ Ascension, Richmond): I want to thank Bishop Sutton for saying about the 40 acres and a mule, I'm still waiting on mine, but that is not the issue that I have in question. What I have in question is how do we educate the Diocese that there are not many people my age that will understand about 40 acres and a mule. There's also need for education for the fact that there are not skill sets in place in public housing communities that will prevent the murders in a place that I visit weekly. Number three, there is not enough education in this Diocese about affordable housing and how to bring that about, how to separate it from public housing versus affordable housing.

Bishop Sutton: Thank you very much. Taking the last first. It's interesting that that was the one that I couldn't readily come to mind, but that's the one where we're probably going to end up doing the most work. I predict that more and more of our parishes will be seeking ways of providing more affordable housing in their communities. The first church that I served was, of course, part of the Black community in Muskegon Heights in Michigan. Very dilapidated neighborhood. The church started fixing up houses around the church building. I think we're going to see more of that. We are working with another group from outside the Diocese to come in and help us do a property portfolio analysis of where our churches are and how some of those properties can be monetized in such a way so that monies don't go to a developer and then in the coffers of the Diocese. We could always use more money, but our problem is not lack of money. Our problem is lack of vision. We want to use it for affordable housing.

Lastly, education, that you mentioned. Keep in mind again, it took us some years. We made that apology as a Diocese in 2007. 12 years later, we voted for reparations. So you guys are ahead of the game, but it does take some time, and in those years, it was constant formation. I wrote about a 40-page pastoral letter on racial reconciliation and why reparations. That letter was shared with everyone, and the congregations studied it. Then there were regional forums where we went around several times just talking about the issue. Formation is key there.

Very last point. What you do now, think of what future generations will say. Your great-grandkids, it would be wonderful if they looked back on this moment and said, "The Diocese of Virginia faced up to its past and did the right thing." If you had not done this, then your children's children would look at you in the same way that we look at some of our ancestors. "Why didn't you? Why didn't you do this or that?" This is the moment.

Bishop Goff: Thank you. I call for a last word from the Reverend Dr. Lee Hill, our Missioner for Racial Justice and Healing, who is at microphone five.

The Rev. Dr. J. Lee Hill, Jr. (Missioner for Racial Justice and Healing): I'm very grateful for your comments, Bishop Sutton, and just an email correction for those questions and responses. They can be sent to resolution10a@thediocese.net.

Bishop Goff: Thank you. That is a very important correction. Resolution10a@thediocese.net. We will also send that address out in our post-convention communications to make sure that you all have that. We'll also make sure that that gets out on our social media. Again, Bishop Sutton, thank you.

Before we adjourn for lunch, we have two items of business, and then we will have our prayers of the people before we go to lunch. I trust we are about to have a report on the first ballot and take a second ballot. Do we have a report on the ballot coming?

Mr. Mark Eastham (Secretary): No, we're just going to go into the announcements and then you can continue with the rest. We'll have to pick it up right after lunch.

Bishop Goff: All right. We will pick up after lunch. We do not have results yet from ballot one. We will give that report and take ballot two after lunch. It takes a while to count those mailed-in ballots.

Meet Me in Galilee Award

The Rt. Rev. Susan E. Goff: Before prayer, it is a fitting follow-up to what we've been doing to present our Meet Me in Galilee Award. The Meet Me in Galilee Award is given each year in honor of the lifelong efforts of Mareea Wilson, Gladys Lewis, Joseph Royster, and Maurice Spraggins as leaders in the Diocese for Reconciliation, especially among those divided because of race and ethnicity. This award honors congregations and individuals who are active in ministries that support the charge in our baptismal covenant to "Strive for justice and peace among all people, and respect the dignity of every human being." Nominees must either be a church of the Diocese of Virginia or a member of one of those churches. As part of the award, the Ministry of Racial Justice and Healing makes a donation to the recipient's ministry of choice.

This year, this award goes to Little Fork Church in Rixeyville for some work that they are doing to name their racial history and to address it in ways that might make a change. We have a two-minute video that explains the project that they are doing.

A video from Little Fork Church, Rixeyville, played.

Ms. Faith Dickerson (Master Plan Implementation Team, Little Fork Church, Rixeyville): It's been a humbling and yet very powerful experience to be able to be part of a small but vibrant congregation who brings together many talents and gifts, and very diverse opinions, to try to work through 300 years of history. How do we reflect on where we've been, where we are, and where we want to go?

Throughout a year's process and many meetings that were open to parishioners, past parishioners, community members, and professionals in areas of expertise that we needed to draw on, we were able to sort through how do we reflect what this church means in the community, what its heritage looks like, and interpret that honestly, and how we want to be a welcoming church in our future.

Mr. Ben Grove (Little Fork Church Musician, Little Fork Church, Rixeyville): As somebody who is relatively new to not only the Little Fork community, but also Virginia, the process that the church went through for our master plan here was something that was really encouraging and welcoming to me. The area that we live in here is really incredible to me because there is so much history that's just around every turn, but the history that's around every corner is not always a history that is inclusive to everybody.

Mr. Bob Lee (1776 Little Fork Preservation Foundation Representative, Little Fork Church, Rixeyville): The history of this colonial church is well documented, both in writing and in historic records, but there's an untold history that's at least as compelling. When this church was erected in the late 1700s, most of that heavy labor would have been done by enslaved persons. Many of the artisan skills that are in the church that have allowed it to survive for now almost 250 years are the direct result of the skilled craftsmen that were enslaved in the Commonwealth of Virginia.

Mr. Rick Furnival (Historic Trust Representative, Little Fork Church, Rixeyville): Well, one of the things that we investigated was the Civil War-era monument that we had. It had been here all my life. I'd seen it and I really didn't know anything about it. When we first undertook this, I really

didn't even have any idea that there was anything objectionable about it. It was just a statue that had been here at the church. But I began to learn more about what the purpose of the statue was, why it was here, and that some people were adversely affected by it.

Mr. Don Stockton (Master Plan Implementation Team, Little Fork Church, Rixeyville): Even goes as far back as John Smith's 1607-1622 map, placing Native Americans in this region. Whether or not we discover anything or not, it'll be a tremendous in addition to our current graveyard. The possibility that it is of the burial mound of Native Americans, then it's just all the more historic this place is, and the many prayers and people that have spent their time on this ground.

Mr. Ed Dodd (Burying Ground Representative, Little Fork Church, Rixeyville): The development of the master plan, not only does it plan for our future as far as infrastructure, but it also includes how we can be inclusive of our community. The demographic of our church, where it sits in Culpeper County, is quite unique. We are in the countryside, we'll call it. With that has a special responsibility to our community.

Ms. Dickerson: We are thankful that the space is going to be so that people can come and take a walk, sit and reflect, eventually walk the labyrinth, be able to use the grounds, and maybe eventually come in and worship with us. The grounds will have supported them in a time of quiet and respite and open space. As our community continues to grow and grow, this will be reflective of our commitment to keeping open spaces available.

Ms. Chris Stockton (Vestry Representative, Little Fork Church, Rixeyville): When we first began the process of deciding how we would tell the story of our past and plan for our future, it seemed as though it might be impossible to reconcile some diametrically opposing views. But we took the time to talk together and listen together and make compromises and sometimes a previously unheard voice came up with a beautiful idea or solution that just pulled everything together. I'm very proud of all the work everyone has done on this plan, and I honestly feel we can move forward in unity.

End of video.

Bishop Goff: I invite representatives from Little Fork to come forward, and I present you with this certificate and the check.

The Prayers of the People

The Rt. Rev. Susan E. Goff: Now, I invite the leaders of our prayers to come forward and lead us in the prayers of the people. I invite us to stand as you are able.

Mr. Mark Wilcox (All Saints', Richmond): Lord God of all creation, you bid us never to fear to come to you in need. As prophets, apostles, and saints before us, we raise our praise and hope in Jesus' name, saying, "Come, Holy Spirit, and listen to our prayer."

You call your Church to be one in mission and united in your Truth. Bless your church and all its ministers, and give us grace to fulfill this trust. Come, Holy Spirit.

Members of Convention: And listen to our prayer.

Mr. Wilcox: You taught us the Gospel, that all nations might remember whose they are. Stir up the conscience of those in authority, that we might be a people of mercy. Come, Holy Spirit.

Members of Convention: And listen to our prayer.

Mr. Wilcox: You shower us with blessings and equip us for every need, though we do not always see. Nourish us with the riches of your grace, that we might celebrate the gifts of all your people. Come, Holy Spirit.

Members of Convention: And listen to our prayer.

Mr. Wilcox: You showed us how to be merciful to all. Show compassion to the poor and to strangers, defend those who have no helper, and demand the same of us. Come, Holy Spirit.

Members of Convention: And listen to our prayer.

Mr. Wilcox: You revealed the joy in our calling and listen to our every prayer, even those unspoken or forgotten. Hear the thanksgivings and prayers we offer now, for our people and the world. Come, Holy Spirit.

Members of Convention: And listen to our prayer.

Mr. Wilcox: You are the shepherd and bishop of our souls, and guide your faithful servants home. We remember before you all whom we love but see no longer, and pray your will for them may be fulfilled.

We pray especially for clergy and lay leaders deceased since the 2021 Diocesan Convention: Michael Bruce Hinson, William Pegram Johnson III, Ronald Stanley Okrasinski, Frederick Rhue Trumbore, Lindon John Eaves, Bruce Alan Gray, Robert Andrew Becker, Daniel Howard Hanchey, Peter Hansen Gray, Edward Allen Coffey, Robert William Dickey, Jr., Peter James Lee, Gardner Warren Van Scoyoc, Donald Richard Moomaw. You may add names silently or out loud. Come, Holy Spirit.
Members of Convention: And listen to our prayer.

Mr. Wilcox: You have blessed every generation who have looked to you in hope, and have called bishops to guard the faith and shepherd our people. We ask your blessings on Susan, our Bishop Suffragan and Ecclesiastical Authority, and Mark, our Bishop-Elect, in this time of transitions and new beginnings. Come, Holy Spirit.

Members of Convention: And listen to our prayer.

Bishop Goff: You, O Christ, are King of kings and Lord of lords and yet you have promised to hear the prayers carried by the Holy Spirit; Fulfill them as may be best for us and best for our world, through your mighty power, together with God Almighty, who is alive and forever reigns, to the ages of ages. Amen.

Members of Convention: Amen.

Bishop Goff: I invite you to be seated for just a moment as Mark Eastham, Secretary of this Convention, gives us a few announcements.

Mr. Mark Eastham (Secretary): Please remember that Convention will reconvene this afternoon at 1:45. We'll have the results of Ballot One and then we'll have Holy Eucharist. Please plan to be back in your seats by 1:40 if at all possible since we'll be doing Eucharist at that time. The report of the Committee on Resolutions will follow at 2:30.

Make sure that you pick up paintings, anyone who bought paintings during the auction of Bishop Goff's paintings, those are in the office downstairs on the main level next to registration. Barbara Marques, could you put your hand up? Barbara will be the one who will assist you with getting those paintings.

Lunch is on your own. The restaurant downstairs is open, but there are other options that are available for you nearby if you want to do that instead.

Delegates should remain seated after Holy Communion is concluded as we'll move right into Resolutions after that. And you can leave things on the table.

Bishop Goff: We are in recess until 1:45.

Ballot One Results and Ballot Two

The Rt. Rev. Susan E. Goff: Please come in and take your seats. We will give results of Ballot Number One and prepare for Ballot Number Two right before we celebrate the Eucharist and have communion together. I do remind you that we have translators into Spanish and American Sign Language upfront here. If anyone needs that service, please move on upfront so that you can be close. They are fascinating to watch.

We are called back to order. Please listen carefully regarding our ballot. I will announce each segment individually and results will be shown on the screen. For clergy on the Standing Committee, no members of the clergy were elected on the first ballot. Four clergy members remain on the ballot. Rule 9B of the Rules of Order of the Convention of the Diocese governs the reduction of the number of nominees for subsequent ballots. The amended slate will be listed on your next ballot.

On the ballots that you will receive electronically, vote for at least one and no more than two. The nominees who continue to be on the ballot are Martin Geiger, Kim Glenn, Santiago Rodriguez, Burl Salmon, and Noelle York-Simmons. You will vote for at least one and no more than two clergy when your next ballot comes.

For the lay members of Standing Committee, we do have an election. Elected are Thomas Beatty and Helen Penrod. Congratulations.

For General Convention clergy, the following members of the clergy have been elected on the first ballot as members of the General Convention Deputation. You see them there, Amanda Kotval, Hilary Smith, and Daniel Vélez-Rivera. Congratulations.

According to our Rules of Order, we reduce the number of people who remain on the slate. The amended list of nominees will be on your next ballot. You will vote for at least one and no more than one among the following three: Sven vanBarrs, Will Dickinson, and Andrew Moore. Those are the names that will appear on your ballot.

General Convention laity, we have had an election. Elected as lay members of the General Convention Deputation are Matt Danielson, Lillian Hardaway, Margaret "Mickie" Jones, and Russ Randle. Congratulations.

Now, although there is only one other nominee, our Rules of Order are such that we have to vote for the alternates to General Convention. Cindy Bartol's name will appear on a ballot as an alternate to General Convention.

For Province III clergy, there has been an election on the first ballot. The Rev. Kathleen Murray of Emmanuel, Woodstock, and St. Andrew's, Mount Jackson, has been elected

Not surprisingly, because we were electing two and there were two nominees, we have an election for lay deputies to Province III. They are Lyn Crawford and Jane Roth. Congratulations.

The next ballot will be sent to you. The instructions will be there and they are listed on screen. The people for whom we will be voting are listed there. We give it a couple of minutes to make sure that the ballot gets to everyone's mailbox. As usual, if you have a problem or an issue, raise your hand and tech support will come to you. There are still just a couple of balloting issues that are being addressed and we will ensure that all ballots are in and counted. As we do that, we will also prepare for worship. I invite us to enter into a minute of silence as we prepare for our worship.

Holy Communion: Eucharistic Prayer B

The Rt. Rev. Susan E. Goff: After a minute of quiet, we will sing our gathering hymn. I invite you to stand as you are able for our gathering hymn, "In Christ there is no East or West."

Members of Convention sang, "In Christ there is no East or West."

Bishop Goff: The Lord be with you.

Members of Convention: And also with you.

Bishop Goff: Lift up your hearts.

Members of Convention: We lift them to the Lord.

Bishop Goff: Let us give thanks to the Lord our God.

Members of Convention: It is right to give him thanks and praise.

Bishop Goff: [In Spanish] It is right, and a good and joyful thing, always and everywhere to give thanks to you, Father Almighty, Creator of heaven and earth. For by water and the Holy Spirit you have made us a new people in Jesus Christ our Lord, to show forth your glory in all the world. [In English] Therefore we praise you, joining our voices with Angels and Archangels and with all the company of heaven to forever say this hymn to proclaim the glory of your Name:

Members of Convention sang the Sanctus.

Members of Convention: Holy, holy, holy Lord, God of power and might, heaven and earth are full of your glory. Hosanna in the highest. Hosanna in the highest. Blessed is he who comes in the name of the Lord. Hosanna in the highest. Hosanna in the highest.

Bishop Goff: [In English] We give thanks to you, O God, for the goodness and love which you have made known to us in creation; in the calling of Israel to be your people; in your Word spoken through the prophets; and above all in the Word made flesh, Jesus, your Son. For in these last days you sent him to be incarnate from the Virgin Mary, to be the Savior and Redeemer of the world. In him, you have delivered us from evil, and made us worthy to stand before you. In him, you have brought us out of error into truth, out of sin into righteousness, out of death to life.

On the night before he died for us, our Lord Jesus Christ took bread; and when he had given thanks to you, he broke it, and gave it to his disciples, and said, [in Korean] “Take, eat: This is my Body, which is given for you.” [In English] “Do this for the remembrance of me.”

[In Spanish] After supper he took the cup of wine; and when he had given thanks, he gave it to them, and said, “Drink this, all of you: This is my Blood of the new Covenant, which is shed for you and for many for the forgiveness of sins. Whenever you drink it, do this for the remembrance of me.”

[In English] Therefore, according to his command, O Father,

Members of Convention: We remember his death, we proclaim his resurrection, we await his coming in glory;

Bishop Goff: [In English] We offer our sacrifice of praise and thanksgiving to you, O Lord of all; presenting to you, from your creation, this bread and this wine. We pray you, gracious God, to send your Holy Spirit upon these gifts that they may be the Sacrament of the Body of Christ and his Blood of the new Covenant. [In Spanish] Unite us to your Son in his sacrifice, that we may be acceptable through him, being sanctified by the Holy Spirit. In the fullness of time, put all things in subjection under your Christ, and bring us to that heavenly country where, with all your saints, we may enter the everlasting heritage of your sons and daughters; through Jesus Christ our Lord, the firstborn of all creation, the head of the Church, and the author of our salvation. [In English] By him, and with him, and in him, in the unity of the Holy Spirit, all honor and glory is yours, Almighty Father, now and forever.

Members of Convention: AMEN.

Bishop Goff: [In English] Now, as our Savior Christ has taught us, each in the language of our heart, we are bold to say,

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.

Members of Convention sang the fraction anthem.

Members of Convention: Alleluia, alleluia, alleluia. Christ our Passover is sacrificed for us; therefore let us keep the feast. Alleluia, alleluia, alleluia.

Bishop Goff: [In Spanish] The Gifts of God for the People of God. [In English] Take them in remembrance that Christ died for you, and feed on him in your hearts by faith, with thanksgiving.

During the distribution of communion, members of Convention sang, “Surely it is God who saves me,” “O Love of God, how strong and true,” and “There’s a wideness in God’s mercy.”

Bishop Goff: Now in thanksgiving to God for so many things, let us pray.

Members of Convention: Eternal God, heavenly Father, you have graciously accepted us as living members of your Son our Savior Jesus Christ, and you have fed us with spiritual food in the Sacrament of his Body and Blood. Send us now into the world in peace, and grant us strength and courage to love and serve you with gladness and singleness of heart; through Christ our Lord. Amen.

Bishop Goff: [In Spanish, then in English] Be of good courage. Never be afraid because God who created you is always with you and loves you fiercely, [in English] and the blessing of God Almighty Father, Son, and Holy Spirit be among you and remain with you this day and forever more.
Members of Convention: Amen.

The Rev. Deacon Frederico Garza (St. Philip's, Richmond): [In Spanish, then in English] Let us bless the Lord.

Members of Convention: Thanks be to God.

Report of the Resolutions Committee

The Rt. Rev. Susan E. Goff: Please be seated. Having been refreshed and restored and filled with thanksgiving, we turn now to Resolutions, and the Report of the Resolutions Committee. As the chair of that committee, the Rev. Dina Widlake, comes forward, we have a special video about how this process, the parliamentary process works.

I will also take a point of personal privilege that a couple of people noticed that I had changed out of purple and into white and asked if I was giving up the purple. Even with retirement, I won't be giving up the purple. Especially not this purple. (Bishop Goff said as she pointed at her hair.)

A video explaining parliamentary procedure played next.

Mr. Mark Eastham (Secretary): 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 has 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.

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 box car. 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 delegate.

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 agree 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.

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 all. As you can imagine, a few people had fun putting that together. Now I call on the Rev. Dina Widlake, Chair of the Resolutions Committee, to come forward to present the Report of the Resolutions Committee.

The Rev. Dina Widlake (Resolutions Committee Chair, Epiphany, Herndon): Good afternoon, Bishop. Thank you, Bishop-Elect Mark, distinguished guests, and members of Convention, sisters and brothers in Christ.

The Convention's Committee on Resolutions held an Open Hearing on the fifth of November over Zoom. There we reviewed six resolutions and four courtesy resolutions. An additional courtesy resolution, CR-5, was submitted after that time and was made available in the supplemental packet posted on Wednesday.

Three of the now five resolutions have already been adopted via consent agenda. Two of those commemorate significant anniversaries to two parishes: 50 years for St. Andrew's, Burke; and 150 years for St. Andrew's, Mount Jackson. The third courtesy resolution placed on the consent agenda honors the retired Executive Director Dick Moomaw, deceased in April of this year, for his years of service to Shrine Mont, to his community, and to this Diocese.

Before moving to the resolution presentations, I'd like to acknowledge the committee members themselves, their exceptional collaborative work on the resolutions, not just with the submitters but within the committee themselves. They worked together, with me, and with the submitters to ensure that the intent of the resolutions were made clear for today's work. I'd like to invite them to stand up so we can acknowledge them. Thank you.

R-1A: NET CARBON NEUTRALITY BY 2030 USING NET ZERO CHECKLIST, CARBON TRACKER, AND SUPPORTING THE COMMUNION FOREST INITIATIVE

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

Ms. Widlake: Resolution 1 is on your screen. The committee, in concert with the submitters, amended the resolution to provide resources that were not originally part of that submission. The revision also acknowledges the feasibility of the work for moving forward toward net carbon neutrality given various factors like property age, physical condition, and congregational finances. The scope of the revision also urges the Standing Committee, as part of its canonical duties, to review incoming build or renovation proposals for energy efficiency and sustainability and then provide feedback and guidelines to those congregations. Bishop Goff, we present Resolution 1a with the described revisions, and the committee recommends its adoption.

Bishop Goff: Thank you. Resolution 1 as amended by the committee. Resolution 1a is now before us. I invite you to come to the microphone for debate about this resolution. Seeing no one at a mic and no one approaching a mic, then I call the question. All in favor of R-1a, please say, "Aye."

Members of Convention: Aye.

Bishop Goff: All opposed, please say, "No." The motion carries and R-1a is adopted. Thank you.

R-2a: UNIFORM PAID FAMILY LEAVE

The full text of R-2a can be found on page 167.

Ms. Widlake: For Resolution 2, Uniform Paid Family Leave, the committee, in concert with the submitters, amended the resolution just slightly. We want to acknowledge and share in the frustration that no insurance product currently exists on the market to support this resolution. We do not have the budgetary support to meet this very real need. Still, with that, Bishop Goff, we present Resolution 2a with the described revisions, and the committee recommends its adoption.

Bishop Goff: Thank you. R-2a is now before us. If you wish to speak to this resolution, please approach a microphone. Microphone number five.

Mx. H.L. Norwich (St. David's, Ashburn): Last year, my last name was Vogl, and I was very involved in formulating the resolution that was offered last year that we ended up tabling and putting before the Executive Board for a study. Obviously, I support the idea that the federal and state government should be providing paid family leave. I just want to express again, my disappointment that we're not moving forward on taking a leadership role ourselves as a Diocese on this. There doesn't necessarily have to be a separate funding source. Basically, this is about you've already budgeted to be paying a salary to somebody. It's a question of whether you're going to continue to pay them that salary while they're on some parental leave or taking care of an ill family member. I hope that the Diocese and parishes will move forward with providing a paid leave, whether or not there's a specific administrative mechanism for it. I support passing this, but also would hope to see that we have something stronger next year. Thank you.

Bishop Goff: Thank you very much. Other comments about resolution 2a? I call the question. All in favor of adopting, please say, "Aye."

Members of Convention: Aye.

Bishop Goff: All opposed, please say, "No."

Members of Convention: No.

Bishop Goff: The resolution is adopted. Thank you very much.

R-3s: COVID, VACCINES, AND TREATMENT

The full text of R-3s can be found on page 169.

Ms. Widlake: For R-3, Bishop Susan, because of its significant rewrite, I'd like committee member Russ Randle at microphone two to give the report on behalf of the committee.

Bishop Goff: Thank you very much. Russ?

Mr. Russ Randle (Committee on Resolutions, Christ Church, Alexandria): On behalf of the committee, we're recommending adoption of the substitute. I'm here to speak to that substitute. The resolution encourages steps to ensure that lifesaving vaccines, treatments, and diagnostic tests are made widely available in poor countries and urges the US government to continue its efforts to provide such lifesaving means and to see that they're provided widely by donation, financial aid, and clearing intellectual property obstacles. The original resolution focused only on the intellectual property issues, but the testimony of the sponsors at the hearing indicated that they would support a much broader resolution. Accordingly, the resolution was redrafted with those broader objectives in mind. We were advised by the sponsors that they are comfortable with these changes that are consistent with their opinion.

Viruses don't respect national boundaries. Jesus' teachings and the practical wisdom of public health most strongly support widespread distribution of vaccines, treatments, and diagnostic tests, and accessible steps to ensure intellectual property protections are not so rigidly applied and keep us from addressing the pandemic disease among countries less affluent than the United States. The Committee recommends adoption.

Bishop Goff: Thank you. What we have before us now is Resolution Three Substitute, R-3s. If you wish to speak to this resolution, please approach a microphone. Microphone five.

The Rev. Dr. Marian Windel (Retired): As we emerge from COVID, there are millions of our brothers and sisters around the world who still are suffering, who have little, if any, access to vaccines, testing, or treatment. I appreciate and applaud the work of the resolutions committee for expanding the original resolution to be more inclusive, and I hope that you all will support it.

Bishop Goff: Thank you very much. Microphone two.

The Rev. Dr. Hilary B. Smith (Holy Comforter, Richmond): I'd like to propose an amendment. To me, it's a straightforward, simple amendment. We'll see where it goes. Where it says, "our brothers and sisters," I would like to change it to, "our brothers, sisters, and siblings."

Bishop Goff: Thank you. That amendment has been made and where specifically is that? The first resolve clause. "We stand in solidarity with our brothers, sisters, and siblings." It has been. Have I heard a second?

Member of Convention: Second.

Bishop Goff: Thank you. It has been moved and seconded. Is there debate on the amendment? Microphone six, are you for the amendment or the resolution?

Unnamed Member of Convention 1: For the resolution.

Bishop Goff: All right. Anyone to speak to the amendment? Seeing none, all in favor of the amendment, adding the word "siblings" in resolve clause number one, please say, "Aye."

Members of Convention: Aye.

Bishop Goff: All opposed, say "No." The amendment carries. We are back now to the resolution as amended. R-3s as amended. Microphone six.

Unnamed Member of Convention 1: Thank you. I guess you could consider this an amendment. I'd like to see the language regarding intellectual property rights stricken for the following reasons. Intellectual property rights on COVID-19 have made—

Bishop Goff: Excuse me. If you wish to make an amendment, you must name that first before presenting your reason for it.

Unnamed Member of Convention 1: I'd like to make an amendment to strike the language regarding the intellectual property rights.

Bishop Goff: In which clause?

Unnamed Member of Convention 1: I don't have the amendment written in front of me.

Bishop Goff: We need that specifically. If you would give that in writing to our folks so that we can put that forward. It looks like our tech folks have found it. What specifically is your proposed amendment?

Unnamed Member of Convention 1: I'd like to strike the entire paragraph beginning with the word "Resolved" which covers intellectual property rights, and I'd like to speak as to why.

Bishop Goff: An amendment has been proposed to strike that entire resolve clause. Is there a second to that amendment?

Mr. Randle: Amendments were supposed to be pre-filed two days ago. This is not in order.
Bishop Goff: Thank you.

Unnamed Member of Convention 1: Then point of order, why was the previous amendment allowed?

Bishop Goff: Parliamentarian?

Mr. J.P. Causey (Parliamentarian): I think it is in order. It's germane to the resolution, and it's part of debate to be able to make an amendment of this type.

Bishop Goff: The parliamentarian has ruled that this is in order. There has been an amendment proposed. I've not heard in a second to this proposal. Is there a second?

Member of Convention: Second.

Bishop Goff: All right. It has been moved and seconded and now the debate is on the amendment.

Unnamed Member of Convention 1: Thank you. Intellectual property rights on COVID-19 vaccines and medical treatments have been made a scapegoat. They've been blamed as roadblocks in ending the pandemic. US support for the intellectual property waiver was a surprise because the ramifications are disastrous. It's unprecedented. The United States has never wavered in its commitment to strong protection of intellectual property rights. Intellectual property rights in the United States are what made the COVID-19 vaccine and medical treatments possible.

These property rights spurred billions in private investments over decades in creating the technologies and distribution systems that allowed these vaccines to be delivered to patients in record time. The healthcare response to COVID-19 has been historic. Never have pharmaceutical companies created and distributed billions of doses of vaccines for an entirely new disease in one year. The risk of death from COVID-19, which has unfortunately stricken so many, has been eliminated for hundreds of millions of people due to the creation, manufacturing, and distribution of vaccines facilitated by strong patent rights.

Waving intellectual property rights on COVID-19 vaccines does nothing to get more shots into arms. The challenges to vaccine distribution lie elsewhere. They include trade barriers in importing and exporting vaccines and lack of distribution infrastructure in the developing world. Furthermore, most undeveloped countries lack the capacity and the infrastructure to safely manufacture these vaccines. Production and distribution of lower quality versions of vaccines will undermine the trust in people of the efficacy of the vaccine and may actually discourage people from becoming vaccinated. Dismantling international respect for intellectual property rights destroys a key sector of the rights.

Bishop Goff: Your time is up. Thank you. The debate is on the amendment. Microphone five.

The Rev. Deacon Emmetri Beane (St. Stephen's, Culpeper): Thank you. The resolution, and I have to admit I have difficulty seeing from this distance, the resolve paragraph says, I believe, "Waived where appropriate, suspended where appropriate and as needed." It does not call for a blanket waiver, blanket suspension, and it says, "Where appropriate and as needed." Therefore, I opposed the removal of this resolve. I oppose this amendment, and I call the question.

Bishop Goff: Thank you very much. It is out of order to call the question at this time. That needs to be a separate motion and not tacked on to the end of an argument. Are there other folks approaching microphones regarding the debate in order to speak?

In that case, I call the question. All in favor of the amendment, which is to strike the totality of that resolve clause, the penultimate resolve clause. All in favor, please say, "Aye."

Members of Convention: Aye.

Bishop Goff: All opposed, please say, "No."

Members of Convention: No.

Bishop Goff: The motion is defeated. We are back to the resolution. Resolution Three Substitute as already amended. Further debate on R-3s. All in favor of adopting Resolution Three Substitute as amended, please say, "Aye."

Members of Convention: Aye.

Bishop Goff: All opposed, please say, "No."

Members of Convention: No.

Bishop Goff: The resolution is adopted. Thank you very much.

R-4: RECOGNITION OF EPISCOPAL LEADERSHIP OF OUR DIOCESE

The full text of R-4 can be found on page 172.

Bishop Goff: Resolution Four, Recognition of Episcopal Leadership in our Diocese names me. Therefore, I am going to step away, and I ask my brother in Christ and our friends, Bishop David Jones, to come and take the gavel and preside for this resolution.

Ms. Widlake: Bishop Jones, the committee presents Resolution Four that recognizes the Episcopal leadership of our Diocese, and we recommend its adoption.

The Rt. Rev David Jones (Retired Bishop Suffragan): Is there a debate?

Ms. Widlake: May I invite Sven vanBaars?

The Rev. Sven vanBaars (Abingdon, White Marsh): As much as I love and respect my good sister, Bishop Goff, this resolution is not for her. This resolution is for us. Our church has been blessed since Mary and Tabitha and Phoebe and Martha, by leadership by our sisters. My effort in writing this is that the leadership we've enjoyed these past four years is remembered by us and by generations to come. Thank you.

Bishop Jones: Seeing no one at the microphone, I'll call the question. All in favor of the motion, say, "Aye."

Members of Convention: Aye.

Bishop Jones: All opposed? So ordered.

CR-3: COURTESY RESOLUTION HONORING THE MINISTRY OF THE RT. REV. SUSAN ELLYN GOFF
The full text of CR-3 can be found on page 177.

Bishop Jones: We will now receive the courtesy resolution regarding Bishop Goff.

Ms. Widlake: Thank you, Bishop Jones. The committee presents Courtesy Resolution Three in honor of Bishop Goff, and we recommend its adoption.

Bishop Jones: Microphone number two.

Mr. Randle: Bishop, I move that we suspend the Rule of Order to allow applause and adopt the resolution by acclamation.

Bishop Jones: Is there any objection? Hearing none.

Members of Convention gave a standing ovation, passing the Courtesy Resolution by acclamation.

Bishop Jones: The amendment is adopted. Thank you, Russ.

R-5A: CIVIL DISCOURSE RESOLUTION
The full text of R-5a can be found on page 173.

Ms. Widlake: All right. For Resolution Five on civil discourse, the committee made just minor edits. Bishop Goff, we recommend R-5a with the slight modifications for adoption.

Bishop Goff: Resolution Five, as amended by the committee, is before you. R-5a, about civil discourse in our political life. Those who wish to speak, please come to microphones. Microphone three.

The Rev. Kathleen Murray (Beckford Parish, St. Andrew's, Mount Jackson and Emmanuel, Woodstock): Thank you, Bishop Goff. I would just say, anyone who has watched the season of political advertising knows that our discourse is sometimes less than we would like it to be. I think as Episcopalians and as Christians, it is our imperative that we stand in favor of civil conversation, as Bishop Sutton noted this morning. Thank you.

Bishop Goff: Thank you very much. Is there anyone else approaching a microphone? Microphone five.

The Rev. Bruce Stewart (Goodwin House, Alexandria, and Center for Literature and the Arts): Hello. Just in case you haven't heard of the Civil Discourse Curriculum, I suggest that you check out the Church Next website, which is through the Office of Public Policy. There are many courses there. I've taken the Civil Discourse class through our Diocese, Aisha Huertas organized a group of us to take that course. It's a wonderful thing to use, and there are many other resources on other topics that you may find helpful for your congregations. I just want to recommend that for any of you who've never heard of it.

Bishop Goff: Thank you very much. Further debate? Yes, microphone four.

Unnamed Member of Convention 2: While I'm supportive of this resolution, I would like to make an amendment to the fourth whereas clause. The second sentence reads, "an absolute Christian value remains that violence against any person is unacceptable." I disagree with "an absolute Christian value." I don't think that there is a complete consensus on that this is an absolute Christian value, there is Just War Theory. I would ask that we strike "absolute" and make it "a Christian value" to signify the fact that there is other thoughts.

Bishop Goff: So your amendment in that whereas clause is to strike the words "an absolute" and substitute the word "a" Christian value.

Unnamed Member of Convention 2: Yes. Bishop Susan, thank you.

Bishop Goff: Thank you. Is there a second to that amendment?

Member of Convention: I second the amendment.

Bishop Goff: It has been moved and seconded. The debate is on the amendment. Microphone two.

The Rev. Will Dickinson (St. George's, Fredericksburg): I would simply offer that this amendment reflects the values inherent in this resolution. Thank you.

Bishop Goff: Thank you. Is there anyone else approaching a microphone? The vote then is on the amendment. All in favor, please say, "Aye."

Members of Convention: Aye.

Bishop Goff: All opposed, please say, "No."

Members of Convention: No.

Bishop Goff: May I see a show of hands? I think the motion carried, but the no's were louder than the aye's. A show of hands, all in favor, please raise your hands. All opposed, please raise your hands. The motion is carried. Thank you for the amendment.

Now our discussion is on R-5a as amended. Is anyone approaching a microphone? Seeing no one, then our vote is on R-5a as amended, the resolution on civil discourse. All in favor, please say, "Aye."

Members of Convention: Aye.

Bishop Goff: All opposed, "No." The resolution is adopted as amended. Thank you.

R-6: APPROVE THE CREATION OF ASSISTANT BISHOP POSITIONS

The full text of R-6 can be found on page 175.

Ms. Widlake: Bishop Goff, the committee recommends Resolution Six, the Creation of Assistant Bishop Positions for adoption.

Bishop Goff: Thank you. Resolution six, Approving the Creation of Assistant Bishop Positions. I call on Bishop-Elect Mark Stevenson to speak to this.

Bishop-Elect E. Mark Stevenson: Not that I'm afraid to turn my back on a group of Episcopalians. So, you all may know that as of the close of business on the thirty-first day of December of this

year, God-willing things go the way I think they're going to go on the third of December, there will only be one Bishop full-time in the Diocese of Virginia. This resolution speaks to the creation of a couple of Assistant Bishop positions. We do have a number of Assisting Bishops in this Diocese, and I am truly grateful for their work. Bishop Jones and I were speaking earlier about his ministry, and Bishop Gulick is here, and there are several other bishops that are assisting, which is primarily work of Sunday visitations and other sacramental work. JP tells me there is a one-pager available someplace that explains the various and assorted types of bishops we have in the Episcopal church. There'll be a test.

But there is a certain gravity to Assistants, there's a canonical gravity to them. They're full-time. It allows us to more fully engage the work that will be before us as a Diocese. It broadens the market, quite honestly to use that language, of bishops that we might look at, that would be interested in taking such a position. It allows for full engagement in the work of the Diocese in programming and in visioning.

I will tell you that it is my hope to appoint seasoned, diverse – in all manner of definitions of that term – seasoned and diverse bishops that will be able to help us all, but in particular, help me because I don't know everything, and I actually don't know a whole lot yet about being a bishop diocesan. I'm hoping as this morning the question was asked of Bishop Sutton, "Where did Maryland look for inspiration?" "I'm looking to appoint a couple of Assistants over time that will be able to help with inspiration for doing the work of the episcopate.

The question might be asked, why not a Suffragan? I want to be clear, we are not trying to get around the calling of a Suffragan. We're not trying to run an endgame on Convention. In God's time, I do hope to have several successful discernment processes for that category of bishop. As you all are very well aware, electing a bishop is a very heavy lift. It's important, but it's a very heavy lift. I do believe that we need some time together as a family to celebrate our new relationship, to focus on that relationship into which we have been called. I do respectfully urge the passage of R-6. Thank you.

Bishop Goff: Thank you. The debate is on R-6. I invite people who would like to speak to this to go to a microphone. Seeing no one approaching a microphone, then we will vote on R-6, the Assistant Bishop's resolution. All in favor, please say, "Aye."

Members of Convention: Aye.

Bishop Goff: All opposed, please say, "No." The resolution is adopted. Thank you.

CR-4: COURTESY RESOLUTION HONORING THE MEMORY AND MINISTRY OF THE RT. REV. PETER JAMES LEE

The full text of CR-4 can be found on page 178.

Ms. Widlake: That finishes our resolutions, and we have one remaining courtesy resolution. That's Courtesy Resolution Four, Honoring the Memory and Ministry of the Rt. Rev. Peter James Lee. With this courtesy resolution, the committee recommends its adoption.

Bishop Goff: Thank you. The Courtesy Resolution Honoring Bishop Peter James Lee, the 12th Bishop of the Diocese of Virginia who died this summer. Are there any comments about this resolution? All in favor, please say, "Aye."

Members of Convention: Aye.

Bishop Goff: Those opposed, please say, "No." Thank you. The motion is adopted. Does that complete the Report of the Resolutions Committee?

Ms. Widlake: That indeed completes the Report of the Resolutions Committee today.

Bishop Goff: Thank you so much. The Resolutions Committee is discharged with our great thanksgiving for the good work that they have done. I am grateful to this Convention for the good work that we have all done through these resolutions.

Stories of the Diocese: Solar Panels at Immanuel Church-on-the-Hill

The Rt. Rev. Susan E. Goff: We have a Story of the Diocese queued up now. Immanuel Church-on-the-Hill and their solar panels, which we're so much fun to bless.

A video Story of the Diocese played.

Ms. Julie Bruns (Immanuel Church-on-the-Hill, Alexandria): The solar project has been a wonderful testament of our parish coming together to literally put on our roof the message that we love our neighbors as ourselves. We have a cross on our roof that signifies that we are followers of Christ and Christ's teachings. The solar panels on the roof let our neighbors know that we are putting our money where our mouth is, that we believe it's necessary to be good creation stewards. I am Julie Bruns and I've been at Immanuel for over 30 years.

Mr. Douglas Henry (Immanuel Church-on-the-Hill, Alexandria): I'm Douglas Henry and I first started coming to Immanuel in the mid-1950s and continuously since 1986. This really began in June of 2019 when we identified a supplier, and an installer in June of 2021. Installation began in late March of this year and was completed two weeks later. There's never a bad time, I guess is the best way I can put it.

Ms. Bruns: Why should we go solar? There are many reasons, but the most important is to take active steps to try to mitigate the worst effects of climate change in our little corner of the world. I think most people in the parish were quite excited about it and I'm delighted that Reverend Alexander, our Rector, was also very supportive at every step of the way.

Mr. Henry: This proved to me that if you persevere, that if you're persuasive, if you have a good argument, a faith-based argument principally, that it can be achieved and that people will step up to the plate and participate.

Ms. Bruns: What most surprised me, in addition to my delight at the generosity of our parishioners, was the different reasons people had for going solar. What I learned from that was that there may be a variety of reasons that people would want to embark on a solar project, and that's fine. It doesn't matter why you come to the table, as long as you come to the table.

Mr. Henry: It always makes me feel good that we have accomplished something. To Julie's point, it's a faith statement. It's not a virtue-signaling thing. It is a substantial project that constitutes an outward and visible sign of our commitment.

Ms. Bruns: These solar panels will produce 65,000 kilowatt hours a year, and that will translate into approximately \$6,500 saved every year, which is money that can be used for other more important things.

Mr. Henry: There are hundreds and hundreds of cars that drive by the church every day that will see Immanuel Church-on-the-Hill, participating in the fight against climate change.

End of video.

Ballot Two Results and Ballot Three

The Rt. Rev. Susan E. Goff: Thank you. We have results now of ballot number two. Results for Standing Committee clergy on the second ballot: No members of the clergy were elected on the second ballot for the Standing Committee, so we will move to a third ballot. On the third ballot, you will vote for at least one and not more than two from among the following four: the Rev. Martin Geiger, the Rev. Kim Glenn, the Rev. Santiago Rodriguez, and the Rev. Noelle York-Simmons. When you receive your ballots, you will vote for at least one and not more than two.

General Convention clergy: No members of the clergy order were elected on the second ballot, and so we go to a third ballot. You will vote for at least one and not more than one, so vote for exactly one. The choice is between the Rev. Will Dickinson and the Rev. Sven vanBaars on the third ballot.

Results of General Convention lay alternate: It will come as no surprise that Cindi Bartol has been elected as alternate.

You will shortly receive the next ballot. Has it been sent yet? It has not yet been sent, so it will take, as usual, a couple of minutes. Our team will send it, and then we take a couple of minutes for it to get to all of our inboxes. When you receive your ballot, please vote. As always, if you are having issues with voting, raise your hand and a tech person will come and assist you.

By now, it looks like we've got it down, sort of. If you have not yet voted, please do so now. We will not close balloting as at least one person, maybe more, are still trying to get their ballot to be submitted and counted, so don't worry. We will, however, move forward.

Report on General Convention

The Rt. Rev. Susan E. Goff: We are blessed as a community by the good work that we've done quickly so that we can get out early not only today but tomorrow as well. We will hear one more report this afternoon, and that is the report from J.P. Causey on General Convention. After that report and some announcements, we will dismiss for today. We think that might help us to end a little earlier tomorrow as well.

Mr. J.P. Causey (General Convention Deputation Chair, Convention Parliamentarian, St. John's, West Point): Bishop Goff, Bishop Jones, members of the Convention, this came as a little bit of a surprise to me when Bishop Goff said, "Can you make your report this afternoon?" It means I don't have to rewrite it tonight.

First, I want to thank my fellow deputies who attended Convention in Baltimore, and I'd ask them to stand. Cindi Bartol, Lyn Crawford, Patty Rosenberg, and Russ Randle from the lay deputies, and Bob Prichard, Hilary Smith, Sven vanBaars, Daniel Vélez-Rivera, and Andrew Moore on the clergy side. Thank you for your service. We also owe special recognition to Randy Alexander, who moved up from an alternate status, came to Baltimore, and promptly tested positive and spent the rest of Convention, while we were in meetings, quarantined in his hotel room in Baltimore. So special thanks to Randy for his efforts to do that.

I also congratulate those of you who were elected deputies to the 81st General Convention, and I hope you enjoy Convention and Louisville. I've enjoyed General Convention and I hope you will also.

The 80th General Convention met in Baltimore for four days in early July. Those were long days. We had morning, afternoon, and evening legislative sessions on the first three days, and we got enough business done so we only had a morning session on the last day. Those three days were a sprint, a

marathon trying to get through that. This was the Convention that was supposed to be held in 2021 because Convention is generally held every three years, but it got postponed due to COVID.

General Convention is the meeting of the Episcopal Church, all of the dioceses in the United States, plus several other dioceses including Cuba and Haiti. It's a bicameral legislature with a House of Bishops and a House of deputies. Each Diocese typically has four lay deputies and four clergy deputies on the floor at any one time. We met in a large convention center room and we were seated toward the rear, but they social-distanced front-to-back more than side-to-side because that's the way the pellets move in the air. We were far enough back that I wish I'd brought binoculars because you really could not see what was going on at the podium. You could see the big screens on either side like this, but it was hard to see, and you certainly could not see things like facial expressions.

Given the continuing presence of COVID, Convention was noticeably scaled down from usual Conventions. There were no exhibitors. Usually, there's a large hall, which exhibitors have all to themselves with lots of handouts, swag, and things to buy. There was no joint worship. Usually, we worship together before the legislative sessions. This time, each house worshiped separately, and the sermons were pretty tight and played in each house. Each house heard the same sermon, one of which was by the Bishop from the Diocese of Baltimore. There were no seminary dinners or similar gatherings. There were no open hearings – they had all been done virtually before we got to Baltimore. There was no ECW meeting – ECW usually meets concurrently with General Convention.

And there were strict COVID protocols, such as what got Randy Alexander. Those protocols actually paid off because by the time we got through Convention, the testing rate was much lower than had been anticipated. The efforts to test, to social distance, to mask, all paid off. Once we got past a few cases at the beginning, which people brought to Convention, we didn't circulate it a lot at Convention. It did work from that perspective.

With the 81st General Convention meeting in just two years, the chairs of the legislative committees were told to prioritize legislation and put off to Louisville in 2024 any legislation that was not essential to be dealt with in Baltimore, and the chair legislative committee chairs did that. Lots of things were deferred for future study, deferred to be considered later, and some things went through on the consent calendar, but there was not a lot of substantive debate, with a few exceptions.

One of the things that needed to be addressed and was a concern was the election of officers of the House of Deputies. Officers of the House of Deputies serve a three-year term with a three-term limit. That term limit ran out in 2021, and so carrying that over to 2024 would have been a major issue. We elected a President and a Vice President of the House of Deputies.

For the Episcopal Church, there was some fairly spirited, shall we say, campaigning on the part of the candidates. Campaign materials were being circulated electronically and some of the candidates did Zoom meetings with deputations. Our deputation had meetings with one or more of those candidates. We voted electronically, but we've been doing that a long time in the House of Deputies, and it went pretty smoothly, just as we are doing here now that we finally figured it out. On the third ballot, we elected Julia Ayala Harris, who is a lay deputy from the Diocese of Oklahoma and a member of the Executive Council. She is the 41-year-old daughter of Mexican immigrants who immigrated to Chicago, and then she's in Oklahoma now. The first Latina person to serve in this position as an officer of the House of Deputies. With a layperson elected as President of the House of Deputies – the tradition is to alternate clergy and lay – with a layperson elected President, then the tradition is to elect a clergyperson as the Vice President. For Vice President, we elected the Rev. Rachel Taber-Hamilton from the Diocese of Olympia. That's in Washington State. She is an environmental activist and a member of the Shakan First Nation. Each of these ladies have amazing

stories, and I urge you to read about them. If you look at Episcopal News Service, there are some very good interviews with them so that you can get to know them. This will be a new era of leadership in the House of Deputies with these two ladies as our officers.

We also passed some significant legislation, and I'm going to give you some highlights, but in the materials that you were provided, there was 145 pages of legislation adopted at General Convention. You probably don't want to read the whole 145 pages, but if you want to look up something specific, that's an easy place to get to it. The second part of this, which I'll mention later, was in the supplemental mailing. There were proposed amendments to the Constitution of the Episcopal Church. Those amendments are in a separate mailing for your consideration.

First of all, at diocesan Convention last year, those of you that were here may recall that we sent a resolution to General Convention seeking a study of the Expanded Revised Common Lectionary daily readings that were prepared by the consultation of common text that would potentially lead to adding the use of that lectionary, if it's approved, at the next General Convention. Our resolution passed on the consent calendar, so we were successful. If people say we can't send somebody to Convention and not get it passed, we did.

Gun violence was on the minds of many of us when we headed to Baltimore. I got there on Thursday and was walking down to the Inner Harbor to get some crab cakes for dinner, and there was a big police presence. As I walked by a street that had been blocked off, there was a police officer and I said, "What's going on?" He said, "Crime scene." As it turned out, within a block and a half of the convention center and about two blocks of our hotel, that afternoon in broad daylight before rush hour, there had been a fatal shooting on the streets of Baltimore that afternoon, and it was a very sobering way to start Convention. We adopted some resolutions on gun violence. The bishops led us to the site of that shooting on one of the afternoons after the legislative session to set an example of our concern about gun violence. It was a fairly moving effort on their part to make a statement from the Episcopal Church.

We adopted a resolution establishing the Episcopal Coalition for Racial Equity and Justice to facilitate and coordinate efforts for racial justice and equity and the dismantling of white supremacy. The work will be funded by a tithe that is one-tenth of the trusted endowment funds of the church available for that use.

We adopted a resolution for telling the truth about the Episcopal Church's history of indigenous boarding schools and funded research on Episcopal boarding schools for indigenous people. You may have heard about indigenous schools, particularly in Canada, where the Anglican Church in Canada had a very active school program. It's not a pretty history. We are catching up on this. We did not have a lot of Episcopal schools for indigenous peoples, but we had some, and we funded money for there to be research on what happened at those schools and what we should do to try to respond to what we did in those schools.

General Convention already has a stated position on abortion, but responding to the recent Supreme Court decision on abortion, Convention adopted a resolution affirming the right to access for all women to abortion services. There was a debate about whether to take Convention in two years to Louisville because of Louisville's laws on abortion. There were two issues there. One was that General Convention is a moderately big Convention, and there are probably 12 to 15 venues in the United States that can handle it with enough hotel rooms and enough convention center space and that sort of thing if you don't go to places like New York, which are cost prohibited. The reality of moving General Convention from Louisville was probably not practical, but that was a consideration. There was a healthy debate about going to a state which is not providing access to abortion for women. In the end, we decided that we would go, and as people in the Diocese of Kentucky said, "Come and be a witness to how we feel about abortion access for women."

We also adopted a resolution urging but not requiring dioceses to adopt paid family leave policies for all employees. That was discussed when we had the discussion on that resolution here. There was an extended discussion in the House of Bishops about the Book of Common Prayer, and particularly about rights for same-sex marriages, and partly about the concept of the Book of Common Prayer as a bound printed volume. The current version of Article 10 of the Constitution, which is the one that deals with the prayer book, refers to a Book of Common Prayer, which includes those liturgical forms and other texts authorized by General Convention, but refers to a book. You may not use it a whole lot anymore, but most of the pews in your churches have, a probably red, Book of Common Prayer dating from 1979, I think, and it's still there. But we think of it in terms of a book. In recent years, General Convention has approved a number of liturgies for trial use. The lines between approved for trial use in liturgies and Prayer Book revisions have become blurred for some people. On the last day, we adopted Resolution A059, which will bring marriage rights for same-sex marriages for approval as additions to the Book of Common Prayer on first reading at the next General Convention.

There was also a proposal to amend Article X of the Constitution, and that is in the materials that were the last set of supplemental materials, and it's not that big a document. In Article X, which is A059, is the last one of those if you want to look at it. Just what it starts out is saying, "The Book of Common Prayer is understood to be those liturgical forms and other texts authorized by General Convention in accordance with this article and the canons of this church." What the amendment to Article X changes is to say that the liturgies are not going to be a book. They're going to be approved liturgies which are approved by General Convention, and that is through the process, which is a fairly lengthy process to go through. The issue of prayer book revision is now basically off the table, and where prayer book revisions, if those of you who lived through the Zebra books from the '70s, we're not going to do that again. We're not looking for a prayer book revision. It's expensive, it's time-consuming. What we're going to do is document which liturgies are approved by General Convention pursuant to Article X, and those liturgies will be the equivalent of the Book of Common Prayer, but it will not be in a book. We'll see what happens with that. Like our amendments to our constitution, the same amendment needs to be adopted twice by two consecutive General Conventions. This was the first reading and the second reading will be in two years in Louisville.

There is a lot of additional information on the work of General Convention online, and I encourage you to follow up on areas where you may have a specific interest. As I said, the amendments to the Constitution are included in the supplemental mailing. They have to be made known to the conventions of all dioceses in the Episcopal church. Those have been made known to you by their incorporation in that separate supplemental mailing.

Do any members of the deputation want to make any comments in addition to what I have said?

The Rev. Dr. Hilary B. Smith (Holy Comforter, Richmond): I am the Richmond Deputy to the last General Convention. Thank you for electing me to go to the next. I just wanted to note how great it was working with diocesan staff, and the way that we came together to do communications from General Convention, especially those postcards. That was a new thing, and it went really well I thought. I want to thank everyone for their help.

Mr. Causey: Thank you for the feedback on the postcards, that was rewarding for us to get the feedback. Sven.

The Rev. Sven vanBaars (Abingdon, White Marsh): At the last General Convention, one of the moments of celebration that we had was when the Diocese of Texas and West Texas were united to represent the change taking place in West Texas. It's one of those moments – it was akin to what we feel here when we celebrate a church going from mission status to congregational status. It was one of those moments that we had to vote for and it was celebrated. We'll probably see those taking place across our church and so I raise that to our awareness.

Mr. Causey: This was some of the fallout of churches leaving, I think it was the Diocese of North Texas and Fort Worth, which left the Diocese, which really was not stand-alone viable, and the answer was to merge the two dioceses together. It was a creative solution to a problem creating one very viable Diocese. Russ.

Mr. Russ Randle (Christ Church, Alexandria): I'd like to recognize J.P. Causey for 13 General Conventions faithfully serving this Diocese and the wider church. He's done a splendid job. Well done, sir. Thank you.

The Rev. Daniel Vélez-Rivera (St. Gabriel's/San Gabriel, Leesburg): I was a deputy to last General Convention and thank you for electing me for the next one. I also wanted to, in addition to what we heard, commend the people on whose shoulders we stand – the newbies – the very visible and audible presence of diversity. People of so many ages, different provinces, different states that not only were seated as you're seated but getting up to microphones and speaking to truth. I was very, very grateful of what became obvious as that Convention unfolded. Lots of voices, lots of participation, a joy to be an Episcopalian. Thank you.

Bishop Goff: Thank you. Thank you, J.P. I call on Mark Eastham, the Secretary of the Diocese and Secretary of this Convention, to make some announcements.

Mr. Mark Eastham (Secretary): Before I jump into announcements, I want to recognize, I think we have at least one youth delegate here, and it's a lot to come to this and sit all day. I want you to stand young man, and if there are any others. Excellent.

Just a few announcements. Immediately after this session, there will be an affinity group meeting for clergy and delegates of color that will be in the Madison Room, which is on the lobby level next to where you registered for your hotel room. We hope you'll join us tonight for a reception from 5:00 to 7:00 in salons one and two, that's where you came in and checked in today, honoring Bishop-Elect E. Mark Stevenson, so please be with us.

Dinner tonight will be on your own. A list of recommended restaurants was included in your supplemental packet which was emailed to you earlier this week, and there are printed copies of that list at the information desk right out here. Tomorrow morning, we will begin with hot breakfast beginning at 7:00 a.m. in the hallways. General breakfast seating is available in salons D, E, F, G, and H on this level, but down that direction, we will have Holy Eucharist tomorrow morning at 7:30 a.m. in McLean. That's up one level. Convention will reconvene in this same space tomorrow at 8:30 a.m. Before you go today, please clear your tables and take any personal items you have before you leave, just for your own safety. Check-out time for your rooms tomorrow is 11:00 a.m., but we hope to offer a break at 10:30 where you may want to check out prior to the Convention reconvening. Any other questions or announcements? Also, if you didn't pick up artwork, we still have that. Remember Barbara Marques can help you with that. There she is right over there. Anything else? Thank you very much.

Bishop Goff: Convention is in recess until tomorrow morning at 8:30.

Saturday, November 19, 2022

Worship

The Rt. Rev. Susan E. Goff: This 228th Convention of the Episcopal Diocese of Virginia is now reconvened. The Lord be with you.

Members of Convention: And also with you.

Bishop Goff: Let us pray. Almighty and everliving God, source of all wisdom and understanding, be present with us as we take counsel in the Diocese of Virginia for the renewal and mission of your Church. Teach us in all things to seek first your honor and glory. Guide us to perceive what is right, and grant us both the courage to pursue it and the grace to accomplish it; through Jesus Christ our Lord.

Members of Convention: Amen.

Bishop Goff: O God, by your grace you have called us in this Diocese to a goodly fellowship of faith. Bless all our laity, all our clergy, all whom we serve, and all whom we will yet be called to serve. 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: Amen.

Bishop Goff: Now, in a few moments of silence, let us lay at Jesus' feet all of the worries and distractions that we have carried with us into this room so that we can be fully present here and now to one another and to God.

Now, in the words our Savior taught us, in whatever language or version you prefer, we 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 today our daily bread. And forgive us our sin, as we forgive those who sin against us. Save us from the time of trial, and deliver us from evil. For the kingdom, the power, and the glory are yours, now and forever. Amen.

Ballot Three Results and Ballot Four

The Rt. Rev. Susan E. Goff: As we resume our business, we see and hear a Story of the Diocese of our diocesan Retreat Center at Roslyn, which is known to some of you and perhaps not to others. Oh, thank you. I love having the Secretary of the Diocese sitting right next to me because he has reminded me that, first, we need to share the results of ballot three and take ballot four. It takes a village, and we have a village.

The following persons were elected on the third ballot as clergy members of the Standing Committee. Let the record show that they are Santiago Rodriguez and Noelle York-Simmons. That completes the election of Standing Committee members. The Standing Committee will meet today after the closing gavel as soon as everyone can get there, in Fairfax, which is upstairs on the second floor where the Standing Committee met before Convention began. Thank you very much.

The results of the election of General Convention clergy deputation on the third ballot is the Rev. Sven vanBaars.

Now according to our Rules of Order, we need to elect the Alternates for General Convention for the clergy. There are five candidates on the ballot. As you see, the Reverends Will Dickinson, Herbert Jones, Andrew Moore, Jay Morris, and Kathleen Murray. We must elect those alternates. The vote also determines the order, whether they're alternate 1, 2, 3, or 4. When your ballot comes, vote for at least one and no more than four. The ballot has been sent. We give it two minutes for it to get to all

of our mailboxes. When your ballot arrives, please follow the instructions as you're prompted on your phone or on the screens. As always, if you're having any technical issues, raise your hand, and our tech teams are on their way. We will not close voting until everyone has had a chance to submit their ballot.

Stories of the Diocese: Roslyn Conference and Retreat Center

The Rt. Rev. Susan E. Goff: We are ready now to move ahead. We will see and hear a video about Roslyn, our Diocesan Center in Richmond, which is known to many of you, and to some of you, it's not. It's a hidden gem, a beautiful place on the James River. This video will show some of the ministries and invitations to you.

A video Story of the Diocese played.

Narrator: Relax, restore, and renew at Roslyn Conference and Retreat Center. Each year over 20,000 people visit Roslyn for meetings, retreats, picnics, weddings, and conventions. All are welcome at Roslyn, from non-profits and religious groups to family and corporate gatherings. With 125 acres, nature trails, outdoor and indoor chapels, 55 guest rooms, 16,000 square feet of meeting space, and a 150-seat full-service dining hall, Roslyn is the perfect venue for your organization.

Roslyn also offers individual retreats to help you reconnect with yourself, with space to wander, pray, and heal. The peace you feel at Roslyn will become an essential part of your spiritual journey. Annie Rose Walker left Roslyn to the Episcopal Church in the fervent hope that it would grow to become a place of hospitality to support the lives of all people.

Though our doors were closed through the pandemic, our mission of serving God's people continued. We were home to a startup non-profit feeding program that prepared and delivered over 500 meals to frontline workers, those unable to leave their homes, and people living in food deserts across the region. We were also host of filming the Emmy-winning television series, *Dopesick*, whose message of redemption and recovery resonated with many Americans.

For thousands of years, the people of Virginia have gathered on these rolling hills atop the James River Valley. We invite you to be a part of their legacy by hosting your next event here. Please visit roslyncenter.org to learn more.

End of video.

Bishop Goff: Thank you. It is indeed a beautiful place, and we commend it to you.

Recognition of First-Time Delegates and Introduction of Candidates for Holy Orders

The Rt. Rev. Susan E. Goff: It is now a great pleasure to recognize those who are at a Convention of the Diocese of Virginia for the first time. I invite all lay delegates who are here for the first time, to this diocesan Convention, please, to stand. You all have already learned so much and that journey continues today. And now I invite all clergy who are here at a Convention of the Diocese of Virginia for the first time, or for the first time as clergy, to stand.

Putting the two groups together, it looks like, if I just do quick visual math, that about a third of the people here, or close to a third, are here for the first time. That's such a gift to the whole Convention, that we have new energy, and new life, and good new questions every single year. Thank you all. What a great blessing.

I introduce to you now people who, God willing, we expect will be ordained in the coming year. There are four who were presented to you last year, but because of the calendar, will be ordained in 2023. Scheduled to be ordained on January 7 by then Bishop Stevenson are Blake Singer, Kilpy Singer, Sam Bush, and Maria Maguire. If you four are here, those of you who are here, please come.

Then, those others who we anticipate, God and the community willing, will be ordained priest in the Diocese of Virginia in 2023. We have pictures of them that will be queued up.

Kyle Bomar, presented by Emmanuel, Harrisonburg, and Grace & Holy Trinity, Richmond.
Steve Bragaw, presented by Emmanuel, Greenwood.
Anthony Gaboton, presented by St. Peter's, Richmond.
Janettarose Greene, presented by St. Mary's, Arlington.
Amanda McMillan, presented by Christ Church, Charlottesville.
Marybeth Sanders-Wilson, presented by St. Clement, Alexandria.
R. Dale Smith, presented by St. Mark's, Richmond.
Sarah Spurlock-Biggs, presented by St. Peters in the Woods, Fairfax Station.
Peyton Williams, presented by St. Paul's Memorial, Charlottesville.

Let's applaud for all of them.

We also have a group of persons who, God willing and the Church consenting, will be ordained as vocational deacons in 2023. Again, we have photos of them.

Elvira Beracochea, presented by Church of the Good Shepherd, Burke.
Mary Cushing, presented by St. Michael's, Arlington.
John Dickinson, who goes by JD, presented by Christ Church, Glen Allen.
Hope Laingen, presented by Grace, The Plains.
Deborah Lockhart, [resented by Grace, Kilmarnock.
Judy Thomas, presented by Christ Church, Glen Allen.
Nancy Searby, presented by St. Dunstan's, McLean.

We applaud all of you.

I said in a light-hearted, playful way earlier that it takes a village, because it takes this village to keep this work going, but it takes a village to raise up people for ordination. It takes a Diocese. Everyone in this room, many directly, and the rest of us indirectly, has been a part of this journey for every one of these people, and we hold them in prayer and wish them God's blessing, because their yes is a yes for the whole Church.

Those who will be ordained priest, you can find copies of their resume or a brief bio about them at the appropriate table out there. If you are looking to hire a priest for your parish or considering a vocational deacon, though they are placed directly by the Bishop, you can find information about them out there.

Report of the Secretary

The Rt. Rev. Susan E. Goff: I call on Mr. Mark Eastham, the Secretary of the Diocese and Secretary of this Convention, for his report.

Mr. Mark Eastham (Secretary): Good morning, friends! I am humbled to stand in front of you today as your diocesan Secretary and Secretary of this Convention to offer a few brief thoughts about the past year in our Diocese and to take a quick glimpse into the future. By this time in your

2022 Annual Convention experience, you have received two packets filled with agendas, reports, resolutions, budgets, nominations – all representing hours of thought and prayer and hard work on the part of many of you in this room.

You then arrived at Convention and have heard presentations and reports and spirit-filled messages from our Ecclesiastical Authority, our Bishop-Elect, and Bishop Sutton.

And then – after it is all over – we'll create a Journal of this Convention, that will be over 600 pages long, that will capture all of this incredible work for future generations. There is simply nothing left for me to offer, except gratitude.

This past summer, I began writing in a gratitude journal as I sat in a rocking chair on a porch at Shrine Mont. I have always enjoyed journaling as a way of processing my thoughts, but it had always been sporadic, sometimes in an actual journal, but more often on a yellow pad or any writing surface available when the Spirit moved me. This time felt different – maybe it was Shrine Mont, a place of quiet and reflection, or maybe it was just an overwhelming feeling of gratitude at a time in life when one has more days behind them than in front of them. Or maybe it was the cool orange journal I received at the Spring Clergy Conference in May!

Whatever the reason, I have stayed true to the process and have done gratitude journaling almost every day since then, and the process has been incredibly fulfilling, maybe even life-changing.

Most days have entries about my family – especially my 19-month-old granddaughter, Charley – as well as gratitude for my health and just getting up and living and breathing in this world we all share.

I have been struck, however, at how often my gratitude is expressed for our Diocese and the people who make up our 16 regions, who like me, get up each day and humbly and earnestly ask God to show us the way in working together to glorify the Kingdom of God in the Diocese of Virginia.

I have expressed gratitude for those who have set aside personal time to serve on the Executive Board and the Standing Committee, or as delegates to General Convention, or as Province III representatives, or serving on one of our many committees and task forces. I have expressed great appreciation for the countless hours of work given by the Search Committee and the Transition Committee. It is my prayer for all who have served so well and so selflessly that this work has been life-giving for you and has filled you with satisfaction for work well done.

In particular, I was blessed to work with the Resourcing God's Mission Task Force and saw first-hand the countless hours they spent together praying and disagreeing and listening and collaborating – all in an effort to bring forth a plan that would allow us to realize that when we work together and pray together to resource the financial needs of our Diocese, great things can happen.

As a former fundraiser, I offered thanks for those who have generously supported our Bishop's Appeal each year, and for the presentation of six Bishop's Appeal grants and nine Peter James Lee Small Church Revitalization Fund grants to further the good work of churches throughout the Diocese.

I wrote with gratitude for the good and holy work I saw when visiting Shrine Mont Camps – young, energetic, optimistic, spirit-filled counselors sharing their gifts with campers from around our Diocese and beyond, who were experiencing God's creation without technology, learning how to interact with one another, to live together despite outward differences, to grow spiritually, and to become the future leaders of our Church.

As a former educator, I have expressed gratitude to those leading and working in our Church Schools and to those leading our campus ministries. Thank you for the God-filled work you do to support young people of all faiths as they grow in an unsteady and confusing world.

Also entered in my journal, was gratitude for time spent at Spring Clergy Conference where the team from Courageous Conversations led us in learning how to talk with one another about race. I felt especially grateful for the opportunity to sit knee-to-knee and eye-to-eye with a priest in our Diocese expressing my first memories of race and then hearing her story. What a Spirit-filled moment that was for me!

Likewise, in October, I wrote of my gratitude for continuing this conversation at the Fall Conference for Clergy and Lay Professionals, and remembering once again that some of the staff and clergy who I work with and encounter on a daily basis have a completely different experience in all aspects of their lives each day, just because of the color of their skin, and then leaving that event with the hope that I will continually remember to acknowledge the experience of others and do all in my power to work to remove the color line.

Entries are made daily in gratitude for our diocesan staff and the work they do leading – along with each of you – the work of our Diocese. I am daily amazed by and grateful for a staff that steps up and pivots, and prays, and pivots again. It has been a year of great transition for our staff, and they have shown tremendous grace. Thank you to each person who worked on the staff during the 2022 year, specifically our current staff:

Quimara Bedminster
Nancy Chafin
Jennifer Cox
Nerissa Crockett
The Rev. J. Lee Hill, Jr.
Stas Jones
Erin Kamran
Anita Lisk
Bill Martin
Gloria Parham
The Rev. Sarah Kye Price
Julia Randle
Karen Smith
Ted Smith
The Rev. Shirley Smith Graham
James Williams
Stephanie Gurnsey-Higgins

And I also offer gratitude for those who worked with us during the year, but have moved on to new journeys:

John Herrera
Aisha Huertas
Paris Ball
Paige Williamson
Ed Keithly
The Rev. Sarah Brockenbrough
The Rev. Abbott Bailey

And I am grateful to each one of you just for giving of your time and talent to serve as a delegate at this Convention. This is no small commitment, but you have stepped up enthusiastically and faithfully and we are a stronger Diocese because of your commitment.

And finally, my gratitude journal has many entries for our Bishop Suffragan and Ecclesiastical Authority, the Rt. Rev. Susan Goff. I have seen first-hand the great personal sacrifice she has made to lead this Diocese through extremely difficult times. Always, she has done so with grace, with vulnerability, with selflessness, and with prayerful discernment. It has been an honor and a privilege to serve with you, Bishop Goff.

And now, my journal is beginning to fill with prayers of gratitude for the future and for the leadership of Bishop-Elect E. Mark Stevenson. I am grateful to him for his willingness to serve our Diocese as our next Bishop Diocesan. I am grateful he will bring the wisdom and experience gained from his years of service to the Episcopal Church, most recently with the Most Rev. Michael Curry. I am grateful for the opportunity to serve with him on this journey.

So, this morning's journal entry was simply, "Thank you, God, for the 228th Annual Convention." Thank you to ALL who came together to make it happen. Thank you for the Diocese of Virginia. May God bless us all as we move forward benefitting from our collective gifts and talents. Amen.

Report of the Committee on Church Status

The Rt. Rev. Susan E. Goff: It is now a great pleasure to call on the Rev. Webster Gibson, the Chair of the Committee on Congregational Missions and of the Committee on Church Status, to give the Report of the Committee on Church Status.

The Rev. Webster Gibson (Chair, Committee on Church Status, Christ Church, Winchester): Bishop Goff, Bishop-Elect Stevenson, Mr. Secretary, members of Convention, as Chair of the Committee on Church Status, we thank you for the opportunity to serve. For those members of this Committee who have helped review. I ask that you, please, stand to be identified so people know, yes, there is a Committee on Church Status, although we haven't done this for five years.

The Committee on Church Status has met and reviewed the petition of Church of Our Saviour, Montpelier, to move to full parish status. Church of Our Saviour has met all the requirements as set forth in the Canons of the Diocese of Virginia and received all the necessary endorsements to move this petition to the floor for a vote. The Committee on Church Status unanimously, enthusiastically, and joyfully endorses the petition, and asks that the full Convention do the same.

Bishop Goff: It has been moved by Committee, so it does not need a second. All in favor of granting church status to the Church of our Saviour, Montpelier, please say, "Aye."

Members of Convention: Aye.

Bishop Goff: Let us strike up the hymn.

Members of Convention sang "The Church's one foundation" as representatives from Church of Our Saviour processed in.

Mr. Robert Lewis (Church of Our Saviour, Montpelier): Bishop Goff, Bishop-Elect Stevenson, Bishop Jones, diocesan staff, distinguished guests, members of the Convention, on behalf of my fellow members, thank you for your vote for full church status for Church of Our Saviour.

If you humor me for a bit, we'd like to brag a little. We did it in record time. It has taken 140 years. We became a mission church in 1882, partially as a result of the missionary efforts of a mission church in China through a missionary from Hanover County, Virginia, who knew the need for an Episcopal Church in the area of Montpellier. The Church in China sent money to support our efforts. A reflection of this fact is our alms basins are inscribed in both English and Chinese.

Our deep thanks to you, Bishop Goff, and to Bishop Jones, for your guidance and help over the past 15 years. Thanks to members of Convention, to Webster Gibson and to the Church Status Committee for their help, to CCM throughout the years for the grant money which allowed our Church to hire full-time ministry in 2008. To Linda Strickland, who I doubt is here but may be, of CCM, 14 years ago she put us on the right path. We give thanks for all the ministers who helped us over these past years, and to our current minister's predecessor, Herbert Jones. We are thankful to our Vestry, and to our Wardens, Susan Daniels and Danny Brown, and to our Deacon, Steve Pace. Special thanks to the deployment office which forwarded Emily Krudys' name to our Search Committee. With the Bishop's permission, she answered our call four years ago. She has worked tirelessly in her commitment to accomplish this goal while she strengthened and grew the church. She arrived to Convention on Thursday as our Vicar, and today she is the First Rector of Church of Our Saviour. Thanks to all of you, and thanks be to God.

Members of Convention sang "The Church's one foundation" as representatives from Church of Our Saviour processed out.

Bishop Goff: It is such a joy to have that kind of reminder as we've had many reminders at this Convention of the life and of all that God is doing in our midst.

Report of the Treasurer

The Rt. Rev. Susan E. Goff: Now I call on Mr. Ted Smith, Treasurer of the Diocese, to give the Report of the Treasurer.

Mr. Ted Smith (Treasurer): Thank you, Bishop Goff. Good morning to all of you gathered here in service to the Diocese. I am Ted Smith, your diocesan Treasurer.

Today's remarks will be brief. I'm going to touch on some data that I need to report to you each year, our current financial standing, and next year's budget. There are only a couple of slides that I'll be using today, and these are now posted on the Finance and Management section of the diocesan website. At the end of that document are links to the information I cite here, some generally helpful information for clergy and parish leaders, and phone and email contact for my team, which now includes Quimara Bedminster, our new Benefits Administrator, who is in the back. She is the point person for benefits, a very, very, very important person on the diocesan staff.

Each year I give you some information about the state of the Church Pension Group, and I'd like to take care of this upfront. CPG holds total net assets available for benefits, as of their March 31 Annual Report, of 15.4 billion. This asset number represents just under 220% of the present value of their future pension obligations. What that means is that they are more than fully funded for their future obligations. CPG's investment goal is 4.5% over the rate of inflation, which over the last 10 years translates to an average annual rate of 6.8%. Against this measure, CPG has achieved an average annual return of 9.9%. While the stock market has been kind to almost no one in 2022, it's also true that CPG's sustained good performance over the years has them positioned to weather storms like this, as they have in the past. They continue to provide robust benefits to the retirees in their care. In its 105-year existence, CPG has paid out \$8 billion in benefits to clergy and lay-defined benefits participants alike. In December, CPG will announce what, if any, cost of living increase they

will grant in 2023 for retirees in the defined benefit plan. The 2022 increase was 5.9% for clergy. There was no increase granted in the lay or international defined benefit plans. A last note about CPG. They've announced an increase of \$1,150, to \$42,850 in the amount that retired clergy may earn in Episcopal Church-related income. That's retired clergy under the age of 72. If one is 72, all bets are off. There is no limit.

Turning to our financial position, in addition to their place in the Annual Convention Journals, our audited financial statements for each year, from 2004 to 2020, occupy their own page in the Finance and Management section of the diocesan website. If you need a sleep aid, you can read our audits. The 2021 statements are in their final reviews and will join the other statements when completed. Our draft statement of activities for 2021 shows an increase in net assets of three and a half million dollars. That's a big number, but almost all of it, 2.9 million, was in the form of unrealized gain on our investments. The other large driver of this line was the investment of a \$450,000 bequest. On the operating side, we ended 2021 with a surplus of just over \$227,000, and this was driven almost completely by higher-than-anticipated parish giving; 4.1 million versus the forecasted 3.9 million. Thank you for that.

Year-to-date in 2022, we've collected 63% of our forecasted revenue and made 79% of our budgeted expenditures. Those two numbers always make me sweat to report at Convention time, until we remember that while we have completed most of our program spending for the year, we are also preparing to receive and deposit our annual investment distributions. Those, along with December's pledge payments – which will include fourth-quarter installments and some that pay the entire year at once in December – will close that gap and bring us up to our income goal.

There will, certainly, be a paper loss on our investments in 2022. That's a fact that we know is coming. There will be a large expense, an un-forecasted expense, for the repair of the air conditioning system at Mayo House, which is going to begin after Thanksgiving. I can also report, much more happily than those last two items, that the search and transition committees have done an excellent job managing the expenses of seeking, electing, consecrating, and celebrating our next Bishop. They are going to bring that project in on budget. That's a fact, not a threat. They really have done a great job, and I'll have to wait until September, but I will, absolutely, be bragging about you. I don't know where Rosemary and Carlo are, but I will be bragging about you to my colleagues at the next gathering of diocesan finance people.

A final important note about 2022 is that, as Bishop Goff noted in her Pastoral Address, the Diocese is now debt free. You can see here that we are now at zero, from 2013 to today. I admit to cherry-picking what happened during my tenure. The peak year was, actually, at the end of 2012. There was a good chunk paid down during the year 2013. Then we worked together to get it to zero over the last years. It's something that I've been focused on very intently since I came on board. I would like to thank all of the bishops that I've served with, all the iterations of the Executive Board, the Standing Committee, the Diocesan Missionary Society, our Chancellor, and all the secretaries for their help in meeting this goal, because it really is a team effort.

I'll close with a note about the next portion of our agenda. The Budget Committee has prepared an initial budget for 2023, and Mr. Garway Bright of Christ Church, Glen Allen, serves as the Chair of that Committee, and he is next on the agenda with their recommendation. I typically make a couple of notes about the budget. In my talk this year during the presentation of the budget, Garway will call on me to present some information before he makes a motion on behalf of the Committee. In closing, I thank you for your time today and look forward to serving you as Treasurer in 2023.

Report of the Budget Committee

The full text of the budget can be found on page 379.

The Rt. Rev. Susan E. Goff: Now I call on Mr. Garway Bright of Christ Church, Glen Allen, who is Chair of our Budget Committee, for the Report of the Committee on Budget.

Mr. Garway Bright (Budget Committee Chair, Christ Church, Glen Allen): Thank you, Bishop Susan, Bishop-Elect Mark. Good morning my brothers and sisters and siblings. We are Episcopalians and it's okay for us to talk about money. It's a privilege to present the report from the Budget Committee to the 228th Convention of the Diocese of Virginia.

About four years ago under the leadership of Bishop Susan, our Diocese embarked on a journey guided by four missional priorities: healing across differences, honoring and caring for God's creation, sharing the faith of Jesus, and at the time also included, Resourcing God's Mission. The work of the Budget Committee, in collaboration with the diocesan Treasurer, in developing the 2023 proposed budget has been guided by these priorities. Additionally, there are certain realities that informed that process. The economic headwinds facing us in the macro economy, multiple challenges facing our various congregations, including financial, and also the implementation of R-1a, the resolution to establish the Covenantal Giving Plan in our Diocese that was passed at the 227th Convention.

The 2023 proposed budget has been developed and was included in your packet. We reviewed it at the open hearing on November 5, and it truly represents the faithfulness of our congregations. It fully funds all of our diocesan missional priorities scheduled for 2023, and it also funds all normal staff, congregational administrative programming, and grants. The proposed budget is balanced at \$5.6 million, and this really represents a 7% increase year over year.

As I mentioned earlier, the proposed budget reflects the implementation of phase one of the Covenantal Giving Plan R-1a, which should lead us to eventual full implementation by 2025. As we all know, pledges from our congregations represent a significant part of the income category in the budget, about 73%. The resolution establishing this plan also allows congregations with concerns about meeting the giving expectations to request an adjustment to their pledges to the Diocese by sharing their stories at an event convened by the Executive Board.

Through the work of many, including the R-1a Task Force, congregational leadership, and members of the Executive Board, we have received, to date, 137 commitments from our congregations. According to our Treasurer, this is the most amount received by Convention in many years. These pledges supporting the income side of our budget included 40% of our congregations seeking some form of adjustment, 40% of those meeting the 8% for 2023, and 20% exceeding the 8% for 2023. Let's give ourselves a hand for that. In the category of those seeking adjustment, approximately 20% are pledging slightly under 4%, 60% pledging between 4% to 7%, and 20% pledging somewhere above 7%. It should be noted that a few congregations that initially had requested some form of adjustment have now sent in their pledge cards and, in fact, they are pledging at the 8% level for 2023. We, certainly, remain a people of faith. On the expense side of the budget, again, we were able to fully fund all of our missional priorities for 2023, and other areas, including our commitment to the greater Church.

I want to thank the members of the Budget Committee for their commitment to this great and important work, and at this time I ask all members of that Committee to, please, stand to be recognized by this Convention. There were several listening sessions that were held across the Diocese on June 18 as a part of the R-1a process. At this time, I want to recognize the core conveners, those that are members of the Executive Board, and also those that are members of the now former

Resourcing God's Mission Task Force that served as some of those core conveners, that led us through that very important conversation across our Diocese. Please, stand to be recognized by this Convention. The Committee also wishes to express our thanks to all of you, to the congregations. Through your generosity we have a balanced budget, and we are able to fund our priorities. Thank you to all of you.

At this time, I will invite our Treasurer to take us through the budget for a few minutes. Thank you. He's at mic number one.

Mr. Ted Smith (Treasurer): I'd first like to say a few quick words about the income side of the budget. First of all, you'll see that the forecasted parish pledge income is almost \$300,000 higher. That is thanks to all of the heavy lifting done by the R-1a Task Force, the conveners of the summer sessions, and, of course, the parish leadership that resulted in all of these commitments coming in. I would like to add to what Garway said, we now have, since 1:00 Thursday morning, we have 140 pledges, and I was, literally, handed a pledge card between that microphone and this one. It's good stuff, and all three of them are higher than they were last year.

The third number here, the \$44,740 is now probably about \$38,000. The fund-to-income is not much higher than it was last year, and that is for conservatism's sake. The Trustees of the Funds distributes a payout based on a rolling 20-quarter average, and in the calculation we're substituting a bad year for a bad year. A bad year went out, and a bad year is in the process of coming in, so I've held that reasonably flat. The reason for the increase is that, as I mentioned in my talk, we added some money, so there will be some additional payout from that. The reserve release is our plan to manage getting from projected income to the program of spending. When we had the open hearing, it was at not quite \$185,000. We've gotten a lot of really good information and feedback that's enabled us to raise the projected parish giving and reduce that reserve release. The thought is, that if we need to, we might take an additional distribution from our endowment assets, but at that small number, we can probably manage our spending to meet that goal without tapping into the endowments.

Rents and external trusts, the reason for the jump in that is we had rents that we were unable to collect during COVID. We weren't going to kick a congregation out of a space that we were renting to them. They're able to pay their rent now, so that's the reason for that \$22,000 jump. The slight increase in the health insurance reimbursement is we just have a few more people subscribe, so we're going to collect smaller excess amount.

On the expense side, I'm going to tackle this via the different groupings that are in the larger budget that was in your packet. I would like to say, make a blanket statement that the staff costs include the cost of the medical insurance plan went up about 4.2%, and our cost-of-living recommendation was 4.7%. That's baked into all of the staff members up and down the budget.

In the Church Citizenship and Grant Programs, this is completely driven by the cost of Annual Convention. That's a part and parcel of Resolution 1a from last year, that we will not be charging registration fees for the program portion of Convention and clergy conferences. That represents how much it's going to cost us to put on Convention next year.

In the Evangelism and Christian Formation, this is almost completely driven by personnel cost. We have hired a Camp Director, a person to direct camps next year, and that is in the line for support of camps. It is Bishop-Elect Stevenson's intention to hire someone to lead that formation office at the level of a Canon for Formation across the entire spectrum of our membership in the Diocese. The final driver of this increase is, we have put in the budget to fund all of the campus ministries at their full request that they sent.

In the Human Dignity and Justice area, \$10,000 is an increase to our funding of GraceInside, which is the Prison Ministry in Virginia. That is a 25% increase to our funding of their work. And there's also a couple of puts and takes, a little bit lower benefit cost, a little bit more increased travel for Lee and his team to do their work.

In direct support of congregations, \$140,000, about \$70,000 of that is geographical. We're reallocating staff cost into that basket. It's also true there is \$40,000 increased support to our CCM congregations, and the rest of the increase there is for consulting and other resources in support of congregations in transition and those in need of congregational development support.

Support and Development of the Ministry, again, there's a slight amount of shift from that basket up into the Direct Support of Congregations. Most importantly this has decreased, and the reason for the decrease is because many of the lines in there are based on how many people are in a program. Fewer people, fewer registrations, lower cost. An example of that is the Young Priests Initiative and the number of internships we fund during a year.

Governance, Communications, and Finance, almost all of that increase is the cost-of-living and insurance increase for the people in that basket. There is also an amount baked in there for some communications consulting as we move forward.

Then – to further what our Bishop-Elect said yesterday – in the Episcopate there is an increase in funding, and that is to fully fund three full-time bishops and all of the work they do, especially a full slate of travel for them as they visit you and represent us in the wider church. The other increase in that basket is for years and years we've been reserving \$4,000 a year for Episcopal transitions. That is insufficient. We did have plenty of money in reserve for this transition, but it costs about \$200,000 to do this. The average tenure of a bishop is 10 years, so 20 times 10 is \$200,000 and that's the amount we have baked in.

The last basket is Administration and Operations. We are down one full time employee in this area, and we're absorbing the cost of the work in the line for services for keeping Mayo House clean and operating.

Garway, that's the end of what I had to say. I've gone on for quite a while. I'm sorry.

Mr. Bright: Thank you, Ted. Bishop Susan, having conducted a required budget hearing and having complied with the balanced budget requirement of the Canons, I present to the Episcopal Diocese of Virginia the proposed budget for adoption by this Convention.

Bishop Goff: Thank you very much, and thank you to all of you who are a part in any way of bringing this before us. As it comes from a committee, it does not need a second. The debate now is on the budget as it has been presented. Is anyone heading to a microphone? Microphone one.

The Rev. Anne West (Grace, Stanardsville, and Piedmont, Madison): Thank you, Bishop. I have served the Diocese since 1998, and I have to say, this is the finest budget presentation I have ever experienced, and I truly appreciate the narrative that went along with the budget numbers. Thank you.

Bishop Goff: Thank you. Microphone number five.

The Rev. Deacon Shea Godwin (Calvary, Front Royal): I may have missed this, I'm wondering about funding for the R-10 Task Force. Is that included in the budget?

Bishop Goff: It is included in the budget. Ted or Garway, can we point out where that is?

Mr. Smith: The answer is no, there is not a separate line item for R-10. It is also true that we have money set aside to help them do the work that they need to do as they get organized. It's not in the operating budget though.

Mr. Bright: I'm assuming the question was not in reference to eventually raising the \$10 million. It was just for operating of the committee.

Ms. Godwin: Would you be willing to share what the amount is that is allocated to that?

Mr. Smith: We have money set aside from a sale of land that we did last year. It should be \$350,000, which is the total amount of the pot from which we can draw. We're not going spend, or I don't think we're going to spend \$350,000 in one year, but we can use the income from that, which would be \$10,000 or \$15,000 to help fund that work.

Ms. Godwin: Thank you.

Bishop Goff: Thank you. Microphone four.

The Ven. David Curtis (Archdeacon, St. John's, Richmond): I just have a question of clarification. The budget as presented does not match the draft budget that was posted on the Diocesan Convention website. My question is, was it sent to us in the supplemental materials because I don't see that, but the numbers aren't matching?

Mr. Smith: Correct. The Rules of Order say we have to submit the Committee's recommendation in a certain window before Convention. We did not have these updates at that time, so we had to let the recommendation stand. The only difference should be the \$184,000 versus \$44,900. That should be the only difference. JP, we'd need to rule whether we need to amend it to reflect the \$44,000, or do we all just need to realize that we have new information since then?

Mr. Bright: Yes, basically the top line number stays to save the \$5.6 million. It's just the reserve release we shrunk because of the extra pledges that we got in. I would say the top line number remains the same \$5.6 million balanced budget proposed. What changed was the reserve release, so \$184,000 went down to \$44,000 because of the extra pledges that we got.

Bishop Goff: Does everyone understand that the one place where the budget, as we're looking at it today, differs from what had already been sent to you is in the reserve release because we have more income since this budget was first developed and presented at the Open Hearing two weeks ago? That particular line item is adjusted, that line in the budget is line three of the income category.

What the Parliamentarian recommends, and I concur, is that we ask the committee to move adjustment of that line.

Mr. Bright: We move.

Bishop Goff: It has been moved by the committee. It does not need a second. I will ask for a vote of Convention to change that line item from what was originally presented to you, to what we are hearing today. Line three. Is there any debate on that motion? All right. All in favor, please say, "Aye."

Members of Convention: Aye.

Bishop Goff: All opposed, “No.” Thank you very much. The whole budget as just amended is now before us. Microphone five.

The Rev. Nicholas Hull (St. Luke’s, Wellington, Alexandria): I’d like to propose a new line item. Just kidding, I call the question.

Bishop Goff: Yes. You had us going. The question has been called and we now proceed to a vote on the budget as we just amended. All in favor, please say, “Aye.”

Members of Convention: Aye.

Bishop Goff: All opposed, “No.” The budget is adopted.

We are a little ahead of schedule, so we will move to our break a little bit earlier, and Mark Eastham will give us some announcements.

Mr. Mark Eastham (Secretary): Just a couple of quick announcements. While you are on break, it’s a great time to check out of your room. When you leave here, we’ve got a 30-minute break. Get your things out of your room since our time for checkout is 11:00.

The reparations task force will be meeting right in the rear of the ballroom during this break. If you’re a member of that group, please go back there.

I wanted to let you all know that we have tentatively set a date for next year’s Annual Convention and our location. The dates for next year tentatively, I will send them to you in writing when it’s confirmed, will be November 2-4, and we are negotiating a contract to move to the Fredericksburg Expo and Convention Center. There are no parking costs there and the hotel rooms I think are reasonable. It’s a very central location. I think you’ll enjoy it. That’s all the announcements. We’re on a break for 30 minutes. We will reconvene, at 10:25.

Report of the R-10a Reparations Task Force

The Rt. Rev. Susan E. Goff: Welcome back and thank you for coming back. You will remember that at Convention last year we adopted some resolutions that called for the appointment of a task force or an ad hoc working group, and we hear now from a couple of those task forces that came out of resolutions that Convention passed.

First, I call on the Rev. Dr. J. Lee Hill, Jr., our Missioner for Racial Justice and Healing, and the Rev. Colleen Schiefelbein, who is the Co-Chair of the R-10a Task Force for the Report of the Reparations Task Force.

The Rev. Colleen Schiefelbein (Reparations Task Force Co-Chair): It is so wonderful to be here. I am still on a high from last year’s Convention and that this \$10 million reparations resolution was passed, and it is so wonderful to see all of you and share the joy that we have in working on this Reparations Task Force. I do want to acknowledge that Jabriel Hasan is my Co-Chair of the task force, and he is unable to be here because he is doing great work with another coalition in London this weekend, but he is with us in prayer. Lee has graciously stepped in to help with this presentation.

Why was this resolution put forth? We all know we live in the State of Virginia. This was the focal point of the colonies, and slaves were an integral part of life in Virginia. Even after the Civil War, this did not change. We changed the names and changed the laws, but the black people of our communities weren’t even considered part of our communities. Laws were made that put them at

a disadvantage at every step. That is why we put forth this. We may say we are sorry, but there is more to reparations and reconciliation. The apology is one step. The reparations is the action behind that apology that says, I really mean what I said. The two together is what brings us together as a community and reconciles us before God.

The task force was convened, and this is our mission, as per the resolution, to identify and propose means by which repair may begin for those areas of our structures, patterns, and common life by which Black, indigenous, and people of color within the original bounds of our Diocese still carry the burden of theological, social, cultural, economic, and legal injustices, exclusions, and bias born out of white supremacy and the legacy of slavery.

As a task force, we have a huge job, but we are not doing this alone. We are doing this with the guidance of the Holy Spirit, and we are working hard to stay in line with the Holy Spirit, to listen to her voice, and to follow her closely. Right now, we are working with the Trustees of the Funds, and we have our own finance committee that is working to look at where this money might come from and how to invest it ethically and mindfully so that the money we are sharing in this reparations is coming from a healthy source.

Our task force was appointed in April. We met for the first time in June at Roslyn for a short retreat, and then in August we began monthly meetings of the entire task force. Starting in January, we will be entering a time of intentional discernment where most of our monthly meetings will be focused on discernment and listening to the Holy Spirit and where she is guiding us. We are open to crazy out-of-the-box ideas for how this reparations work might be done. We are looking at other dioceses, but we are also open to the amazing creativity of the Holy Spirit in this work. We are not going in with set ideas of what we want to do. We will also be working on getting to know one another.

Courageous Conversations was a great model for us that we hope to continue to work on, so that as a task force, which is made up of black, brown, and white individuals, we first can learn to talk about race with one another. In that way, when we move out into the communities, we will be more prepared for those conversations and we can share this love that we have, this excitement we have, for this work with those we come in contact with.

The Rev. Dr. J. Lee Hill, Jr. (Missioner for Racial Justice and Healing): Foundational to our work, as we continue to discern, is developing a healthy and formative spiritual way of being. Because as we are discovering on our journey as a task force, there are so many different ways to think about the work of reparations. We are clear that we must ground ourselves in the way of love that we have come to know through Jesus Christ.

In our report, we named some of these fundamental orientation to our work, underscoring our understanding that forgiveness indeed is not the final step in the work of repair, but is a fundamental step along the journey. We cannot, as Colleen has said, just say, “I’m sorry,” but must actively engage in action. We’ve come to understand that reparations is indeed about repair, the transformation of heart and mind, and the employment of financial resources to right the historic and systemic wrongs that have been brought about, the unequal footing that people of color stand upon. We are clear that this work requires the continuing presence of the Holy Spirit, which means that we cannot rush through a one-off process but must engage in intentional time of prayer and discernment, reflection and learning, and sharing before acting.

Even as we cry out with the Prophet Habakkuk and the many harmed by the church’s complicity, “How long, oh Lord,” as we move forward together, we have been clear to note the challenges as well as the opportunities that are before us. Among the challenges that we face is the identification and the setting aside of the initial \$10 million investment to begin the work of reparation and our work

with the Trustees of the Funds. Our diocesan Treasurer and our Bishops have been productive, and we are delighted to report that a fund has been established, and yet we recognize that the work to build that fund to the initial \$10 million investment in such a way that the proceeds are employed by the task force remains a lofty goal and a high priority for our early work.

We are also aware of the regional diversity of our Diocese, and that remains a challenge even as we began in early 2023 to engage all of the members of our Diocese in the intentional work of learning and having conversations about reparations, and our collective work to dismantle systemic racism in Virginia for the sake of all people. These are just two of the challenges that we face, and yet we recognize that there are also joyful opportunities ahead as well.

Among them is the opportunity to make a true impact in the lives of people both within our Diocese and beyond. To partner with collaborators and thought partners from both within our Diocese and beyond to shape our understanding and share in the work that the Holy Spirit is doing among us. At our first in-person gathering, we were joyfully challenged by the Rev. Dr. Cleve Tinsley of the Samuel DeWitt Proctor School of Theology at Virginia Union University, to creatively and openly talk about liberation theology and how that might inform the ways in which we are living out our mandate to identify and propose means of repair to begin the work of reparations.

It is out of this unique and particular shaping, that while we understand the charge and the resource of our work derives from the Episcopal Diocese of Virginia, we are clear that our impact is to be made throughout the entire Commonwealth of Virginia, particularly in our Diocese's area. Helping us to lift the lives of those who have been marginalized, and even perhaps those who are without any connection at all to the Episcopal Church. We understand that this tremendous opportunity to deeply engage in the work of Christian witness and evangelism is to truly live out the Gospel of Jesus Christ. As our Bishop-Elect noted yesterday, to follow in the way of Jesus is to name, engage, and cast out legion and restore to wholeness those that have been harmed by the legacy of slavery, segregation, white supremacy, and racial injustice.

Ms. Schiefelbein: We move forward with great hope that we are working towards becoming a truly Beloved Community, where in the Kingdom of God we are all seen as fully beloved children of God. Everyone here is a truly beloved child of God, as are those outside of this room. We are excited to work for that wonderful ideal where Jesus has shown us that it is not just the people in the center who are important, but Jesus continually reached out for those on the fringes and we have an incredible opportunity with this Reparations Task Force to do just that.

This is about changing our hearts and our minds and our souls. It's about transformation through the love of God to truly see the God in Christ inside each one of us. This is not just about money, as Bishop Sutton said. This is about our true calling as Christians to see one another equally, to see ourselves for who we truly are and to tear away the privileges and the outside constructs, which we think sometimes are part of us but are not part of the gift that God has given us.

We do hope to grow this fund. \$10 million sounds like a lot of money, and it is, but we can continue to add to this fund and do even more good throughout our Commonwealth and the original bounds of the Diocese of Virginia, which includes the entire state of West Virginia. There is so much work to be done, and I pray that you will join with us in prayer, hold us in your prayers that we can continue to follow the Holy Spirit, that we can hear her words in our minds and in our hearts and follow her guidance. I pray that you will join us, and you will take this message back to your communities and share the exciting work we are doing with reparations.

This is not about guilt or putting anyone down. It is quite the opposite. This is about bringing all of us up and being on level playing ground with one another and truly being able to play with one

another. God has created us out of love and joy, and this reparations fund gives us an opportunity to reconnect with one another and meet with one another on that playground to have fun, to find joy in one another, and follow the mandates of Jesus.

Bishop Goff: Thank you so much to the two of you and to everyone who is involved in this work. Those circles of people who are involved just keep growing wider and wider, as well they should and as well they must. Thank you.

Report of the R-13a Shrine Mont Camps Ad Hoc Committee

The Rt. Rev. Susan E. Goff: We passed a resolution R-13a last year about Shrine Mont Camps and established out of that an ad hoc committee. I call on the Rev. Andrew Moore who has chaired that ad hoc group to come forward and give the report.

The Rev. Andrew Moore (Shrine Mont Camps Ad Hoc Committee Chair, St. John's, McLean): Good morning. Bishop Goff, Bishop-Elect Stevenson, siblings in Christ, I am so excited to stand before you in person today to reflect on the work of the Ad Hoc Shrine Mont Camps Committee called for by R-13a at last year's Convention.

Following Convention, Bishop Susan gathered us together as a community and we began our work shortly after the beginning of the year. It was truly a privilege to serve as the Chair and convener of this remarkable group of individuals. Each of us brought a wealth of experience with camp and a passion for camp ministry, both in general and for Shrine Mont Camps in particular. We had former campers and former staff members, some from this past summer and some from decades ago, camp parents, chaplains, and partner organizations represented, and we gathered from literally across the country, East Coast to West Coast, over Zoom to do this work together.

Regardless of when we were involved in camp, we all brought a deep knowledge of the lasting impact that camp had on each of us and can have on the formation of our youngest disciples. Throughout our work, we received invaluable assistance from Paris Ball as she concluded her 16 years of service as the Director of Shrine Mont Camps. We began very fruitful conversations with James Williams, the new Director, who you will get to meet shortly. I have such profound gratitude for every member of this committee and for the dedication and faithfulness with which they engaged our work. Several members of the committee are here with us today and I invite you to stand and be recognized for this hard work.

We knew that the first, and perhaps most important, element of our work was creating space for as many members of the camp community as possible to offer input about their camp experiences and their hopes and dreams for the future. In order to most effectively accomplish this, we engaged with Sacred Playgrounds, a research and consulting firm specializing in effective ministry at Christian camps, to design, implement, and analyze a broad-based survey. The survey was open from May 18 to June 28 of this year, and was distributed through diocesan communications, social media, camp distribution lists, and tapping into the existing networks of camp alumni and supporters and the people that we all knew who cared about camp. We received 903 responses. Jacob Sorenson, the Director of Sacred Playgrounds, remarked that this was an incredibly high response rate of about 26%. We also conducted a survey of 2022 parents and families to get feedback about their experiences of camp this year, receiving 73 responses, representing 91 campers, again, approximately 25%. The committee also solicited input through in-person conversations with different stakeholders, including Shrine Mont leadership and Summer 2022 staff. These efforts left us with a rich trove of data that confirmed that our camp program is thriving and that there are a number of areas where some very intentional work is necessary.

Survey respondents were asked to summarize or describe their impressions of Shrine Mont Camps in two or three words. As you can see in this word cloud created from the responses, people's overall impressions of our camps are overwhelmingly positive, fun, loving, spiritual, inclusive, welcoming, peaceful, and transformative. All of these are signs of the impact that camp can and does have.

Yet, it was also clear that there were areas of significant disagreement within the community and specific concerns about how the adaptations made to respond to the COVID-19 pandemic would affect camp in 2023 and beyond. At the foundation of many of these issues and concerns was communications, which the survey highlighted as the most pressing area for growth. In recent years, communications have focused primarily on current camp families and recruitment, but this meant that there was a lack of clear strategic efforts to tell the story of the ongoing ministry of Shrine Mont camps to the entire community, and specifically committed alumni that has left many feeling disconnected from camp today. As is often the case, this communications gap began to be filled with competing narratives that painted incomplete pictures of the state of camp today. Without a shared understanding of both what was going on and where different people were coming from, existing divisions within the community deepened, most of which were rooted in a shared commitment to the importance of camp, but then expressed themselves in different visions of how the mission of camp should most effectively be realized.

The committee spent a lot of time with this data and reflected on the anecdotal evidence we had gathered and our own experiences of camp. As Bishop Susan alluded to yesterday, this led to some difficult conversations. The passion that inspired all of us to volunteer for this work also meant that at times our passionately held beliefs didn't align. There were times when we weren't sure how we were going to come to see eye to eye on some of these issues, but I commend the members of the committee for remaining grounded in the values that we articulated at the outset of our work to guide our work and never losing sight of why camp matters, the fact that lives are transformed each and every summer on that mountain.

Through these challenging yet encouraging conversations, we reached a consensus on the recommendations that we laid out in our report. We strongly urge the creation of an ongoing Diocesan Camps Committee to continue the work that we began to support the ministry of camps year after year and assist in implementing these recommendations. Clearly, a strategic communications plan is necessary to tell the story of camp, its ongoing growth, and to bridge the gaps in the community. Investing in the infrastructure to carry out that communications plan is also critical. Creating an intentional alumni network will also help bridge these gaps. Alumni often have strong bonds with their own generational cohorts, but there are very few opportunities to formally connect across these camp generations. We must continue our work in supporting and building on the diversity present at camp.

We affirm in the strongest way possible that camp should continue to be a safe space for our young people, to bring their whole unguarded, vulnerable selves, especially those who are grappling with their gender identity or sexual orientation. We need concerted efforts to recruit and retain a more racially diverse staff, as well as increasing and supporting all forms of diversity in the camps that we serve.

We made recommendations about the values that should guide programming decisions in 2023 and beyond. Holding in tension our beloved traditions and the ongoing evolution of camp will never be an easy thing, but we hope the recommendations that we laid out in the report will be a start in helping to navigate this challenge, while also serving as a starting point for conversations within the community about where we share common ground and where we see camp going in the future.

This entire process has made clear that careful reconciliation work is needed as we bridge the gaps in the community and move forward. Without a shared sense of belonging across generations, it is easy

to settle into an us versus them mentality, rather than viewing ourselves as one large camp family that has some disagreements, but we're all in this together. You can read about these and our other recommendations in the report found in your supplemental packet. As we conclude our work as the ad hoc committee, we are incredibly hopeful about the future of camp. It remains one of the most vibrant ministries of our Diocese.

In the 2022 parent survey, 100% of the respondents reported that their child had fun at camp and that they wanted to send their child to camp again in the future. The work we recommend here is just the beginning of how we can all work together to ensure that our camps thrive and remain sustainable for many generations to come. Thank you again for the privilege of engaging in this holy work of dreaming about the future of camp. I can't wait to see how God continues to move in and through these conversations and our camps in the years to come. Thank you.

Bishop Goff: Thank you, Andrew, and members, of the ad hoc committee. I discharge you with great thanks for your work and with a commitment that soon after the consecration, we will get to work on appointing the longer-term committee. Thank you so much.

As I use the word "discharge," I think I might have neglected to discharge the Budget Committee. If indeed I did, Budget Committee, you are discharged with our thanks for your good work.

Report from the 2023 Director of Shrine Mont Camps

The Rt. Rev. Susan E. Goff: Now it is my great joy and pleasure to introduce to you James Williams, who is the Director of Shrine Mont Camps 2023 and who has been at work for a number of months now. He is the first Black Director of Shrine Mont Camps in our history.

Mr. James Williams (Director of Shrine Mont Camps 2023): Hello, everybody. As was said, my name is James Williams and I am the brand new Director of Shrine Mont Camps, and I'm so excited for the job, as you can tell. I've actually been working at camp since 2016, and I took a year off in 2021 to work at a camp in Hawaii. Yes, that was awesome. I came back to Shrine Mont Camps in 2022 because it's my home.

Shrine Mont Camps has been my home for a long time. I was a camper at St. George's Camp when I started at 12. And it was my home, not just because of the magic of camp, even though camp is magic, but because of the place it found me in when I was young. When I was 11, my father passed away and my family changed, and a lot of different circumstances – I moved from Denver, Colorado, with my four brothers and my mother to rural Middlesex County, Virginia, with my aunt and my uncle, and my twin brother. Everything changed, and I loved Middlesex. I moved from loving family to loving family. Everything else was different. My aunt and uncle were given this really tough question, what do you do with two kids deep in mourning who've had their entire world shifting around and who need joy? The answer was Shrine Mont Camps.

I went that first year, and I hated it. But the second year, I loved it, and obviously, I've never stopped coming back. I fell in love with playing KingBall on the ball field, fell in love with singing King Jesus is All, and wrapping up a night with the goodnight song. All of that time, this thing called God started to make sense to me as a kid. I started to dig into the body passage and realized that, yes, I am uniquely made as a member of the Body of Christ and loved in that. I started to realize that I can find God both in scripture and in play, and in my friend's faces, and exploring the woods, and singing, and that everything was worshipping. God came alive for me as a child at Shrine Mont Camps and developed me into the person I am today.

I say all of that to say how deeply important the mission of Shrine Mont Camps is to this Diocese. Many more people than I can attest to the tangibles that camp gives us. It gives kids a spiritual home

in their hearts to look to in their highest of highs and their lowest of lows. It gives a camp community that far outlasts a week. I'm meeting with somebody for lunch who I went to camp with when I was 12 today. Camp gives us a model of how to be in right relationship with each other and show each other love at all moments in the world. Camp is a place where we can authentically experience diversity and inclusion and sit at the table that Jesus sat at with each other. Camp is one of the powerful places where we are having young people come, children come and be in faith and explore their faith where maybe they haven't had the chance yet to do so. It is the mission of Shrine Mont Camps to place the presence of God into children's hearts so that they can dwell there forever.

I could talk about that forever, so please talk to me afterward. Camp 2022, as we already said – Andrew stole my great data point – was an amazing success. People loved coming, as it said. Out of the survey responses that we got, 100% said that they'd send their kids back, and I'm going to hold them to that.

Camp 2023 will see some changes. I'm so, so thankful for the committee that has been meeting and all of the awesome recommendations we just saw and the work that has gone into that. Thank you Andrew, and every member of that committee, who has done that work.

I've shared where camp is going and some of the things that have happened at camp. What I haven't yet said is who camp belongs to, and it doesn't belong to me. It doesn't belong only to the campers, or to the families, or to the parents, or to the alumni. It belongs to every individual in this room. It's exciting news. I say that because many of the campers and kids who come and experience Shrine Mont come from the parishes represented in this room. This is the spiritual home that kids come from and go back to. You all continue the work that we started at camp. First off, thank you for that. I hope that you all keep sending your kids, and sending more kids, and that we all take the charge of holding Shrine Mont Camps as our mission to put faith in the hearts of young folk going forward.

If you're wondering how to get involved, there's this pretty flyer that should be on your table. It is for the Shrine Mont Camps 2022 reunion. That is for all the kids in 2022 and before who've come to camp so that they come back and experience all their old friends. You could also come and talk to me – as I've already said, I love this stuff. But you can also ask a kid how they liked camp. I think that's the best thing to do. Ask them what their favorite part about camp was, and if they say they don't know because they didn't go, send them to camp and wait for their response.

It's a beautiful and magical thing. I'm honored to be the steward of camp in 2023. I am honored to stand on the shoulders of Paris Ball, who is an amazing, amazing Director who served for such a long time, who was the Director while I was a kid. Obviously, now I'm standing on this stage because of her. Yes, thank you. I'm thankful to Bishop Susan Goff for getting me here, for having amazing conversations, and for coming up to camp and teaching art at different times. It was always a beautiful reminder to know what place camp had in the Diocese. I'm thankful to all of my staff in 2022. Thankful to all of you, and check out that flyer. Thank you all.

Ballot Four Results

The Rt. Rev. Susan E. Goff: I'm pleased now to share with you the results of Ballot Four General Convention alternates among the clergy. Those alternates will be: first alternate, Will Dickinson; second alternate, Kathleen Murray; third alternate, Andrew Moore; and fourth alternate, Herbert Jones.

Thank you all. Thank you for saying yes, all of you who have put your name forward for a possible election to any of these positions, and blessings to all of you who have been elected for the work that you will be engaging on behalf of all of us, thank you.

Stories of the Diocese: A Message from Presiding Bishop Curry in Thanksgiving for the Ministry of Bishop Goff

The Rt. Rev. Susan E. Goff: We will move now to another video Story of the Diocese.

A video from Presiding Bishop Curry played.

The Most Rev. Michael B. Curry: Hello. It is a real joy for me to be able to bring you, in the Diocese of Virginia, greetings from your family, that is The Episcopal Church wherever they may be.

It's also a particular and a very special blessing and privilege to be able to say a word to Susan, and Tom. To give God thanks, in particular, for the ministry of Bishop Susan for 42 years of ministry and service to our Lord and Savior Jesus Christ in the Diocese of Virginia. Ordained in 1980, one of the earliest women in our church to be ordained, Bishop Susan has served faithfully, nobly, and well, in churches and schools throughout the Diocese. As Canon to the Ordinary, and then as Bishop Suffragan, then for these four years serving as the Ecclesiastical Authority, helping the Diocese navigate through times of pandemic, times of social transformation and change, times of racial awakening. Working and living and guiding a Diocese through times such as these has not been easy, but it has called forth the best in us. In Bishop Susan, the best of her was called for to provide leadership, to be, if you will, like Esther in the Bible, to be a person called for her time and for her moment, to lead in the Diocese of Virginia and in our church.

You know her and I know her as a deeply faithful woman of prayer, a real follower of Jesus, as someone who has the unique capacity for discernment of wisdom. You've seen that. I've seen it in the community of bishops. When on the planning committee for the House of Bishops, Bishop Susan would often be the one who helps us think more deeply about how we can help and support our bishops in our gatherings and in a variety of contexts. I can't tell you how many times a comment from her was what I would call a breakthrough comment that helped us to see something more clearly, and as the old hymn says, to follow Jesus more nearly day by day.

Bishop Susan, you have been a gift and are God's gift. We pray God's blessing on you in this new transition of life, that you may continue to faithfully serve as deacon, priest, and bishop. And so, for you and Tom: May the Lord bless you and keep you, may the Lord make his face to shine upon you and be gracious to you. May the Lord lift up the light of his wonders upon you and give you peace; and the blessing of God almighty, the Father, the Son, and the Holy Spirit, be on you and remain with you this day and forever more. Amen.

End of video.

Members of Convention: Amen.

Bishop Goff: Thank you. They didn't tell me what that last Story of the Diocese was going to be. Thank you all, and thank you staff members who made that happen. It's lovely.

Closing Remarks and Adjournment

The Rt. Rev. Susan E. Goff: I think we're just about at the end. Some more thanks. I thank all of the staff of the Diocese of Virginia for their wonderful work. I've said to them already that this Convention went so smoothly, and I know that there were behind-the-scenes glitches, and that there were some staff members who were like the duck whose feet are furious below the water but are just sailing along so smoothly. This convention went so smoothly in great part because of those fast-moving feet under the water of so many people. I especially name Courtenay Altaffer, who

coordinated our work in so many ways on behalf of all of us. Thank you, Courtenay. I thank the staff of the Marriott, from the moment we arrived, I found the staff here to be welcoming and helpful. Thank you all. Thank you, team members, who are here supporting us. Thank you, Matt Presson, for all that you did, including playing the piano earlier today. Thank you.

Mark, final announcements.

Mr. Mark Eastham (Secretary): Absolutely. I think just one for the Standing Committee. You will be meeting immediately after this. You were scheduled for a little bit later, but we've got the room set up and your lunches are there. You'll be in the Fairfax room on the second level immediately following this meeting. That's it. Thank you all again so much.

Bishop Goff: We received a blessing from the Presiding Bishop. We are going to go out blessed so many times today.

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 Mother Spirit be among you and remain with you this day and forevermore.

Members of Convention: AMEN.

Bishop Goff: This 228th Convention of the Diocese of Virginia is now adjourned. *Sine die.*

Resolutions

Resolutions as Submitted, Amended and Adopted

R-1: Net Carbon Neutrality by 2030 using Net Zero Checklist, Carbon Tracker, and Supporting the Communion Forest Initiative

R-1 as submitted.

Resolved, that the 228th Annual Convention of the Diocese of Virginia accelerate ambition from Net Zero by 2045 (AC-2022 R-6) in alignment with General Convention resolution A087 and commit to a goal of net carbon neutrality in its operations and the work of staff, standing commissions, interim bodies, and Annual Convention by 2030, through a combination of reducing emissions from travel, reducing energy use, increasing energy efficiency in buildings, and purchasing offsets from duly investigated, responsible, and ethical partners; and be it further

Resolved, that the Convention adopt the Church Building Net Zero checklist developed by the Creation Care Task Force as a way to enable planning and progress by congregations, schools, retirement homes, and other Diocesan buildings to achieve Net Zero; and be it further

Resolved, that the Convention encourage the people of the Diocese of Virginia to learn about and plan actions to reduce their own carbon footprint using the Carbon Tracker [sustainislandhome.org](https://www.sustainislandhome.org); and be it further

Resolved, that the Convention pledge to adopt methods of capturing and storing greenhouse gases through sustainable nature-based, land management solutions and to support the Communion Forest initiative, launched at the Lambeth Conference 2022, to plant trees, practice reforestation and regenerative agriculture, protect forests and other plant communities across the Communion;

And we urge all this for God's sake.

SUBMITTED BY THE CREATION CARE TASK FORCE.

Supporting Resources

Lambeth Communion Forest Initiative: <https://www.lambethconference.org/globalenvironmental-restoration-plan-launched-at-lambeth-conference>

Communion Forest Initiative: <https://www.communionforest.org>

Preparing for Reaching NetZero Goals: https://www.thediocese.net/Customer-Content/www/CMS/files/Annual_Convention_2022/R-1_Supporting_Documents.pdf

R-1a: Net Carbon Neutrality by 2030 using Net Zero Checklist, Carbon Tracker, and Supporting the Communion Forest Initiative

R-1a as amended by the Resolutions Committee and as adopted by Convention.

Resolved, by the 228th Annual Convention of the Diocese of Virginia, that we accelerate the current target date to achieve Net Zero carbon emissions from 2045, as adopted by the 227th Annual Convention, R-6, to 2030, as urged by Resolution A087, adopted by the 80th General Convention in July 2022, thereby committing our Diocese to reaching net carbon neutrality in Diocesan operations including the work of staff, standing commissions, interim bodies, and Annual Convention by 2030, through a combination of reducing emissions from travel, increased use of virtual meetings as compared to pre-pandemic levels, reducing energy use, increasing energy efficiency in buildings, and purchasing offsets from duly investigated, responsible, and ethical partners; and be it further

Resolved, that we urge our congregations and related organizations, including Shrine Mont, the Church Schools of the Diocese of Virginia, and retirement homes affiliated with Virginia Diocesan Homes, also to commit to reaching Net Zero carbon emissions from their operations by 2030, or as soon thereafter as may be feasible given the age, physical condition, and finances of the properties involved; and be it further

Resolved, that we urge the Standing Committee, in performing its canonical duties to review applications by congregations to incur indebtedness to build or renovate buildings on church property, to conduct appropriate diligence about the energy efficiency and sustainability of such proposed construction and to communicate the need for such design in the guidelines given to congregations to incur such indebtedness; and be it further

Resolved, that in order to carry out these efforts, Convention commends the use of the attached Church Building Net Zero checklist, as it may be updated from time to time by the Creation Care Task Force, and similar tools, such as those published by the U.S. Green Building Council, in order to enable planning and progress to achieve Net Zero; and be it further

Resolved, That the Convention encourage the people of the Diocese of Virginia to learn about and plan actions to reduce their own carbon footprint using the Carbon Tracker <https://sustainislandhome.org> and similar tools; and be it further

Resolved, That the Convention pledge in Diocesan operations, and urge its congregations and related organizations in their operations, to adopt methods of capturing and storing greenhouse gasses through sustainable nature-based, land management solutions and to support the Communion Forest initiative, launched at the Lambeth Conference 2022, to plant trees, practice reforestation and regenerative agriculture, protect forests and other plant communities across the Communion.

R-2: Uniform Paid Family Leave

R-2 as submitted.

Resolved, that the 228th Annual Convention of the Diocese of Virginia recognize and affirm that the birth or adoption of a child is a cause of celebration for parents, families and the entire community; that the entire community has responsibility for supporting a family in raising a child; that family members need to care for one another in sickness; that individuals suffering from illness may not be able to work for a period of time; and that the federal government and the Commonwealth of Virginia have roles in ensuring those who are sick are cared for, so that all have sufficient time to take care of these matters and families are not economically devastated by birth, adoption, or illness, and, be it further resolved

That the 228th Annual Convention of the Diocese of Virginia call on the federal government and the Commonwealth of Virginia to institute mechanisms to fund and administer a uniform paid family leave policy to care for newborns, to promote bonding between newborns and parents or adoptees and parents, and to allow for the care of immediate family members during illness.

SUBMITTED BY THE EXECUTIVE BOARD.

Background

The Executive Board per Resolution R7 per the 228th Virginia Convention was tasked with researching and recommending a Family Leave policy to the 229th Virginia Convention.

We studied the Reports to the 80th General Convention by the Task Force to Develop a Mandatory Paid Family Leave Policy. Ms. Bondurant conducted external research with Human Resource

professionals, professional HR and legal organizations, government statutory leave plans and the federal Family Medical Leave Act. We also performed a diocesan search for parental leave policies with only the Diocese of Montana responding.

From that search a Paid Family Leave Policy (PFL) was formulated and distributed to the Executive Board at its May, 2022 meeting. The members discussed the policy, stated it was a good start and recommended holding the policy until the 80th General Convention met and voted on Resolution A003 the Uniform Paid Family Leave Policy (UPFLP) and C065 the Uniform Maternity Disability Coverage policy.

Resolution A003 resolved that the UPFLP will be modeled along the following parameters:

The Church-wide design will have three options: bronze, silver and platinum plans;

The UPFLP plan will provide a thorough cost analysis. Outside consultant(s) will be needed to provide analysis and accurate costs estimates. At this time, it is not possible to share the cost of a UPFLP nationally through an insurance product. Therefore, each diocese will need to have the discretion to determine how the cost of the UPFLP will be shared among the parishes in that diocese.

The UPFLP will also, in its final version, provide a thorough outline of plan administration considerations in order to assist with developing and maintaining a policy, training supervisors, educating employees, and record keeping.

From these directions a Uniform Paid Family Leave policy was constructed and submitted to the Executive Board during its September meeting. Following discussion, the Board unanimously offered support for a uniform family leave policy, however, a funding and administrative mechanism needs to be in place to go forward.

We express our deep disappointment even unto grief that we have not been able to formulate a comprehensive family leave program for this Diocese. As those who worked on this same issue for 80th General Convention of the Episcopal Church recognized, neither the federal government nor state governments have created uniform policies covering this issue. What seems to us as a basic human right to care for newborns, adoptees, and ill family members is not recognized as such in this country. Additionally, insurance providers do not provide products for private entities to insure themselves against the cost of their employees to take extended leave to bond with a newborn or adopted child, or to care for ill family members.

R-2a: Uniform Paid Family Leave

R-2a as amended by the Resolutions Committee and as adopted by Convention.

Resolved, by the 228th Annual Convention of the Diocese of Virginia, that

- we recognize and affirm that the birth or adoption of a child is a cause of celebration for parents, families and the entire community;
- the entire community has responsibility for supporting a family in raising a child;
- family members need to care for one another in sickness;
- individuals suffering from illness may not be able to work for a period of time; and
- the federal government and the Commonwealth of Virginia have roles in ensuring those who are sick are cared for, so that all have sufficient time to take care of these matters and families are not economically devastated by birth, adoption, or illness, and, be it further

Resolved, that the 228th Annual Convention of the Diocese of Virginia call on the federal government and the Commonwealth of Virginia to institute mechanisms to fund and administer a uniform paid family leave policy to care for newborns, to promote bonding between newborns and parents or adoptees and parents, and to allow for the care of immediate family members during illness, and be it further

Resolved, that the Secretary of the Diocese send copies of this Resolution to:

- The Episcopal Church’s Office of Government Relations, for use in its efforts with the U.S. Congress and the Executive Branch to bring about these changes,
- to Virginia’s Senators and Members of Congress representing districts within the Diocese of Virginia;
- the Governor of Virginia and to the members of the Virginia General Assembly representing districts within this Diocese.

R-3: COVID, Vaccines and Treatment

R-3 as submitted.

Resolved, that the Episcopal Diocese of Virginia meeting in Convention November 17-19, 2022 stands in solidarity with our brothers and sisters in low and middle-income countries as we face one of the greatest human challenges of our time. We must share vaccines, treatments, and diagnostic tools to save lives. Be it further resolved that: We urge the Biden Administration to endorse the extension of the June 17, 2022 World Trade Organization decision to address the imbalance in access to COVID treatments and diagnostic tests. The WTO’s decision must be renewed in December of 2022 making President Biden’s action at this time critical.

Be it further resolved, that the moral and public health imperatives for the Biden Administration ensure that intellectual property (IP) barriers do not continue to stand in the way of controlling the COVID-19 pandemic.

Be it further resolved that a copy of this resolution be sent to President Biden, the Virginia members of Congress, and the Episcopal Church’s Office of Government Relations.

SUBMITTED BY THE REV. MARIAN K. WINDEL, THE REV. CAREY CONNORS, THE REV. NEAL GOLDSBOROUGH, THE REV. PETER FRASER MORRIS, THE VERY REV. KATHLEEN MURRAY, AND LTC RICHARD H. TOROVSKY (USA RET.)

Background

In October 2022, a group of Congressional leaders wrote to President Biden calling for him to support the extension of the June 2022 WTO COVID Decision to address the injustice and health threats plaguing residents of developing countries who now have limited or no access to effective COVID-19 vaccines, treatments or tests that we in wealthy countries take for granted. The letter stated: “Simply put, we must make vaccines, testing, and treatments available everywhere if we are going to crush the virus anywhere.” The constant need for boosters to fight new variants and the need for new treatments to limit the health and economic consequences for those infected underscore why “no one is safe until we are all safe.” The United States cannot protect its residents from the ravages of COVID-19 if most of the world remains without the diagnostic tools, vaccines, or treatments that are available in the U.S.

The June 2022 WTO agreement only pertained to COVID vaccines, but it included a provision requiring countries to decide by mid-December if the deal would be extended to promote global access to COVID-19 treatments and tests. There is no moral or medical basis for this not occurring. Yet, it will not occur unless the Biden administration declares support. That is because a sad caveat

to the Biden administration's historic May 5, 2021, announcement of support for an emergency COVID-19 IP waiver at the WTO was that it initially be limited to vaccines. The U.S. joined other WTO nations in agreeing to the mid-December deadline for extending the June Decision. But to date, leadership has not been taken by the Biden Administration to ensure that the final steps are taken to ensure global access to critical COVID-19 medicines and tests.

As the world moves towards managing COVID-19 over the long term, issues of equitable distribution of life-saving vaccines, diagnostic tools and treatment remain a moral challenge. The main issue is that a few U.S. and European pharmaceutical corporations maintain monopoly control over production, resulting in limited supply and high prices. These firms have either been entirely unwilling to voluntarily license production to pay others to make more or have drastically limited access for generic versions to only the poorest of the poor countries. The journal *Nature* recently featured a report entitled "Donated COVID drugs start flowing to poor nations but can't meet demand," that revealed that through the fall of 2022 "limited supplies and high costs have restricted the flow of COVID-19 antivirals to low and middle-income regions." (*Nature*, Sept. 2022) Starting with remdesivir in 2020 and continuing through the treatments that were later developed, such as Paxlovid, the U.S. government along with governments in other wealthy countries have regularly bought up much of the world stock of treatments. The U.S. government secured 20 million doses of Paxlovid starting in November 2021 (*The Guardian*, June 2020) but it was only in September 2022 that Pfizer agree to sell just six million courses of Paxlovid to the Gates-funded Global Fund to Fight AIDS, Tuberculosis and Malaria for use in 132 low- and middle-income countries after agreeing to sell 4 million doses to UNICEF in March 2022. (*CNN* April 2022; UNICEF March 2022; The Global Fund, Sept. 2022) The two organizations are the main suppliers of the COVID-19 treatment for low- and middle-income countries.

Sadly, there are examples of developing countries paying more than developed countries for the same COVID medications, including high prices for tocilizumab and baricitinib (*MedRxIV*, 6/3/21). Pfizer has refused to reveal the price it was charging for Paxlovid. (*DEVEX*, 2022) However, Pfizer has quoted middle-income developing countries upwards of \$250 per treatment while a limited bloc of countries eligible for a Pfizer voluntary license will pay one-tenth that price. The lack of reliable and affordable supplies of diagnostics and treatments for developing countries was also the focus of the recent in-depth ACT-Accelerator report. (*ACT-Accelerate*, Sept. 2022)

According to the World Health Organization: "Countries are facing challenges to access affordable diagnostics. For medicines, we have few voluntary licenses from key technology holders to scale up manufacturing and respond to the needs in countries." As a result, high income countries are testing for COVID 50 times more often than low- and middle-income countries (*ACT-Accelerator*, Q2 2022). An estimated 750 million tests are needed to treat high risk individuals likely to contract COVID next year, let alone to implement widespread screening (*ACT Accelerator*, Q2 2022).

In most African countries, few people have received a first dose of any vaccine and almost none have access to the most effective mRNA shots while there is extremely limited access to testing or effective treatments, such as Paxlovid, that anyone in the U.S. can easily obtain. Many have had COVID-19, but don't know. Today they may suffer the effects of long COVID without knowing what is undermining their health and livelihoods. Some have lost loved ones to the coronavirus, but no one diagnosed them. Many who fall ill wish they had access to treatment. The COVID Treatment Quick Start Consortium has started donating medicine, but the cost is prohibitive. According to the WHO and this Consortium, the best solution would be to have these life-saving tools produced locally.

Extending the June 17 WTO Decision to make it possible for countries with capacity to produce under compulsory licensing and then export to other countries would help ameliorate the lack of sufficient volumes of affordable treatments and diagnostic tests that has been widely documented.

Further, we join other CSOs and faith communities in urging the president to support countries using all available WTO IP flexibilities by committing to a “ceasefire” of not using trade sanctions or challenges against countries enacting policies to increase medicine access. As the members of Congress noted in their October 2022 letter: “This should include a pledge that the U.S. government will not pressure or threaten countries who do adopt or use WTO flexibilities, file trade enforcement cases against them at the WTO or under U.S. free trade agreements (FTA), list such actions in the annual “Special 301” report, or otherwise threaten trade sanctions, withdrawal of trade preferences, or any other diplomatic or trade pressure to deter countries from adopting or using such TRIPS-compliant measures... The U.S. should also withdraw consent to Investor-State Dispute Settlement (ISDS) challenges related to access to COVID-19 medicines and medical tools so pharmaceutical corporations cannot use U.S. FTAs and investment treaties to attack such measures....”

Resources

- WHO Africa: <https://www.afro.who.int/news/six-seven-covid-19-infections-goundetected-africa>
- The World Health Organization: <https://www.who.int/news/item/22-09-2022-no-time-for-covid-19-complacency--say-key-countries-responsible-for-tracking-global-rollout-of-covid19-vaccines--tests-and-treatments>
- Nature recently reported, “limited supplies and high costs have restricted the flow of COVID-19 antivirals to low- and middle-income regions: <https://www.nature.com/articles/d41586-022-02939-7>
- Duke Global Health Innovation Center’s Launch and Scale Speedometer shows that the vast majority of all COVID-19 treatments have gone to developed countries: <https://launchandscalefaster.org/covid-19/therapeutics>
- The most recent ACT-Accelerator report reports limited access and unaffordable prices for COVID-19 treatments, also noting the need for more transparency and diversified local manufacturing: <https://www.who.int/publications/m/item/act-accelerator-facilitation-council-working-group-report-on-diagnostics-and-therapeutics>
- CSOs sign on letter: https://www.citizenstrade.org/ctc/wpcontent/uploads/2021/02/COVIDTRIPSWaiverSignOnLetter_022621.pdf
- African countries miss the WHO targets: <https://www.bbc.com/news/56100076><https://www.bbc.com/news/56100076>
- Africa CDC: <https://africacdc.org/covid-19/>, <https://africacdc.org/download/outbreakbrief-145-coronavirus-disease-2019-covid-19-pandemic/>
- USAID: <https://www.usaid.gov/news-information/press-releases/sep-23-2022-usaid-announces-countries-test-treat-and-oxygen-programming-covid-19>
- <https://www.neb.com/nebinspired-blog/bringing-more-covid-19-testing-to-africa>

R-3s: COVID, Vaccines and Treatment

R-3s as substituted by the Resolutions Committee and as adopted by Convention.

Resolved, by the 228th Annual Convention of the Diocese of Virginia, that we stand in solidarity with our brothers and sisters in low and middle-income countries as we face together the daunting challenge of the continuing COVID-19 pandemic; and be it further

Resolved, that Scripture and our tradition strongly support collective efforts to heal the sick and prevent the spread of deadly disease, including efforts in this pandemic to share vaccines, treatments, and diagnostic tools across national boundaries, efforts that are strongly supported by the recognition that viral transmission occurs regardless of national boundaries; and be it further

Resolved, that Convention heartily commend the United States Government for the substantial resources committed and efforts made by administrations of both parties to provide vaccines,

treatments, and diagnostic tools and related aid to many countries and hundreds of millions of people around the world; and be it further

Resolved, that Convention strongly urge the continuation of such aid efforts by the United States, both as a moral imperative and as wise public health policy to combat the spread of many variants of the COVID-19 virus; and be it further

Resolved, that Convention heartily commend and strongly urge continuation of efforts by the United States Government with the World Trade Organization and other international bodies and by responsible pharmaceutical companies to assure that legal protections for intellectual property are appropriately waived or suspended where needed to assure the prompt delivery and widespread use of COVID vaccines, treatments, and diagnostic tools in other countries; and be it further

Resolved, that the Secretary of the Diocese send copies of this Resolution to President Biden, the U.S. Trade Representative, the Secretary of State, the Secretary of Commerce, and to Virginia's Senators and to the Members of Congress representing Districts within the Diocese of Virginia, and to The Episcopal Church's Office of Government Relations.

R-4: Recognition of Episcopal Leadership of Our Diocese

R-4 as submitted and as adopted.

Whereas, the annals of history have repeatedly ignored the achievements of women, and

Whereas, the Episcopal Diocese of Virginia seeks to redress past wrongs and to move forward more equitably, and

Whereas, Susan E. Goff was elected by the Diocese of Virginia to the office of Bishop, and

Whereas, upon the retirement of Shannon S. Johnston as the 13th Bishop Diocesan of Virginia on November 3, 2018, Bishop Suffragan Goff was empowered to act as the Ecclesiastical Authority of the Diocese, and

Whereas, from November 4, 2018 until December 4, 2022 in the role of Ecclesiastical Authority, Bishop Goff has carried on the work of the 13 Bishops Diocesan who have led our Diocese since 1785, and

Whereas, on June 4, 2022 the Diocese of Virginia met in Alexandria and elected the Rev. Canon E. Mark Stevenson to be its next Bishop Diocesan, and

Whereas, the Diocese of Virginia looks forward to Bishop-Elect Stevenson's consecration on December 3, 2022 and his ministry as our Bishop Diocesan, and

Whereas, the Canons of our Diocese of Virginia and of The Episcopal Church do not provide a process for renumbering the succession of those who serve as Bishop Diocesan of Virginia, therefore be it

Resolved, that in all narrative and pictorial histories produced by our Diocese, Susan E. Goff be recognized in the succession of diocesan Episcopal leadership between Shannon S. Johnston and E. Mark Stevenson.

SUBMITTED BY THE REV. SVEN L VANBAARS, RECTOR, ABINGDON, WHITE MARSH.

R-5: Civil Discourse Resolution

R-5 as submitted.

Whereas, B009, adopted at the 79th General Convention of the Episcopal Church, calls upon all Episcopalians to practice civil discourse in our political life, while not making peace with evil and injustice; and

Whereas, In the Diocese of Virginia, we seek to demonstrate empathy and esteem for all beloved children of God, believing in the inherent worth of different cultures and perspectives. We proclaim in our Baptismal Covenant that we will seek and serve Christ in all persons, strive for justice and peace among all people, and respect the dignity of every human being.

Whereas, While the political conflict that strains the fabric of our nation is not new, the increasingly partisan and fractured climate of our country undermines our position as a world power and leading democracy; and

Whereas, We need to discuss the problems facing our nation and society constructively. An absolute Christian value remains that violence against any person based on politics is unacceptable and must be condemned without equivocation. Political violence against a person or institution is not and does not ever represent legitimate political or civil discourse; and

Whereas, Civil discourse has been defined as “the exercise of patience, integrity, humility and mutual respect in civil conversation, even (or especially) with those with whom we disagree.”¹ Civil discourse leads to productive exchanges where everyone thoughtfully listens to what others say, focusing on the issues rather than the individuals espousing them. Accepting the standards of civil discourse means never inflicting harm on others through words or actions and taking responsibility when we do so. NOW THEREFORE,

Resolved by the 228th Convention of the Episcopal Diocese of Virginia, that we call upon all elected officials, candidates for all offices, and Episcopalians, in particular, to publicly repudiate hate speech and to engage in civil discourse.

Resolved, That the 228th Diocesan Convention urge individual Episcopalians and parishes to use the Civil Discourse Curriculum developed by The Episcopal Church Office of Government Relations as a resource to guide discussions about politics, policy, and legislation while strengthening our relationships with one another; and be it further

Resolved, That a copy of this resolution shall be sent to all elected officials in the Commonwealth of Virginia.

SUBMITTED BY THE VERY REV. KATHLEEN MURRAY, THE REV. DCN. SHEA GODWIN, THE REV. VALERIE HAYES, THE REV. LAURA MINNICH LOCKEY, THE VERY REV. SUSAN McDONALD, RUSSELL RANDLE, ESQ., MRS. JEAN MARY TAYLOR, THE REV. CATHY TIBBETTS, LTC RICHARD H. TOROVSKY (USA RET.), THE REV. SVEN L. VANBAARS, THE REV. BAMBI WILLIS.

Resources:

<https://www.episcopalchurch.org/publicaffairs/civil-discourse-curriculum-a-program-forreflection-consideration-discussion/>

¹ In Defense of Civility How Religion Can Unite America on Seven Moral Issues That Divide Us, James Calvin Davis

R-5a: Civil Discourse Resolution

R-5a as amended by the Resolutions Committee and as adopted by Convention.

Whereas, B009, adopted at the 79th General Convention of the Episcopal Church, calls upon all Episcopalians to practice civil discourse in our political life, while not making peace with evil and injustice; and

Whereas, In the Diocese of Virginia, we seek to demonstrate empathy and esteem for all beloved children of God, believing in the inherent worth of different cultures and perspectives. We proclaim in our Baptismal Covenant that we will seek and serve Christ in all persons, strive for justice and peace among all people, and respect the dignity of every human being.

Whereas, While the political conflict that strains the fabric of our nation is not new, the increasingly partisan and fractured climate of our country undermines our position as a world power and leading democracy; and

Whereas, We need to discuss the problems facing our nation and society constructively. An absolute Christian value remains that violence against any person is unacceptable and must be condemned without equivocation. Violence against a person or institution is not and does not ever represent legitimate political or civil discourse; and

Whereas, Civil discourse has been defined as “the exercise of patience, integrity, humility and mutual respect in civil conversation, even (or especially) with those with whom we disagree.”¹ Civil discourse leads to productive exchanges where everyone thoughtfully listens to what others say, focusing on the issues rather than the individuals espousing them. Accepting the standards of civil discourse means never inflicting harm on others through words or actions and taking responsibility when we do so.

Now therefore be it,

Resolved by the 228th Annual Convention of the Diocese of Virginia, that we call upon all elected officials, candidates for all offices, and Episcopalians, in particular, to publicly repudiate hate speech and to engage in civil discourse.

Resolved, That the 228th Annual Convention of the Diocese of Virginia urge individual Episcopalians and parishes to use the Civil Discourse Curriculum developed by The Episcopal Church Office of Government Relations as a resource to guide discussions about politics, policy, and legislation while strengthening our relationships with one another; and be it further

Resolved, That the Secretary of the Diocese send copies of this Resolution to:

- The Episcopal Church’s Office of Government Relations, for use in its efforts with the U.S. Congress and the Executive Branch to bring about these changes,
- to Virginia’s Senators and Members of Congress representing districts within the Diocese of Virginia;
- the Governor of Virginia and to the members of the Virginia General Assembly representing districts within this Diocese.

¹ In Defense of Civility How Religion Can Unite America on Seven Moral Issues That Divide Us, James Calvin Davis

R-6: Approve the Creation of Assistant Bishop Positions

R-6 as submitted and as adopted.

Resolved, that the 228th Annual Convention of the Diocese of Virginia, receiving the opinions of its Bishop Suffragan and Ecclesiastical Authority and Bishop Diocesan-Elect that additional episcopal services are required for the Diocese, with the consent of the Standing Committee, approve the creation of the positions of Assistant Bishops, not more than two (2) of whom shall be actively serving at any one time, and authorize the Bishop Diocesan, after December 3, 2022, with the consent of the Standing Committee, to appoint bishops for the Assistant Bishop positions under such conditions as the Bishop Diocesan may determine. The authorization to appoint more than one Assistant Bishop to actively serve at any time shall expire upon the consecration of a Bishop Suffragan.

SUBMITTED BY THE STANDING COMMITTEE.

Authority: General Convention Canon III.12.5

Rationale: With the resignation of Assistant Bishop Brooke-Davidson and the expected retirement of Bishop Susan Goff, the Diocese has limited Bishops, especially for a diocese our size. This resolution authorizes the appointment of not more than two Assistant Bishops by the Bishop Diocesan to serve at any one time until the consecration of a Bishop Suffragan, and one Assistant Bishop to serve after the election of a Bishop Suffragan. The term of an Assistant Bishop expires upon the termination of the jurisdiction of the appointing Bishop Diocesan.

CR-1: Courtesy Resolution for Donald Richard “Dick” Moomaw

CR-1 as submitted and as adopted.

Whereas, Donald Richard “Dick” Moomaw, retired Executive Director of Shrine Mont, peacefully departed this life on April 26, 2022; and

Whereas, Dick Moomaw was a true son of Orkney Springs and Shenandoah County, enjoying fully a life of civic participation, active mountain sportsmanship, hoary local tradition, and the warm company of friends and family; and

Whereas, Dick Moomaw served honorably in the United States Army following his graduation from Triplett High School in Mount Jackson; and

Whereas, Dick returned home and married the love of his life, Thelma Funkhouser, to whom he was married for 64 years and 51 weeks; and

Whereas, with his wife, Thelma, he raised three children, Jennifer, Karen, and Kevin, and was the beloved grandfather to his grandchildren, William and Thomas Gregory, Lucy and Lettie Rose, and Margaret and Elizabeth Moomaw; and

Whereas, after spending his early career with the Chesapeake & Potomac Telephone Company in Northern Virginia, Dick returned to Orkney Springs in 1973 to become the Assistant Director of Shrine Mont, where he worked under the kind, if watchful, eye of his father Wilmer E. Moomaw; and

Whereas, Dick became the Executive Director of Shrine Mont upon the retirement of his father in 1988; and

Whereas, with his brother John, Dick led Shrine Mont through a period of significant programmatic growth and success, all while holding dear the traditions that make Shrine Mont the beloved “Place Apart” it is to this day; and

Whereas, generations of Shrine Mont visitors were warmly greeted by Dick (usually) and Thelma (without fail); and

Whereas, Dick’s model of service has been passed on to his entire family, including especially his son Kevin who has served as executive director of Shrine Mont since Dick’s retirement in 2007 and who, with his wife Mary and the larger Moomaw family, continues to carry on Dick’s legacy of steadfast stewardship of Shrine Mont for the Diocese of Virginia; and

Whereas, Dick Moomaw was known by thousands upon thousands of retreat and conference attendees, campers, and August vacation families as a quiet, kind, and thoughtful leader to whom many owe their transformative Shrine Mont experiences and who always welcomed them home to Shrine Mont; now therefore be it

Resolved, that the 228th Annual Convention of the Diocese of Virginia gives thanks to God for the life and example of Donald Richard Moomaw as a disciple of Jesus, a faithful servant to the Church, and a friend to all; and be it further

Resolved, that this 228th Annual Convention directs the Secretary to send a presentation copy of this resolution to his wife, Thelma, care of Shrine Mont, PO Box 10, Orkney Springs, Virginia.

SUBMITTED BY SHRINE MONT’S BOARD OF DIRECTORS.

CR-2: Courtesy Resolution Celebrating the 150th Anniversary of St. Andrew’s, Mt. Jackson

CR-2 as submitted and as adopted.

Whereas, On November 3, 1870, the Rector of Emmanuel Church, Harrisonburg, The Rev. Dr. Alexander W. Weddell, began his mission in Mount Jackson. The church grew despite lacking a resident church building and a Sunday service. Dr. Weddell’s Parochial Report, in May 1871, noted the establishment of the mission at Mount Jackson, Shenandoah County, and that he held services on alternate Tuesdays; and

Whereas, The 1874 Diocesan Journal reported that at Mount Jackson, a neat brick church was nearing completion; parochial records indicate that a church building was begun circa 1872 and that the church building was completed and free of debt by July 29, 1877, the date of its consecration; and

Whereas, Saint Andrew’s Episcopal Church is one of the contributing buildings to the National Historic District of Mount Jackson. Saint Andrew’s, with its decorative brickwork, stained glass windows, and corner bell tower with louvered belfry, is considered a fine example of Victorian neo-Gothic architecture and is listed on the National Register of Historic Places; and

Whereas, Saint Andrew’s has always been a small congregation with a big heart, committed to outreach since its earliest days. The Vestry and Saint Andrew’s Guild sponsored campers at Shrine Mont, helped found Mount Jackson’s Open Door Food Pantry, planted Nellie’s Garden at Shrine Mont, and contributed generously to hurricane relief and earthquake relief. In 2022, the Vestry continued the decades-long generosity of the parish and raised more than \$7,500 for relief efforts in war-torn Ukraine. The annual rummage sale continues to raise money for outreach efforts; and

Whereas, The title of the history of Saint Andrew’s published in 1999 proclaims, “Where Two or Three are Gathered Together in Jesus’ Name,” reflects the most profound faith and sincerest fellowship at Saint Andrew’s Church and a palpable link between its past and its future.

Now therefore be it resolved, that the 228th Annual Convention of the Diocese of Virginia gives thanks to God for the example of Saint Andrew’s Episcopal Church.

Be it further resolved, that the 228th Annual Convention of the Diocese of Virginia send a presentation copy of this resolution to the Rector, Wardens, and Vestry of Saint Andrew’s Episcopal Church.

SUBMITTED BY: SAINT ANDREW’S VESTRY, MOUNT JACKSON; THE VERY REV. KATHLEEN MURRAY, RECTOR; MARCIA T. BROWNFIELD, SENIOR WARDEN; KEMPER MILLER, JUNIOR WARDEN; NANCY FADELY, MEMBER; COLLEEN GRAY, MEMBER; RICHARD THOMPSON, MEMBER; LTC RICHARD H. TORVOSKY (USA RET.), MEMBER, DELEGATE TO CONVENTION; EMILY SCOTT, DELEGATE, EMMANUEL, WOODSTOCK; ROBERTA ARCAND, DELEGATE, CHRIST CHURCH, LURAY; THE REV. LAURA MINNICH LOCKEY, CAMPUS MINSTER, JAMES MADISON UNIVERSITY; THE REV. CATHY TIBBETTS, RECTOR, CHRIST CHURCH, LURAY; HELEN PENROD, PRESIDENT, SOUTHERN SHENANDOAH REGION.

CR-3: Courtesy Resolution Honoring the Ministry of the Rt. Rev. Susan Ellyn Goff

CR-3 as submitted and as adopted.

Whereas, the Rt. Rev. Susan Ellyn Goff, has announced that she will soon retire, after a long and fruitful ministry in the Diocese of Virginia; and

Whereas, since June 1980, Bishop Goff has faithfully served the people and clergy of this Diocese as Deacon, Priest, Canon to the Ordinary, Bishop Suffragan, and Ecclesiastical Authority, and

Whereas, Bishop Goff has served as chaplain of two Church Schools in the Diocese of Virginia, as the rector of two congregations, as canon to the ordinary, as Bishop Suffragan, and since November 2018, as our Ecclesiastical Authority, and has done so with devotion, integrity, and imagination, enlivened by her artistic gifts; and

Whereas, prior to her consecration as Bishop Suffragan she served this Diocese as chair of the Committee on Youth Ministry, as a member of the Commission on Liturgy and Church Music, as director of the New Clergy Development Program, as a Deputy at three General Conventions, as Dean of two different Regions, and as a member of two Standing Committees, among other important and demanding roles; and

Whereas, Bishop Goff has championed the causes of women’s ordination, full inclusion of LGBTQ+ people in all orders of ministry and in the life of the Church and our country, youth, the environment, and racial justice, and bravely persisted in the face of heated and sometimes vituperative attacks upon her for these efforts; and

Whereas, after the resignation of The Rt. Rev. Shannon S. Johnston as Bishop of Virginia, Bishop Goff gracefully and canonically assumed the sudden and unanticipated role of Ecclesiastical Authority of the Diocese of Virginia, implementing two series of listening sessions to learn her people’s concerns and needs for new diocesan directions; and

Whereas, Bishop Goff demonstrated strong leadership, fortitude and determination in carrying out her duties as Ecclesiastical Authority through the ongoing and unprecedented Covid-19 pandemic, acting decisively to protect the health and safety of our people during a dangerous and fearful time in our county, while leading our congregations and diocese through a difficult and essential transition to virtual and hybrid church, including the successful conduct of three virtual Diocesan Conventions, even as she successfully battled breast cancer; and

Whereas, Bishop Goff has announced that she will begin her well-earned retirement after forty-two years of ordained ministry on 31 December 2022, after the Consecration of our next Diocesan Bishop;

Now therefore, be it

Resolved, by the 228th Annual Convention of the Diocese of Virginia, that

1. We extend our profound thanks for Bishop Susan's ministry among us, for the many gifts she shared with us through this long ministry, and particularly for her courageous efforts on all our behalf and on behalf of the Gospel as Ecclesiastical Authority and through the pandemic; and
2. We express our very best wishes for a long, happy, and fulfilling retirement to her and her husband, our friend and colleague, the Rev. C. Thomas Holliday; and
3. We pray that the Lord will bless her and Tom with good health and the knowledge that their efforts have helped spread the love of our Lord far and wide, and to all kinds of people, just as the Gospel commands.

SUBMITTED BY THE OFFICERS AND STAFF OF THE DIOCESE OF VIRGINIA

CR-4 Courtesy Resolution Honoring the Memory and Ministry of the Rt. Rev. Peter James Lee

CR-4 as submitted and as adopted.

Whereas, Peter James Lee was born May 11, 1938 in Greenville, Mississippi, and earned his bachelor's degree in history from Washington and Lee University in 1960; and

Whereas, after an initial career in journalism, that included the Richmond Times-Dispatch; serving in U.S. Army Intelligence, 1961-1962; and completing a year of study at the Duke University School of Law, he heeded the call to the ordained ministry, graduating from Virginia Theological Seminary in 1967, followed by ordination to the diaconate June 29, 1967, and to the priesthood May 8, 1968; and

Whereas, he ministered as Deacon at St. John's Cathedral, Jacksonville, Florida, 1967-1968; Assistant Rector, St. John's, Lafayette Square, Washington, DC, 1968-1970; and Rector, Chapel of the Cross, Chapel Hill, North Carolina, 1971-1984; and

Whereas, from a field of six nominees, he was elected Bishop Coadjutor of the Diocese of Virginia, 22 February 1984 at a Special Meeting of the Council of the Diocese, at St. George's, Fredericksburg; was consecrated at the Cathedral of St. Peter and St. Paul, Washington, DC, on 18 May 1984; and succeeded the Rt. Rev. Robert Bruce Hall as Bishop Diocesan following Hall's sudden death 27 May 1985; and

Whereas, through the course of his 25-year episcopate, the second longest in the Diocese of Virginia, he lead us with humane decisiveness, emphasizing unity, love, and witness to the Gospel, communicating clearly, quickly, and responsively to clergy and lay people alike, demonstrating nuanced and welcome appreciation for viewpoints different than his, acting speedily and effectively to support our clergy

in their times of personal crisis, while exercising his ministry with energetic intelligence, formidable preparation, fluent writing, and a consistent excellence over a generation that made the administration of our complicated diocese and our robust people, congregations and differences look easy; and

Whereas, during his episcopate, he ordained over 200 men and women to the priesthood, while steadily encouraging and assisting in the recruiting, training, and formation of a generation of lay leaders; and

Whereas, he oversaw major capital improvements to the two diocesan conference centers, Roslyn, Richmond, and Shrine Mont, Orkney Springs and helped strengthen the system of Church Schools in the Diocese of Virginia; and

Whereas, he helped promote mission, both foreign and domestic, by our people, congregations, and diocese. He did so by, among many such efforts:

- Working with Council to establish a program to financially support newly confirmed Diocesan youth to undertake mission trips;
- Developing the partnership relationship with the Diocese of Christ the King, South Africa, efforts coupled with advocacy to dismantle apartheid;
- Helping establish the Triangle of Hope between the dioceses of Virginia, Liverpool, England, and Kumasi, Ghana to transform the shared history of slavery through repentance and reconciliation, and healing;
- Strongly supporting many diocesan efforts and partnerships with dioceses, churches, schools and hospitals in the Episcopal Church of Sudan and South Sudan, in dangerous times of warfare and persecution there, including his own mission trip there in 2008; and

Whereas, he earned the trust of his Episcopal colleagues and the wider church as a wise, influential, and thoughtful voice in the House of Bishops and at General Convention, both in his comments and by establishing Center Aisle, a daily news and opinion publication at General Convention by the Diocese of Virginia to provide broad, middle ground discussion of critical issues and elections before the Conventions in 2000, 2003, 2006, and 2009; and

Whereas, he provided leadership to bodies throughout the Episcopal Church and the Anglican Communion including President, Presiding Bishop's Fund for World Relief (now Episcopal Relief and Development), 1987-1993; Founding President, American Friends of the Diocese of Jerusalem, 1989-1996; Chair, Board of Trustees of Virginia Theological Seminary, 1993-2009; Chaplain, Cathedral of St. Peter and St. Paul, Washington, DC (1994-2000), and Chairman, Friends of Canterbury Cathedral in the United States (2003-2018); and

Whereas, at the 2003 General Convention, in his words, he “chose hope” for LGBTQ+ people, by voting to approve the ordination of the Rt. Rev. V. Gene Robinson, a partnered gay man, as Bishop of New Hampshire, and by voting to support General Convention's authorization of dioceses to allow same sex blessings, actions heartening to many in the church while enraging many others, triggering extraordinarily painful divisions within The Episcopal Church and within our Diocese; and

Whereas, those decisions subjected him and his family to tremendous vilification, threats, and other attacks which he met with quiet but steely bravery, consistent gracious responses and a steadfast refusal to respond in kind, even as they contributed to his hospitalization in 2005 for heart surgery; and

Whereas, beginning in 2006, he led our diocese through much of the painful and difficult time following the departure of multiple congregations in our diocese from The Episcopal Church, including complex, costly, and highly contentious litigation over the efforts by nine such congregations to leave the Episcopal Church while retaining the property belonging to the Diocese, litigation ultimately resolved in 2014 in favor of the Diocesan claims; and

Whereas, after his resignation as Bishop of the Diocese of Virginia in 2009, he continued to minister in other locales, serving as Interim Dean of Grace Cathedral, San Francisco, California, 2009-2010; Interim Dean of General Theological Seminary, New York, New York, 2010-2011; Interim Dean of the American Cathedral of the Holy Trinity, Paris, Francis, 2012-2013; Provisional Bishop of the Diocese of East Carolina, 2013-2014; Interim Rector, Christ Church, Georgetown, Washington, DC, 2014-2015; Assisting Bishop, Diocese of North Carolina, 2015-2017; and Bishop-in-Residence, Chapel of the Cross, Chapel Hill, North Carolina;

Now therefore be it

Resolved, that the 228th Annual Convention of the Diocese of Virginia records its profound sense of loss at the passing of the Rt. Rev. Peter James Lee on 2 July 2022, an extraordinarily gifted servant of the Lord, who gave every fiber of his being to the faithful ministry he exercised with and among us, to our benefit and the Gospel's; and be it further

Resolved, we give deep thanks to God for the joy of having walked with him as shepherd of this diocese, the legacy of his long and faithful leadership of it, his steadfast Christian faith, and his ministry in the wider church and the Anglican Communion; and be it further

Resolved, that the 228th Annual Convention of the Diocese of Virginia directs the Secretary to send a presentation copy of this resolution to his beloved wife of nearly 57 years, Kristina "Kristy" Knapp Lee and their daughter, Stewart, and son, James.

SUBMITTED BY THE RT. REV. SUSAN E. GOFF, BISHOP SUFFRAGAN AND ECCLESIASTICAL AUTHORITY,
ON BEHALF OF A GRATEFUL DIOCESE.

CR-5: Courtesy Resolution Commemorating the 50th Anniversary of St. Andrew's, Burke

CR-5 as submitted and as adopted.

Whereas, St. Andrew's grew in mission and in membership from St. Christopher's, Springfield, and continued ministry in the Burke and Springfield area; and

Whereas, St. Andrew's first worship service was held at Burke Elementary School on December 3, 1972; and

Whereas, St. Andrew's owes a debt of gratitude to St. James the Less, Ashland, for its contribution to the Diocesan Missionary Society in the amount of \$100,000, due in part to the success of the famous racehorses Secretariat and Riva Ridge, which enabled the construction of St. Andrew's, Burke; and

Whereas, St. Andrew's has grown through the years to be an active and thriving community with an enduring commitment to worship, music, formation, stewardship, outreach, and fellowship; and

Whereas, St. Andrew's has welcomed the community's children into its vibrant and caring preschool since its founding in 1985; and

Whereas, at the 195th Annual Council of the Diocese of Virginia, St. Andrew's moved from mission to church status; and

Whereas, St. Andrew's has been blessed by the devoted leadership of its three Rectors, the Reverend Randall L. Prior, the Reverend Timothy R. Heflin, and the Reverend William L. Packard, and the clergy, staff, Vestry, and lay volunteers who have supported them; and

Resolutions

Whereas, St. Andrew's has demonstrated resilience and persistence throughout its 50 years, including a public health emergency; and

Whereas, on November 20, 2022, the congregation of St. Andrew's will celebrate St. Andrew's Day with a Service of Thanksgiving for their 50 years of positive influence in the Northern Virginia community and the many different ministries by which they have helped to carry the Gospel.

Now therefore be it resolved, that the 228th Annual Convention of the Diocese of Virginia congratulate and offer its prayers to St. Andrew's Episcopal Church on the occasion of its 50th anniversary.

Be it further resolved, that the 228th Annual Convention of the Diocese of Virginia send a presentation copy of this resolution to the Rector, Wardens, and Vestry of St. Andrew's Episcopal Church.

SUBMITTED BY ST. ANDREW'S VESTRY, BURKE, VIRGINIA.

Amendments to the Constitution and Canons

Canonical Amendments

There were no amendments made to the Constitution and Canons at the 228th Annual Convention.

Annual Reports

Alexandria Region

The Alexandria Region of the Episcopal Diocese of Virginia includes the eight parishes in the City of Alexandria: Christ Church Alexandria, Church of the Resurrection, Church of St. Clement, Emmanuel Episcopal Church, Grace Episcopal Church, Immanuel Church-on-the-Hill, Meade Memorial Episcopal Church, and St. Paul's Episcopal Church. The Region meets quarterly as a group, sometimes combining a Clericus meeting with the full Region, increasing interaction among a larger group and reducing the amount of time participating clergy may be called upon for a Region meeting.

During the summer, four of the Region's eight rectors were away on needed sabbaticals.

Our first meeting after the Diocesan Convention of 2021 was in person, in December. The meeting was indoors, but we took the opportunity to share a meal with each other, outdoors, for Covid safety. We welcomed new clergy to the group as well. Online conferencing continued to be a part of the Region's meeting opportunities in February when we met with Audrey P. Davis, the director of the Alexandria Black History Museum about the planned re-opening of the Alexandria Freedom House Museum, which occurred this summer. We learned about three major exhibits: stories of slavery through the eyes of enslaved; Women—Edmonson Sisters, Harriet Jacobs, and Annie B Rose; A traveling exhibition describing 400 years of struggling for Black Equality; and "Before the Spirits are Swept Away", paintings by Sherry Z Sanabria.

The first in person meeting in 2022 was again possible in May, and in early October. Delegates from each Region church also participated in the special Diocesan Electing Convention in June.

We welcome to our meetings former Region Parish clergy members who now serve as 1) a Chaplain at St. Stephens St. Agnes School, 2) a Region supply clergy, 3) and the Goodwin House. This provides excellent opportunities for expanded communication in the Region, increased perspectives among City's Episcopal Clergy, and added support to those clergy who now serve specific populations in the City.

Since the last regular Diocesan convention, these parishes, from a Region perspective, have continued to focus on relationship building within the Region, and individually have undertaken complementary projects that support four key Diocesan goals. We also continued supporting each other in respective parish projects and offering financial contributions and collaboration with City government service providers and to efficiently and effectively provide social services in the City of Alexandria. These have included offering food pantries and financial assistance to meet the expanded needs of low income or homeless residents within the Region that have been exacerbated by the ongoing challenging economic impacts resulting from the multi-faceted impacts of Covid 19. The Region's small budget, made possible by the generosity of each member parish, supported Meade Memorial Church's Bag Lunch program, the Lazarus Ministries of three parishes, and a contribution for a Region youth event planned at Immanuel Church-On-The-Hill. We also contributed to the City's long standing ALIVE! Program.

The parishes have also shared with each other ideas and technologies to increase and complement on-line outreach within and beyond the community including worship and compline services, as well as shared communications for carefully returning to in-person worship and other parish activities.

In the first quarter of 2023, Grace Church will design and host, in collaboration with all Region parishes, a Region youth event which includes both a youth social component and a service project.

Attachments to this report include: 1) the most current outreach report to the Region, 2) a story by Region Vice President Betsy Faga of Church of the Resurrection which appeared in the January issue of the newsletter of the Christ Church newsletter; and 3) a report from Grace Church in its recent newsletter by one of its new Region delegates Douglas Prince.

Great Thanks to our Region Dean The Rev. J. Randolph Alexander, Jr. (Randy) Rector of Immanuel Church-on-the-Hill; our Executive Board member, The Rev. Jo J. Belser, Rector of Church on the Resurrection; The Rev. Collins Asonye, Rector of Meade Memorial Church who attended the Executive Board on Rev. Belser's behalf when she was on summer sabbatical; and to our Region officers - Vice President Betsy Faga of Church of the Resurrection; Secretary Geoff Giovannetti of Christ Church; and Treasurer Barbie Frank of Emmanuel Church. Great thanks to all of our Region Rectors and Clergy, and to the delegates who work together in God's service in our Region.

SUBMITTED BY: SUSAN L. HAHN, REGIONAL PRESIDENT, CHRIST CHURCH, ALEXANDRIA.

Christ Church Lazarus Ministry – 10/3/22 Update

Hello friends, over the span of 9 days the Lazarus Ministry of Christ Church prevented 11 evictions at a cost of \$27,994.71. The average amount owed was \$2,544.97. 100% of those we helped are employed. Their average income is \$3,272 and the average rent is \$1,906. The average age is 44 and the household size is two. 70% are black/African American, 12% are Hispanic, 12% are Middle Eastern/North African and 6% are white. We are working in concert with ALIVE!, the City of Alexandria Office of Community Services and emergency financial providers in the faith community to prevent as many evictions as possible.

At this rate we can prevent roughly 25 more evictions with the funds we currently have.

I share these numbers with you because I think they are important. On the one hand they are hopeful, if we can prevent the eviction there is a good chance, they will be stable going forward. On the other hand, it shows the racial disparity of poverty and household insecurity. There is a lot of work to be done!

Christ Church Refugee Ministry Update–September 2022

The DMV has now surpassed California in the total number of Afghan refugees who have resettled here in the past year, making it the highest in the US. These are some of the most traumatized people I have met in my career as a social worker, and, all have family members still in Afghanistan, including mothers, fathers, sisters, and brothers.

Current Trends:

- We are experiencing more and more referrals from families with no resettlement agency. Typically, they have moved to Alexandria from their assigned resettlement location to be close to the Afghan community. (The very common story is that the women of the family experience depression and anxiety from the isolation in relocation cities with no community.)
- New families often sleep on the floor with no furniture or household goods.
- Families typically have Medicaid and SNAP benefits. Food security seems much less of an issue than rent.
- Families with no resettlement agency are often going into debt (with family or friends) to cover the initial housing expenses.
- Christ Church is developing a reputation as a place to go for financial assistance. (In addition to the standard request for rent assistance, we have received requests for help with car repairs, dental implants, debt repayment, and college tuition.)
- Without volunteers for new care teams, the ministry's mission has evolved. The Care Team model is unintentionally being replaced with emergency case management. For a typical

intake, we write referrals to Workforce Development for employment assistance and English classes and ALIVE for household goods. We often find donated furniture and purchase new beds. We add them to our WhatsApp group and give them information about the food pantry. Then we move on to the next intake. We desperately need new volunteers for new care teams.

- 8 families are currently without a care team. This number will continue to grow. This summer we have placed only two families with new care teams.
- Since May, we have processed approximately 30 intakes of new refugee families that need assistance.
- 37 Families have received some kind of financial assistance from us in 2021-2022.
- We continue to help families with their immigration cases and have counseled 16 families on their citizenship and asylum cases during 2021-22.
- As of September 1st, we have spent \$148,840 on all types of refugee financial assistance.
- We have provided 10 educational scholarships
- We have purchased new beds and bedding for 22 families.
- To ensure the ability to continue our work, we are planning to focus on fundraising in the next quarter.

Grace Church Food Pantry – 10/3/22 Update

Weekly we are still handing out 300 bags, in two evening distributions on Tuesday and Friday, as well as an average of 60 bags given to Tenants and Workers in Arlandria.

We get an average of 100 loaves of bread every Tuesday from ALIVE, and various neighborhood or other church donations come in randomly. We are funding the program with grants and personal donations. Year to Date, we have given out 10,694 bags, feeding total of 47,822 people (this includes folks who come twice a week, so not different individuals, just total count of family #) Averages about 89,000 pounds of food to date (Sept. 30)

Each bag of food is small, but we don't keep records of repeat visits. We also give out toilet paper roll, soap, and diapers/wipes on request to each client, and options to ask for another item—oil, masa flour, laundry pods, dish soap.

I don't think the numbers will go down soon. It has stayed pretty constant since last spring.

Diocesan and Regional News

By Doug Prince

Grace Church is one of eight churches located in the Alexandria Region of the Diocese of Virginia. At a recent Alexandria Regional meeting, attended by Doug Prince and Father Santi for Grace, much of the discussion focused on what has been happening in the food and refugee ministries of Christ Church Alexandria, as well as what's happening at our own church Food Pantry. Beyond that, the meeting focused on diocesan funding matters and resolutions that may garner debate at the upcoming Virginia Diocesan Convention.

Ministry News from the Alexandria Region Over the span of nine days, the Lazarus Ministry of Christ Church prevented eleven evictions at a cost of \$27,994.71. The average amount owed was \$2545. All of those helped are employed, with an average monthly income of \$3272; the average rent is \$1906, the average age is forty-four, and the household size is two. Christ Church is working in concert with ALIVE!, the City of Alexandria Office of Community Services, and emergency financial providers in the faith community to prevent as many evictions as possible.

The DMV has now surpassed California in the total number of Afghan refugees who have resettled

here in the past year, making it the highest in the US. The Christ Church Refugee Ministry is experiencing increasing referrals from families with no resettlement agency. Typically, the families have moved to Alexandria from their assigned resettlement location to be close to the Afghan community. New families often sleep on the floor with no furniture or household goods. Food security seems much less of an issue than rent, as families typically have Medicaid and SNAP benefits. Families with no resettlement agency are often going into debt (with family or friends) to cover the initial housing expenses.

Without volunteers for new care teams, the mission of the Christ Church Refugee Ministry has unintentionally evolved from a care team model to emergency case management. Thus, the ministry desperately needs new volunteers for the care teams. Currently, eight families are without a care team; this number will continue to grow. Since May, the ministry has processed about thirty intakes of new refugee families that need assistance but have placed only two families with new care teams.

Nevertheless, thirty-seven families have received financial assistance from Christ Church in 2021-2022. The ministry continues to help families with their immigration cases and has counseled sixteen families on their citizenship and asylum cases during 2021-22. As of September 1, the ministry spent \$148,840 on all types of refugee financial assistance, granted ten educational scholarships, and purchased new beds and bedding for twenty-two families.

The Grace Church Food Pantry is still handing out 300 bags per week in two evening distributions on Tuesdays and Fridays, as well as an average of sixty bags given to Tenants and Workers in Arlandria. Year-to-date, we have given out 10,694 bags, feeding 47,822 people, which amounts to about 89,000 pounds of food as of the end of last month. Although each bag of food is small, we also give out toilet paper, soap, and diapers/wipes on request to each client; clients also have the option to ask for another item, such as oil, masa flour, laundry pods, and dish soap. The program is funded by grants and personal donations, including an average of one hundred loaves of bread every Tuesday from ALIVE! Also, various neighborhood or other church donations come in randomly.

Lazarus Ministry: It Takes a Village

By Betsy Faga, Lazarus Financial Counselor and member of Church of the Resurrection

Did you know that Lazarus counselors completed 131 intakes in the month of November 2021? Additionally, our Lazarus food pantry made 33 deliveries of food in November, and over the course of 2021, we have been able to make 445 deliveries of groceries and toiletries/household items, serving 1158 people total in these families!

The level of caring about residents in Alexandria and the collaboration among community partners to help those in need is extraordinary. As a volunteer counselor for the Christ Church Lazarus Ministry, I can tell you that we do not just give financial assistance. It is much more from being a strong advocate when necessary, providing transportation, caring and being a listening ear. The following is just one story that extends over five months. Our client, Ms. T, was brought to the attention of the Christ Church Lazarus Ministry, ALIVE!, and City of Alexandria staff by our legal colleague at Northern Virginia Legal Services (NVLS). Ms. T had a housing voucher and wanted to move to a new property that did not require stairs due to her mobility challenges and one that allows dogs. Going forward, she could pay her rent and other expenses with the voucher. Nevertheless, her first need was to pay off her current balance of \$2,500 which was accomplished by Christ Church and ALIVE! ARHA (Alexandria Redevelopment & Housing Authority) reissued her voucher, and I helped Ms. T complete the application for a new property. Unfortunately, her application was denied, so it was back to the drawing board. The team was able to find a residential management company that manages five different properties increasing the likelihood of finding an apartment meeting her physical limitations and having availability. I was able to help complete the next application and

provide various required documents over the next few days. With confirmation from the current property owner that her account was up-to-date, Ms. T received approval to move into her new home. The various funding sources again helped with her security deposit. However, time was tight to move into the apartment. An all hands-on-deck call made it happen. ALIVE! graciously provided a moving van. We rounded up other counselors and friends to load and unload the truck. Furniture and boxes were piled everywhere, but Ms. T's closest friend was ready to help straighten it all out. The most satisfaction came in a phone call when Ms. T expressed how happy she is with her new home and she can walk straight out the door to yard with her dog Bijou. The floor plan makes it seem larger than her previous apartment; there are no stairs to climb. She also feels this apartment has more warmth to it, and she is planning how to decorate for Christmas. Since she is located on the end of the building with a little dirt patch outside her door, she already has plans to plant some flowers.

Anna Julia Cooper School (AJC)

It has been another eventful year at AJC—perhaps even more so than usual. At the time of this report, we are operating a K-8 school with a total of 178 students. We began with 25 students a little over 13 years ago. In addition, we continue to stay in touch with and support a large majority of our now 250+ graduates. Years run together, and so some highlights listed below may have been reported and/or occurred in part during the '20-'21 school, year, but here are the most notable:

- The completion of our new Middle School and Gymnasium Building along with significant renovation and upgrades in our old building, now our Lower School
- Occupation of the new building just prior to Thanksgiving of this past year
- Completion of our \$16MM capital campaign. \$8MM is dedicated toward construction; \$3MM as a reserve for the annual budget which will grow significantly during this and the coming several years; and \$5MM toward an Endowment. We have collected nearly \$11MM of the campaign and the remaining \$5MM will be paid via pledges in the coming four years.
- Opening of a Kindergarten and First Grade this July for summer school.
- For the 6th or 7th year in a row we are forward-funded as the school year has begun.
- Like so many schools, events and activities have ramped back up as Covid has—mostly!—receded to the background.
- Expenses have gone up significantly in the past year as we now occupy two buildings with two kitchens and have increased staffing and other expenses to keep up with the growth of the School, e.g. aides in Lower School classrooms, more teachers as we add more grades, more development support staff, added maintenance staffing to care for two buildings and our not insignificant outdoor grounds, increased utility costs, etc.
- We did a revision of our mission statement of which I am very proud. The process was a lengthy one, however I believe we found the right words. (See attached.)

In general, it is safe to say that the School is thriving. We are growing, students are making great progress, donors and volunteers continue to support us, and those who come into the building continue to experience that special sense that makes AJC the 'community of affection' that it is. Having said that, and as I like to note in any communication of this sort, the work remains as difficult as it is moving. Because of the families with whom we are working, there are always more-than-significant challenges because so many face limits with their own resources, e.g. rent, cars, food, housing instability, and so on. Trauma, while it's become an over-used word, is part and parcel of our kids' lives. We are also seeing first hand the collateral damage of so many of our new students having missed school during Covid.

I want to note here that in general our work as a school feels more challenging to almost all of us than ever before. I have heard this from colleagues in other schools regardless of the population they are serving. There seems to be a desire to 'go back' to an earlier time, however we are all learning

that we cannot go back, much as we would like to. We are all feeling the aftershocks of Covid and it seems as though schools are a peculiar locus for challenges which society at large is dealing with and confronting. I want to note that reality here, however imperfectly my words capture it, and recognize the changed times we live in. To end on a positive note, we continue to be a place where the Christian faith is very much alive, moments of joy are commonplace, and the value of what we are doing is very clear and very consoling for those who are part of the work of AJC. We are grateful to be part of the same struggle as our namesake. Our focus remains to make the kind of progress and create the kind of community here each day which is commensurate with the faith and support which so any have and continue to put in us.

SUBMITTED BY: MICHAEL MARUCA, HEAD OF SCHOOL.

The mission of Anna Julia Cooper School is to love, educate, and uplift its students and graduates so that they may realize their God-given gifts.

Our way of proceeding:

- We provide full-tuition scholarships to K-8th grade students with limited financial resources who reside primarily in Richmond's East End.
- We aspire to be a School that mutually benefits our students and those who provide the human and financial resources to make it possible.
- We strive to be a place where people find and experience joy
- We are faith-based, believing that Jesus is the fullest expression of God's love for us.
- We are in it for the long haul, supporting students as they transition to high school and pursue their own paths into adulthood.
- We value all staff, parents, volunteers and donors as integral to our success as a School and a community of affection.
- We embrace the opportunity to follow in the footsteps of our namesake in this challenging but life-changing work.

Church Schools in the Diocese of Virginia

With great enthusiasm I write to share this 2021-2022 annual report of Church Schools in the Diocese of Virginia (CSDV), including school-by-school highlights with input from school heads. Following the retirement of Dr. David Charlton after thirty-four years of distinguished service, I joined this unique system of schools in August after twentyone years as an administrator at William & Mary, most recently as its vice president for strategic initiatives and public affairs.

Since then, as I have learned more about the successes of CSDV during the 2021- 2022 academic year, as well as the challenges and opportunities that lie ahead for us, my appreciation and admiration of these schools and the communities they serve only has grown.

At the system level, CSDV provides an uncommon structure for collaboration among the leaders of these schools and a powerful through-line of Episcopal identity that unifies them.

Furthermore, CSDV leverages the collective scale of the schools in order to secure favorable terms for a wide variety of shared needs, including a recently concluded process for cybersecurity insurance to protect them against this growing area of potential liability for all schools.

Finally, the additional layer of oversight that the CSDV trustees provide each schools' board of governors, to whom much authority is delegated, ensures a strong mechanism for the alignment of mission and effective use of resources.

At the school level, the separate boards of governors, heads of school and leadership teams exercise local authority befitting the diversity of the schools themselves. Regional variation ranging from the Shenandoah Valley to the Rappahannock River, and from the city of Alexandria to the city of Richmond, reflects itself in the school communities, as do their differences in student-body size, whether they are co-educational, and whether they offer boarding.

A common challenge in the 2021-2022 academic year for the boarding schools, which will continue in the coming year, is to grow their enrollments. The market for boarders has become smaller and more competitive, especially in the face of declining enrollments by international students. That loss of tuition revenue, while it can be offset in part or in full by private support or by a reduction of expenses, presents a significant and lingering threat.

All schools navigated successfully the challenges in 2021-2022 of operating under evolving constraints related to the pandemic, neither as restrictive as those to which students and faculty became accustomed in the prior academic year, nor fully restored to pre-COVID norms. As one head of school stated in a message to trustees, “Beloved traditions and celebrations felt new, and the resumption of our fine arts performances, co-curricular activities, and athletic contests filled us with gratitude for the things we had missed.” Hope abounds for fuller restoration of in-person activities and traditions in the current year, even as we seek to carry forward what we have learned under the pandemic and apply those lessons in new ways.

Social changes, challenges and awakenings in our broader society presented themselves in our school communities throughout the 2021-2022 year. The imperative for greater diversity, equity, inclusion and belonging has grown even stronger as we strive to fulfill more fully our commitment to, in the words of one school’s mission statement, “honor the unique value of each of our members as a child of God in a caring community.”

Christchurch School

Christchurch, Virginia, Coed Boarding and Day School Grades 9-12, 2021-2022 Enrollment: 228
Select 2021-2022 Highlights:

- Selection of Billy Coyle as a new head of school to succeed John E. “JEB” Byers after 22 years of service, at the end of the academic year
- Spring celebration, postponed during the pandemic, of Christchurch’s centennial year
- Restoration of St. Peter’s Chapel
- Continued success at the highest levels for the sailing team, which qualified for both national championships —the Baker Cup and the Mallory —and finished fifth and tenth respectively
- The return of “immersion trips” that provide each grade with a place-based investigation that involves field research and culminates with a three-day trip

St. Catherine’s School

Richmond, Virginia, All-Girls Day School Age 3 - Grade 12, 2021-2022 Enrollment: 947
Select 2021-2022 Highlights:

- The return of X-Term, which provides upper-school students with opportunities for local and regional trips and projects for experiential learning
- Receiving the College Board’s AP Computer Science Female Diversity Award for the third year in a row
- Use by students of a new apiary on the Goochland campus
- Progress on construction of a new Arts & Innovation Center, which will combine a theater and a makerspace for set design
- Hiring of Tish Canady as the school’s first director of access, equity and belonging

St. Christopher's School

Richmond, Virginia, All-Boys Day School Grades JK-12, 2021-2022 Enrollment: 979

Select 2021-2022 Highlights:

- Launch of the BUILD Lab, which includes a kitchen and a 3-D printer in a flexible space designed to facilitate problem solving and innovative thinking
- Expansion of the Chamberlayne Achievement Program into the middle and upper schools to provide additional mentoring and support to boys from underrepresented backgrounds
- Approval by the Richmond City Council for installation of field lighting at Knowles, Jacobs and Massey fields to enable up to 15 evening athletic contests in the 2022-2023 year and beyond
- Hiring of the Rev. John Ohmer as the new Upper School chaplain
- Full use of the newly constructed Arts Center for division-wide musical productions

St. Margaret's School

Tappahannock, Virginia, All-Girls Boarding & Day School Grades 8-12 and postgraduate, 2021-2022 Enrollment: 72

Select 2021-2022 Highlights:

- First year for Head of School Colley Bell
- Planning for the launch of a new STREAM program in 2022-2023 that incorporates science, technology, the Rappahannock River, engineering, art and math
- Hiring of Cupper Dickinson as Dean of School, a position that effectively operates as the assistant head of school
- School-wide field trip to Washington, DC, and participation by the St. Margaret's chorus in Evensong at the National Cathedral
- Revitalization of athletics, including the requirement for participating in two sports seasons and the return of crew as an offering for the fall, winter and spring seasons

St. Stephen's & St. Agnes School

Alexandria, Virginia, Coed Day School Age 3 - Grade 12, 2021-2022 Enrollment: 1,196

Select 2021-2022 Highlights:

- Training, conducted in partnership with the Virginia Center for Inclusive Communities, for faculty and staff on how to guide students through challenging and necessary conversations
- Launch of two new certificate programs in the upper school, the World Language Certificate and the STEM Certificate
- Addition of three new courses in the middle school: Academic Skills (6th); Computer Science/Coding (7th); and Seminar (8th), in which students create a tangible product, experience, method, or outcome in service of others on a local, national, or global level
- Purchase of three acres of land adjacent to the upper school campus in partnership with St. Andrew's United Methodist Church
- Unanimous approval for reaccreditation by a committee from the Virginia Association of Independent School

Stuart Hall School

Staunton, Virginia, Coed Boarding & Day School, Grades 6 -12, 2021-2022 Enrollment: 144

Select 2021-2022 Highlights:

- Appointment of Dean of Students & Campus Life Jason Coady to serve as Acting Head of School following the departure of Michael Robinson
- Resumption of the boarding program
- Implementation of the Mastery Learning approach to education across all classes, strengthening the school's standing as a leader within the Master Transcript Consortium of schools
- Return of an on-campus Alumni Weekend for the first time since the spring of 2019

- Selection of CulinArt, part of the Compass Corporation, as the school's new foodservice vendor

Church Schools in the Diocese of Virginia provide world-class academic experiences in Episcopal schools that prepare students for success in college, in life and in service to others. Against an evolving backdrop of change and challenge, transitions and triumphant returns, more than 3,500 learners from age three to grade twelve attended these schools in the 2021-2022 academic year and gave hope for our future to those contributing to their education.

SUBMITTED BY: HENRY BROADDUS, PRESIDENT.

Committee on Congregational Missions

The Committee on Congregational Missions (CCM) continues its work assisting the overseeing Bishop in her delegated oversight of Diocesan Missions until they obtain parish status.

The Diocesan missions are not a "one size fits all" part of the diocese. Who they are and how they serve is as diverse as the communities they serve. This might mean potentially growing in size and support so that they no longer need the grants and can achieve parish status. One example is Church of Our Saviour, Montpelier petitioning convention to be moved to parish status. Other missions have their call to ministry established in being that Episcopal presence in small communities giving Gospel witness in lay or clergy led worship and service. And there are others whose faithful work gave witness to the Gospel, but for various reasons, their work as a mission came to an end. These include St. Francis Korean, McLean; San Marcos, Alexandria; St Paul's, West Point. For all of our mission congregations, the witness of their work can be found in their reports to convention over the years.

As with many parts of the diocese, our work continues to be impacted by COVID and the community experience of understanding its impact on our mission congregations. Yet with the challenges, CCM has also established new ministry programs. CCM offers special thanks to The Rt. Rev. Jennifer Brooks-Davidson as assisting bishop who worked with the mission congregations through these past couple of difficult years. Among work she started, she provided CCM with two congregational development programs to help missions discern ways of doing ministry. The first is "Root, Thrive, Soar" program is working with St Peter's, Richmond, All Souls, Atlee and Santa Maria, Arlington. The second is The College for Congregational Development which has trained clergy to work with congregations in development of lay leadership and parish ministries.

The largest area of work for CCM and the mission congregations is the grant program. CCM could not do this work without the hard work of the missions and their treasurers and clergy to provide us with budgets and other pertinent information. CCM also appreciates the ongoing support of the diocese in assisting these missions as they continue their ministries serving our Lord in whatever ways they feel called to serve.

The work of CCM continues to find joy in serving with the vicars and lay leaders serving Jesus in worship, fellowship, formation and service in and around the mission congregations. CCM gives thanks for the opportunity to be a part of this ministry of the diocese.

SUBMITTED BY: THE REV. WEBSTER GIBSON, CCM CHAIR.

The Community of Deacons

The Diocese of Virginia ordained their first class of deacons in February 2011. Since that first class of five deacons, the Community of Deacons has grown to 35 canonically resident or licensed deacons in the Diocese. Of that number, 29 deacons are serving 32 congregations or organizations.

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 two deacons to the community. The Rev. Deacons Susannah “Susie” Harding and Dawn McNamara were ordained on Sept 10, 2022, at Trinity, Fredericksburg. This also marks the first graduating cohort from the St. Phoebe School for Deacons. Deacon Harding is serving at Epiphany, Oak Hill, and Deacon McNamara is serving at St. James the Less, Ashland.

In May 2022, the Diocese held its second 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 deacons.

The Community of Deacons began to regather in person in 2022. We met for fellowship in June 2022. In October 2022, the annual Deacons’ Retreat was held at Shrine Mont. Our theme, Spa for the Soul, invited people to rest, reflect, and recharge. We are grateful to have a time to meet with Bishop Elect Mark Stevenson.

Members of the Community of Deacons assisted the Diocese as we prepared to elect, and elected, a new bishop. Three deacons served on the Search Committee for the 14th Bishop. The Rev. Deacons Emmetri Beane, Christine Garcia, and Frederico Garza generously gave of their time, talent, and ministry, and they are providing strong diaconal voices for this search. Additionally, the Ven. David Curtis and the Rev. Deacon Joe Klenzmann are serving on the Transition Committee.

If you or someone you know is interested in learning more about the diaconate, please contact the Ven. Holly Hanback (deaconholly@saintgabriels.net) or the Ven. David Curtis (deaconjdc@gmail.com). We are happy to talk with you, or them, more about this full, separate, and equal order of ministry.

SUBMITTED BY: THE VEN. DAVID CURTIS AND THE VEN, HOLLY HANBACK, ARCHDEACONS.

Creation Care Task Force

Members:

Stacey Remick-Simkins, Chair (St. Peter’s in the Woods, Fairfax Station)
Kathy Ellis, Co-Chair, Spiritual Resilience Working Group (St. James, Warrenton)
Rev. Mary Kay Brown, Co-Chair, Spiritual Resilience Working Group (retired, St. David’s, Ashburn)
Rev. Deacon Courtenay Evans, Chair, Garden Working Group (Christ Church, Charlottesville)
Doug Gehley, AIA LEED AP, Co-Chair, NetZero Working Group (Holy Cross, Dunn Loring)
Mary Haberl, Ed.D, Co-Chair, NetZero Working Group (St. David’s, Ashburn)
Dr. Nancy Searby, Netzero Working Group, author of R-6 passed 227th convention (St. Dunstan’s, McLean)
Barry O’Keefe, NetZero Working Group (St. Stephen’s, Richmond)
Sharon Wayne, (St. James Earth Steward Ministry, Richmond)
Rev. Kristin P.R. Wickersham, SOSc (Priest-in-Charge, Epiphany, Henrico)

History and Context

February 12, 2021, Bishop Goff commissioned the Creation Care Task Force to begin building the foundations of a powerful, sustainable and Christ-centered Earth care ministry. The group comprised

several who had been involved in the Creation Care ministry development prior to COVID. Members of the pre-COVID group and some new participants convened and proposed a strategic plan that was presented to Bishop Goff. We then began an application process in compliance with Diocesan rules and canons that resulted in the appointment of ten members. Our charge has been to develop and establish the infrastructure for this ministry. All our events are published on our diocesan website on our public calendar.

NetZero Working Group

In 2021, Nancy Searby authored Resolution R-6 (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) which passed. After passage, Doug Gehley and the team researched and discovered the successfully employed checklist used by the Church of England. With Doug's management and many meetings, it has been adapted and revised so as to be an evolving document that speaks most effectively to our churches and institutions. Since then, this working group has devoted its energy to developing the documents and the new resolution which offers actions and guidance to meet the NetZero (carbon-neutrality) goal for 2030. Thank you to Nancy Searby, Doug Gehley, Mary Haberl, Barry O'Keefe, Sharon Wayne and Kevin Van Natta who is our first non-task force participant to help us shape documents that will provide tools for churches and institutions.

Garden Ministry

Gardens are an important component of our diocesan parishes' evangelistic service to their surrounding communities. Churches within the working group manage a wide variety of gardens ranging from vegetable and native gardens to Monarch waystation and flower gardens. Some parishes have a combination of all and others are beginning the design and planting strategy for theirs. Evangelistic missions include supplying food pantries, recipe provision at the time of food distribution and gardening educational opportunities. The Garden Working Group meets every month via Zoom, providing a forum for churches throughout the diocese to connect and learn from each other best gardening practices. We began monthly presentations in May 2022. All Souls, Mechanicsville, St. Peters in the Woods, Fairfax Station, Grace, Stanardsville and St. Christopher's, Springfield have all given presentations to the group. Trinity, Charlottesville and Good Shepherd, Bluemont are scheduled to present in October and November respectively. More churches are joining our monthly presentations. In 2023, this group will begin an assessment of how to expand its work. Ideas include habitat restoration/sanctuary management and parish partnerships. Several of our Northern Virginia parishes are Audubon certified sanctuaries. Rev. Deacon Courtenay Evans has faithfully inspired participants and continues to draw more of our diocesan members into this important ministry. On October 30, All Soul's will celebrate the 10th anniversary of its garden.

Spiritual Resilience Ministry

This began as a focus on eco-grief (the experience of grief and anxiety around the effects of climate change) but has transformed into a ministry of healing and resilience in the face of the phenomenon known as eco-grief. Kathy Ellis attended a series of grief circles hosted by other denominations and non-religious groups. This research has informed her approach. She and Rev. Mary Kay Brown (retired) have joined forces to build a ministry which will now include a focus on clergy training and opportunities for ministry of resilience and healing. Specifically, the book *Refugia Faith* by Diane Rienstra is the text that offers the model for resilience and healing in the face of climate stress and disasters. They have coordinated and hosted two Resilience Circles. The October 6 Circle was publicized outside the diocese. Rev. Guimond Pierre Louise, Associate Rector at St. Peter's in the Woods has enthusiastically agreed to join the ministry team.. The next Resilience Circle is November 3. In the near future, SRWG hopes to begin working with each parish to evaluate and increase readiness in the face of climate trauma resulting from ongoing climate events. Our first major event takes place December 8 at 4pm, when we sponsor a conversation titled "Preaching Hope" led by Dr. Jerusha Neal, Professor of Homiletics at Duke Divinity School that will be offered at no cost.

Church Visits

In my role as chair, I have visited churches to share with them the work we are doing and urge them to get involved with our working groups/ministries. I have visited St. James, Richmond; St. Mary's, Colonial Beach; Buck Mountain Parish, Earlsville; Trinity, Charlottesville; St. Dunstan's, McLean; Holy Cross, Dunn Loring; All Soul's, Mechanicville; St. Christopher's, Springfield (we share bird surveys and they have gardeners who regularly participate in our garden ministry every month) and I will be visiting St. James in Warrenton in late October. I have given 2 sermons, and have helped groups map out first steps towards achieving their goals for gardens and general carbon-neutral strategies. I have spoken at coffee hours and given presentations during adult formation events. I will continue to visit churches upon request.

Convention Presence

I and Rev. Deacon Courtenay Evans will be staffing the Creation Care table at Convention. For those who visit our table, we are working on having seed packets, the new resolution and R-6 available there for people to read, and information on Refugia Faith, the book written by Diane Rienstra, that is the basis for the Spiritual Resilience ministry.

Webpage Redevelopment and Outreach

Early in 2022, I worked closely with Erin Kamran to restructure the Creation Care website to be more useful and up to date. We deleted the old outdated page and replaced it with a page containing five specific sub-pages which explain our working groups, members and added a calendar that I have been able to manage in real time. We have had several inquiries and interest in our ministries and programs as a result. I am setting a regular communication to be posted at our Facebook page since we currently have about 300 followers setting a routine day of the week to ensure that all events and announcements will be included in the E-Communiqués to both clergy and general subscribers.

Aspirations

Our main goal is to continue to establish the foundations for Creation Care that can be the basis for a sustainable ministry well into the future. We are looking forward to meeting and working with Bishop-elect Stevenson to expand and grow this ministry. Our plans include engaging with those managing church buildings and grounds to work towards Net Zero carbon emissions. Our hopes include partnering with Shrine Mont to host a networking conference with liturgical celebration, diocesan networking between churches and institutions where Shrine Mont can become a centerpiece of Creation Care initiatives. We also aspire to develop children and youth education initiatives which draw our younger generations into the development of strategies for Creation Care. We want to expand the Garden Ministry network and build a clergy-centered program focused on Spiritual Resilience that can evolve from clergy involvement, inspiration and input. Our long term view is we pray that there will be a day when we will have a Creation Care Missioner called to lead the ministry forward.

Diocesan Ecumenical and Interfaith Committee (DEIC)

The Ecumenical Officer and Diocesan Ecumenical and Interfaith Committee (DEIC) continue to be active in promoting the unity of the one, holy catholic and apostolic Church for whom our Lord prayed on the eve of his death. This includes participation in the Virginia Lutheran-Episcopal Committee, the Lutheran-Anglican-Roman Catholic-United Methodist (LARCUM) Conference Committee, the Virginia Council of Churches, the Next Generation of Ecumenists in the Virginia Council of Churches, the Week of Prayer for Christian Unity, the Episcopal Diocesan Ecumenical and Interreligious Officers (EDEIO), the National Workshop on Christian Unity, and the North American Academy of Ecumenists.

Learn about the Episcopal Diocesan Ecumenical and Interreligious Officers (EDEIO) at:

- <https://www.edeio.org/>,
- or the Facebook page: <https://www.facebook.com/EDEIO/>

Learn more about the Virginia Council of Churches on their website:

- <https://vacouncilofchurches.org/>,
- and their Facebook page: <https://www.facebook.com/VirginiaCouncilOfChurches/>

Learn more about the Virginia LARCUM Conference on our website:

- <https://virginialarcum.org/>,
- and our Facebook page: <https://www.facebook.com/VirginiaLARCUM/>,
- and watch past conferences on our YouTube Channel: <https://www.youtube.com/channel/UCh-2LjKWEsi8objbudm4Pvcg>.

Learn more about the Virginia Lutheran-Episcopal Committee at:

- <https://virginialutheranepiscopal.wordpress.com/>,
- and <http://dovmedia.org/lutheran-episcopal-conferences>

You can also Subscribe to your Ecumenical Officer's YouTube Channel for:

- the Rev'd Dr Chris Agnew's speech on the Future of Ecumenism, given upon the reception of the Lifetime Ecumenist Award from the Va Council of Churches: https://youtu.be/Q1hDrZz1F_k,
- and the Discussion by Deacon Mitzi Budde, DMin on the Twentieth Anniversary of "Called to Common Mission," hosted by the Va Lutheran-Episcopal Committee: https://youtu.be/ITHoqiQac_4,
- and the talks given in the North Richmond Region of the Diocese by Dr David Holmes, the Rev'd Dr Bob Prichard, and David Zahl for the 500th Anniversary of the Reformation: https://youtube.com/playlist?list=PLDL8hNHLYUQdRA-I9UEqru1__1vPvtRPB

SUBMITTED BY: THE REV. K. NICHOLAS FORTI, ECUMENICAL AND INTERFAITH OFFICER FOR THE DIOCESE OF VIRGINIA, FORK CHURCH OF ST MARTIN'S PARISH, DOSWELL.

Diocesan Missionary Society

The Diocesan Missionary Society of Virginia (DMS) is a related organization of the Diocese established to purchase and hold property, and to develop various programs of support for the extension of the missionary work of the Diocese. DMS is overseen by a twelve-member board of directors, with the Bishop of Virginia as an additional ex-officio member with voting rights. The Board welcomed two new members in 2022 – the Rev. Cass Bailey and the Rev. Dina Widlake, who were nominated by annual convention and elected by the Board. Board members serve a three-year term.

At its December 2021 meeting, the Board approved a policy establishing how the funding for the on-going support of the missionary work of the Diocese is determined. This amount is provided to the Diocese through a grant to the office of Bishop. The grant is based on a rolling distribution of the past two years net operating income; 50% of the net income is set aside each year for the grant (distribution amount) and one-half of the distribution amount is provided for the next succeeding year and half is held for the subsequent year. The distribution for 2023 will be determined following the audit of 2022 activity. The purpose of the policy is to provide some stability in the amount available for grants each year. In 2022, the amount of the grant was \$42,500.

DMS supports the Diocese's campus ministry mission work through ownership of two properties - in Fredericksburg (MWU) and Harrisonburg (JMU). The buildings provide housing for the Canterbury programs in these two communities. In 2022, DMS completed a new \$1.7M facility in Harrisonburg, replacing a facility that was sold to JMU in exchange for the parcel where the new facility was constructed and \$310,000.

DMS sold a parcel of real estate in Stafford County, after it was determined by the Region and the Diocese to no longer be necessary for the mission of the Diocese. The Board is working with a broker to sell a second larger parcel. Proceeds from the sale of this real estate are available for loans to churches for capital improvements.

The Board is working with All Souls Episcopal Hanover on the potential development of property for the extension of their work in the Richmond area. This property was purchased by DMS at the request of the Bishop of Virginia more than 20 years ago. DMS is currently managing the vacant property.

The Board is also working with St. Peter in the Woods, Fairfax, on a property sale agreement with the Fairfax County to expand its fire & rescue service. The County needs the land for parking to allow it to meet zoning requirements. The parking will also benefit the church. DMS holds ownership to the property, while the church has built and has ownership to the church facility.

DMS accepts investments by parishes and other church entities which are then used in support of the missionary work of the Diocese. The funds are held in trust by the Board with interest paid at a fixed rate of return for a five-year period. These funds are used to make loans to churches in the Diocese for capital maintenance or other improvements.

DMS provides churches with short-term and long-term loan opportunities for capital and maintenance improvements to church facilities. In the past year, the Board worked with parishes on several improvements and continues to have funds available for loan. Contact Stas Jones at Mayo House if you have interest.

SUBMITTED BY: JOSEPH S. PAXTON, PRESIDENT.

Education for Ministry

Greetings on behalf of Education for Ministry (EfM) participants and mentors around our Diocese! EfM is thriving, even as the pandemic continues to affect our lives. This report details work and progress since our last report to The Diocese in 2021.

Background of Education for Ministry: (EfM) is a program of theological study for laity. EfM helps individuals go deeper in their lay ministry. The EfM seminar group, along with the help of a trained mentor, and with awareness of God's presence when two or three are gathered, supports ministry through a created space of trust in which study, sharing, and theological reflection can flourish. Begun in 1975 at the University of the South – "Sewanee" – School of Theology, it has been a part of adult formation in the Diocese of Virginia for more than 30 years. The four-year program of study includes the Old and New Testaments, Church History, and Theology, Ethics, and Interfaith Relations. From the Sewanee EfM website: "Through study, prayer, and reflection, EfM helps participants move toward a new understanding of the fullness of God's kingdom as they better comprehend the connection between their faith and their lives" And, from an EfM participant: "EfM is not just learning about stuff. It is learning about self."

How Education for Ministry (EfM) provides adult Christian formation and supports one of the key priorities of The Diocese – to share the faith of Jesus with youth and others: EfM is one of the most effective and successful adult Christian formation programs in the Episcopal Church. It 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. And although EfM was not designed as preparation for ordained ministry, a number of EfM participants and graduates have done exactly that. EfM has been credited with providing a vital foundation for divinity studies leading to ordination. EfM graduates often serve in key leadership roles within their parish and beyond. For the year ending in June 2022 there were 30 groups led by 35 mentors, with over 200 individuals enrolled. A list of EfM groups in our Diocese is attached.

How EfM groups have adapted to meeting 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. Even as in-person meetings became possible, a number of groups continued to meet online. A factor favoring online meetings is the convenience for participants and mentors with long commutes to in-person meeting locations, and for meeting while traveling for work or recreation. EfM mentors and participants have adapted well to online meeting platforms, such as Zoom, to continue their work together. While nothing will ever take the place of face-to-face meetings, the online gatherings have their advantages: focus on the faces of each participant, reduction of distractions that can occur when meeting in person; ability to record a meeting for people who are absent, to name a few examples. In-person EfM mentor training for 2020, 2021 and 2022 was cancelled, per direction from Sewanee, and we hope to have in-person training at Roslyn, August 3-5, 2023. That training will be scaled back in anticipation that many mentors and trainers will continue to prefer online mentor training. Virtual EfM mentor training offered by Sewanee has gone well, thus assuring that new and continuing EfM mentors can maintain their mentor accreditation in spite of the pandemic's limitations on in-person gatherings.

EfM in the Diocese of Virginia is Sustainable: Our Diocese is, and has been for many years, a “full sponsor” for EfM in our Diocese. This means that the Diocese of Virginia pays a fee to EfM/Sewanee each year (currently \$2750) so that all EfM participants in our diocese receive a \$100 discount on their EfM participant fees (\$325 is the discounted rate for 202223). Sewanee provides additional participant discounts to EfM groups of eight or more. EfM mentors serve as volunteers and receive a small monthly stipend (currently \$125) from Sewanee to cover expenses related to their EfM groups such as supplies for instruction, record-keeping and celebrations. Our Diocesan EfM Coordinator also serves as a volunteer, and receives a small annual stipend from Sewanee of around \$1,000 plus \$100 for each in-person mentor training event staffed by the Coordinator. Additionally, our EfM program in the Diocese of Virginia has generated a surplus of funds, accrued over time from annual EfM mentor training, when actual expenses exceeded income from mentor training fees. The surplus is tracked jointly by the Diocesan finance office and by the EfM Coordinator, and these funds will be deployed when in-person mentor training resumes.

EfM Growth: Our Diocese is always seeking 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, especially in the three regions where there are no groups. Support for EfM in The Diocese: We are blessed with a strong network that includes the Diocesan EfM coordinator, Diocesan staff, trained EfM mentors, and committed EfM participants. Together these are the backbone of EfM. We are grateful for the support from the Diocese of Virginia as a “full sponsor” diocese, through which EfM participants in our diocese enjoy a reduced enrollment fee. Support from the staff of the Diocese 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. Thanks be to God!

EfM Groups in the Diocese of Virginia

The EfM groups in the Diocese of Virginia are listed here by diocesan Region. 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; Lucy Chaplin, mooseski1@gmail.com.

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; Tom Hahn, Tshahn1@aol.com.

Meeting Place: Grace Church, 3601 Russell Road, Alexandria. Group #4111 (6 enrolled). Julia McClung, julia.mcclung@yahoo.com; Anne Boris, awcboris@hotmail.com.

Meeting Place: Immanuel Church-on-the-Hill, 3606 Seminary Road, Alexandria. Group #6842 (7 enrolled). Sudie McGahuey, smmcgahuey@comcast.net.

Meeting Place: St. Luke's, 8009 Fort Hunt Rd., Alexandria. Group #7067 (7 enrolled). Beth Cavey, caveyizabeth@gmail.com.

Arlington Region

Meeting Place: St. Michael's, 1132 N. Ivanhoe St., Arlington. Group #1910 (6 enrolled). Beth Cavey, caveyizabeth@gmail.com.

Charlottesville Region

Meeting Place: St. Paul's Memorial, 1701 University Avenue, Charlottesville. Group #5752 (6 enrolled). Karen Mawyer, Karenathome51@embarqmail.com.

Meeting Place: St. Paul's, 851 Owensville Road, Ivy. Group #4543 (6 enrolled). Deborah Johnson "Debbie" Scott, Debbie@stpaulsivy.org; Charles Chabot, CChabot@EmmanuelGreenwood.org.

Culpeper Region

Meeting Place: Trinity, 379 Gay Street, Washington. Group #3613 (6 enrolled). The Rev. Elizabeth Keeler, rector@trinwash.org.

North Fairfax Region

Meeting Place: Holy Comforter, 543 Beulah Road, Vienna.

Group 1: Group #4576 (5 enrolled). Joni Langevoort, jlangevoort@gmail.com; Andy Pettigrew, pettigrij@cox.net.

Group 2: Group #5793 (5 enrolled). Sharon McGroder, Sharon.mcgroder@gmail.com; Dianne Stoddard, dlstoddard@orrick.com.

South Fairfax Region

Meeting Place: St. Alban's, 6800 Columbia Pike, Annandale. Group #5648 (10 enrolled). Kay Lusk, malusk49@gmail.com; Steve Lusk, efm@stalbansva.org.

Meeting Place: The Falls Church, 115 East Fairfax St., Falls Church. Group #12599 (7 enrolled). Mary Cushing, mecu1010@aol.com.

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.

Group 2: Group #TBD (7 enrolled). The Rev. Susan Hartzell, revsusanh@gmail.com.

Meeting Place: St. John's, 5649 Mount Gilead Rd., Centreville. Group #TBD (8 enrolled). Walt Cooner, wcooner@yahoo.com.

Fredericksburg Region

Meeting Place: St. George's, 905 Princess Anne St., Fredericksburg. Group #5271 (11 enrolled). Carol Lawson, Avcmclawson@hotmail.com; Norah Hooper.

Meeting Place: Trinity, 825 College Ave., Fredericksburg. Group # TBD (7 enrolled). The Rev. Cynthia McKenna, cmckenna@trinity-fredericksburg.org.

Northern Neck Region

Meeting Place: Grace Church, 305 S. Main Street, Kilmarnock. Group # 6666 (10 enrolled). Martha Gilbert, mgilbert64@gmail.com; Marcia Billups, marcia.billups@gmail.com.

Northern Piedmont Region

Meeting Place: Emmanuel, 105 E. Washington Street, Middleburg. Group #5085 (10 enrolled). Linda Wine, lindabellwine@hotmail.com.

Meeting Place: St. Matthews, 201 E. Frederick Dr., Sterling. Group #6721 (8 enrolled). Jane Garrett, janeowl@gmail.com; Sue Reier, reiersk108@gmail.com.

Potomac Region

Meeting Place: Pohick Church, 9301 Richmond Hwy., Lorton. Group #2457 (6 enrolled). Denise McHugh, deniselmchugh4@verizon.net; John Eagan, jjeagan3@aol.com.

Central Richmond Region

Meeting Place: St. Andrew's, 236 Laurel Street, Richmond. Group #12559. Paige Trivett, paige.trivett74@gmail.com.

Meeting Place: St. James's, 1205 W. Franklin St., Richmond. Group #6528 (1 enrolled). Jane Dowrick, efmvirginia@gmail.com.

Meeting Place: St. Philip's, 2900 Hanes Avenue, Richmond. Group #6175 (2 enrolled). Debora Johnson-Seabrook, seabrook1800@comcast.net.

Meeting Place: St. John's, 2401 E. Broad St., Richmond. Group #6989 (8 enrolled). The Ven. David Curtis, dcurtis@saintjohnsrichmond.org.

North Richmond Region

Meeting Place: Immanuel, Old Church, 3263 Old Church Rd., Mechanicsville. Group #5759 (8 enrolled). Lindsay Ryland, clyland@aol.com.

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 (9 enrolled). Jen Kimble, jensven1@gmail.com.

Winchester Region

No EfM groups in this region.

SUBMITTED BY: JANE DOWRICK, EfM COORDINATOR.

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

With the grace of the Holy Spirit, the mission of the Episcopal Church Women (ECW) is to share the love of God by making Christ known in the world through prayer, education, concern for others, and joyful service. This report summarizes our activities this year.

The diocesan ECW Board of Directors conducted its first meeting on January 22, a virtual meeting powered by Zoom. ECW Chaplain, the Very Reverend Kim Coleman, shared an inspirational message celebrating the feast day of Florence Li Tim-Oi and set the tone for ECW by asking: "When the crowds look at ECW, how will they know we follow the one whom God appointed to bring good news to the poor, to proclaim release of the captives and recovery of sight to the blind, to let the oppressed go free, and to proclaim the year of the Lord's favor?" President Ericka Masias Campos then called for ideas and plans to address the work of ECW for the year.

In the history of the ECW of the Diocese of Virginia, the organization has a Hispanic President, the first to represent Latino women. She is looking forward to working with all local parishes in supporting their ministries and outreach and establishing the ECW's relationship with the new Bishop on a firm foundation. There is much work that women of the Episcopal Church can do together. They lead their families in making a difference in the entire community and in the world.

In a subsequent meeting of the board on February 5, 2022, the group reviewed the Very Rev. Kim Coleman's flyer and discussed plans for the Lenten Retreat and whether future meetings be virtual or hybrid. The group believes that better attendance is possible if meetings are hybrid, since the Diocese of Virginia is large, and many people are still hesitant to attend inperson gatherings because the risk of COVID infection remains high. Committee chairs reported on their various ministries, including plans for collecting and sending ingatherings to the United Thank Offering, for soliciting applications for scholarships, and for Church Periodical Club grants. In global ministries, the chair hopes to clarify the priorities and budgetary considerations, and she hopes that parishes will respond to the survey so that we have a clearer understanding of the countries and ministries that are

receiving attention and their needs. The Ecumenical and Social Justice Committee Chair expressed a desire for the ECW to continue in all our efforts to be involved in Sacred Ground and book groups, and she recommended that members also consider visiting and being involved with the African American Heritage Center in Charlottesville.

The Lenten Retreat was a hybrid meeting. Formerly known as “Lenten Quiet Day,” it was renamed because our activity is not QUIET! This is an annual event hosted by the ECW. It was held on March 5, 2022, and facilitated by the Right Reverend Jennifer Brooke-Davidson and the Very Rev. Kim L. Coleman, ECW Chaplain. The theme was “Practicing the Way of Love,” and we drew upon Presiding Bishop Michael Curry’s book, *Love is the Way: Holding on to Hope in Troubling Times*, to examine our biblical mandate to practice unconditional love in all that we teach and proclaim. In honor of Women’s History Month, special attention was given to the role of women in Bishop Curry’s life, as well as women in Holy Scripture whom God used to cultivate a commitment to love.

The ECW Executive Board met on April 21, 2022, in preparation for the annual spring meeting. This hybrid meeting was held at La Iglesia Episcopal De Santa Maria, Falls Church, on May 7, and it was hosted by the women of Santa Maria. Highlights of this meeting included a presentation by Michelle Trampe, who is director of the Central Virginia Justice Initiative, and who gave an update on steps being taken to stop human trafficking in Virginia. The keynote speaker, the Rev. Deacon Natalie Perl Regan, St. Thomas, McLean, presented a guided imagery evolving from the gift of an empty cup and focusing on the idea that God can use our hearts, minds, and energies if we are silent before God and invite God to fill us as an empty vessel with God’s plan. The women of Santa Maria served a delicious buffet, offering both breakfast and the lunch that followed the meeting. The worship service took place in the Santa Maria Temple and was led by the Rev. Roberto Orihuela, Vicario Parroquial and Cocelebrant/Preacher, the Very Rev. Kim Coleman, Co-celebrant. The Rev. Katherine V. Ferguson served as Deacon and Ericka Masias Campos served as translator. The Episcopal Church Women of the Diocese of Virginia extend deep thanks to the community and ECW members of La Iglesia Episcopal de Santa Maria, and the music directors, Julio Cuellar at Santa Maria, and Patrick Kabanda, Trinity, Arlington, for the beautiful service. The United Thank Offering at this meeting totaled eighty-five dollars.

The ECW Board of Directors met again on June 3 to continue program planning. Heartfelt concern was expressed that the ECW organization cannot accomplish its ministry and grow without dedicated collaboration and help from everyone working together. We discussed the need to examine the role of ECW in the Diocese and improvements that would generate greater interest and involvement. Like other church organizations, much of our work has been disrupted during the pandemic. We have been unable to meet and enjoy the close social interactions that promoted our ministries.

On July 8, Kathleen Jimerson, the Scholarship Committee Chair, gathered members of that group at her home. A total of about \$4,000 was awarded to ten applicants who are college students and members of Episcopal Churches in the Diocese of Virginia. It is hoped that scholarships in the future can also be offered to applicants who are in vocational and apprenticeship programs.

Following up on the concerns expressed at the June 3 meeting, President Ericka Masias called for the ECW Board to meet on August 18 and invited Bishop Goff to join us in a discussion on how ECW might address the opportunity to revitalize the organization. The group identified several areas that need changes, and President Masias Campos appointed an Ad Hoc Committee to review the concerns and to plan next steps to address these concerns. The small group met on August 23 to review the organization and to discern any changes resulting from this review that would improve the ECW in the future.

The ECW will schedule the annual fall meeting, and that date and information about the meeting will be forthcoming in future communications.

SUBMITTED BY: ERICKA MASIAS CAMPOS, ECW PRESIDENT.

Executive Board

The Executive Board is the governing body of the Diocese of Virginia between sessions of Annual Convention and is responsible for oversight of the budget and program of the Diocese. Much of the program work of the Diocese is done by committed volunteers formed in committees and commissions.

Composition of the Executive Board

The Executive Board includes the Bishop Diocesan, the Bishop Coadjutor if there is one, the Suffragan Bishops if there are any. (In 2022 the Assistant Bishop and Assisting Bishop have been members with seat and voice, and with responsibilities in particular program areas, but no vote.) The Board also includes one representative from each of the sixteen Regions of the Diocese for terms of three years.

Additionally, the Bishop may appoint to the Board, with the advice and consent of the Standing Committee, no more than three at-large members (whether lay or clergy) for one-year terms, with the option for reappointment for no more than two additional one-year terms. To be eligible for appointment, lay persons must be eligible for election to the Vestry of a Church in the Diocese and may not be the Dean or President of a Region, nor a member of the Standing Committee. Clergy must be on the Official List of Clergy of the Diocese.

Additionally, by custom, the Episcopal Church Women (ECW) are represented on the Board by the ECW President, who has seat and voice but no vote.

The Bishop is the president of the Board, and a lay vice president is elected annually. Board members are divided into two groups, the Working Group on Budget (Mr. Garway Bright, Chair), which works closely with the Treasurer of the Diocese to draft and refine the annual budget; and the Working Group on Program (the Rev. Webster Gibson, Chair), which works on the program for the Annual Convention along with Diocesan staff, makes recommendations regarding grants, and handles other matters unrelated to the budget.

2022 Executive Board Members

The Rt. Rev. Susan E. Goff, Bishop Suffragan and Ecclesiastical Authority, President

The Rt. Rev. Jennifer Brooke-Davidson, Assistant Bishop

The Rt. Rev. Porter Taylor, Assisting Bishop

The Rev. Jo Belsler, Alexandria Region (Church of the Resurrection, Alexandria)

Ms. Laura Bondurant, Upper Tidewater Region (St. John's West Point)

Mr. Garway Bright, Member at Large (Christ Church, Glen Allen), Budget Chair

The Rev. Catherine Campbell, Arlington Region (San Jose and Christo Rey, Arlington)

Ms. Mary Ann Cowherd, Culpepper Region (St. Stephen's, Culpepper)

The Rev. Emily Dunevant, West Richmond Region (Grace, Goochland)

The Rev. Webster Gibson, N. Shenandoah Region (Christ Church, Winchester), Program Chair

Mr. Sergio Gutierrez, South Fairfax Region (La Iglesia de Santa Maria, Falls Church)

Ms. Mickie Jones, Central Richmond Region (St. Mark's Richmond)

Ms. Sandra Kirkpatrick, Northern Neck Region (St. Stephen's, Heathsville)

The Rev. Amanda, Kotval, Charlottesville Region (St. Paul's, Ivy)

The Rev. Emily Krudys, North Richmond Region (Church of Our Savior, Montpelier)
The Rev. Gene LeCouteur, North Piedmont Region (Emmanuel, Middleburg)
The Rev. David Lucey, North Fairfax Region (St. Francis', Great Falls)
Ms. Ericka Masias, Episcopal Church Women (La Iglesia de Santa Maria, Falls Church)
The Rev Jay Morris, Fredericksburg Region (Aquia, Stafford)
Mr. George Omohundro, Potomac Region (St. Luke's Alexandria), Vice President
Mr. Preston Suddath, South Shenandoah Region (St. George's, Stanley)
Ms. Alda White, Member at Large (Trinity, Fredericksburg)

Other non-voting participants at Board meetings generally include Mr. Mark Eastham, Board Secretary and Diocesan Chief of Staff, Mr. J. P. Causey, Jr., Esq., Diocesan Chancellor and Board Parliamentarian, Mr. Ted Smith, Diocesan Treasurer, the Rev. Canon Abbot Bailey, Interim Canon to the Ordinary, Mr. Bill Martin, Executive Board Coordinator, and Ms. Nancy Chafin, Diocesan Minister for Communications.

Executive Board Meeting Highlights

The 2022 Executive Board had regular scheduled monthly meetings (except in July and August) and meets for special sessions as required. Scheduled Board meetings in 2022 have been convened via video teleconference. Meetings are typically scheduled for the fourth Thursday of the month and last 2-3 hours.

January 27, 2022, Meeting

- Bishop Goff reviewed the Executive Board responsibilities as an orientation for new and returning Board members, describing the four priority areas of the Diocese: healing across differences; sharing the faith of Jesus; caring for God's creation; and resourcing God's mission. These four areas will inform the work done by the Executive Board, especially in their oversight of budget and programs.
- Bishop Goff noted that the Board must elect a Vice President annually. The Vice President must be a lay member of the Board and it is the custom of the Board to place all lay members names on the ballot unless they asked to be removed. Several members asked to have their names removed. Mr. George Omohundro was elected Vice President of the Executive Board for 2022.
- Bishop Goff noted that the Secretary of the Executive Board must be elected annually. She noted that traditionally the Secretary of the Diocese serves in this position. She nominated Mr. Mark Eastham, and he was elected by acclamation.
- Bishop Goff appointed Mr. Bill Martin as Coordinator of the Executive Board for 2022.
- Bishop Goff reappointed Mr. Garway Bright and Ms. Alda White to serve as at-large members of the Board for another year.
- Bishop Goff presented the Resolution of Empowerment to create the Executive Committee of the Executive Board to act on behalf of the Board in cases where actions must be taken quickly. The Executive Committee consists of the President, Vice President and the Chairs of the Working Group on Program and the Working Group on Budget. The Secretary of the Board and the Treasurer of the Diocese serve as advisors to the Committee. All items considered and all decisions made by the Committee will be reported to the entire Executive Board at its next meeting. The resolution was approved by acclamation.
- There was a discussion of the frequency of submission of Regional Reports to the Board. The Reports will be submitted quarterly beginning with the March meeting.
- Mr. Garway Bright gave the report of the Budget Working Group. He noted the sale of diocesan property in Harrisonburg has closed and the proceeds will allow the Diocese to retire the last diocesan debt. He announced that pledges were up about \$200,000 from this time last year and that some churches have already started implementing the Virginia Plan for Covenantal Giving. He noted that the Budget Working Group has created its calendar

of meetings outside of the Executive Board meetings to facilitate the creation of the 2023 budget.

- The Rev. Webster Gibson gave the report of the Program Working Group. The group continues to consider the parental leave policy and the financial implications of resolution R-7. They also discussed the policies from several other dioceses. He noted that General Convention will be taking up a resolution on parental and family leave this summer.
- Bishop Goff noted the formation of the Shrine Mont Camps Advisory Committee to be chaired by the Rev. Andrew Moore.
- Members of the Resourcing God's Mission Task Force joined the meeting to discuss the process moving forward. Mr. Eastham gave the overview of the next steps in the process to implement the Virginia Plan for Covenantal Giving. The process is moving from the Resourcing God's Mission Task Force to the Executive Board to implement. An important aspect of the plan process is an adjustment review process for churches who need to phase in more gradually to the shared giving goals of the plan. The primary goal of the review process is Executive Board representatives to meet with church representatives and to help the church seeking an adjustment determine a pledge plan that reflects the interdependence of the Diocese and its churches, and the critical need for shared resourcing for a synergistic and revitalized future. Important in this process is an approach that is relational, respecting the dignity of the individual churches. These meetings were scheduled to be held on June 18, 2022, in four regional settings with representatives from the Executive Board and Task Force to facilitate the meetings.
- Bishop Goff presented the nomination of the Rev. Dina Widlake to serve on the board of the Diocesan Missionary Society (DMS) and the Board approved the nomination to be sent to DMS for their action to elect her to serve on their board.

February 24, 2022, Meeting

- The Rev. Sven vanBaars, Chair of the Resourcing God's Mission Task Force, noted that this was the beginning of the hand-off for the implementation of the Virginia Plan for Covenantal Giving that the Resourcing God's Mission Task Force has developed. Task Force member Bob Steventon talked about the history of the Task Force's work that ended in the adoption of Resolution 1a at the November 2021 Annual Convention. The goal is to get all parishes pledging 10% to the Diocese by 2025. The first year of implementation in 2023 will be a goal of 8%. He also noted that similar programs are running smoothly in the Dioceses of New Hampshire and Alabama. Task Force member Suzanne Stroup discussed the conversations that the Task Force has had with parishes who are likely to need to ask for an adjustment to their 2023 pledge goal. It is important to listen to the needs and fears of parishes. Parishes will need support and reassurance through this new process. The Task Force will now be available as a resource to the Executive Board as the June 18 adjustment meetings approach. Bishop Goff asked the Rev. Jay Morris, the Rev. David Lucey, the Rev. Emily Dunevant and the Rev. Webster Gibson to be Executive Board coconveners for the June 18 meetings, with Rev. Morris leading the group to coordinate plans for the meetings.
- Bishop Goff announced the invitation to submit nominations to serve on the Resolution 10a Task Force. This Task Force will begin guiding the work of reparation in the Diocese of Virginia. She indicated that one member of the Task Force will be an Executive Board member.
- Bishop Goff reminded the Board of the Resolution for Parental Leave Justice (Resolution R-7) was deferred at Convention and forwarded to the Executive Board. She also noted that the issue of family leave will be considered at General Convention this summer. Rev. LeCouteur and Ms. Bondurant agreed to work together to craft guidelines for consideration by the Board in advance of November's Annual Convention.
- Diocesan Treasurer Ted Smith announced that the Episcopal Church has created a grant program that is available to every diocese for up to \$40K. He and Bishop Goff have discussed

applying for one of these grants to use towards the work of racial justice and helping to fund the Impact Fund for Racial Justice and Healing that was created as a part of Resolution 4a that was adopted at the November 2021 Annual Convention.

March 24, 2022, Meeting

- Bishop Goff announced that the slate of candidates for the 14th Bishop Diocesan would be announced on March 28. There will be “Meet and Greet” sessions around the Diocese this spring. The Electing Convention is scheduled for June 4. The consecration is scheduled for December 3.
- Bishop Goff announced that the Trustees of Church Schools voted to offer the position of President of the Church Schools of the Diocese of Virginia to Mr. Henry Broaddus to replace Dr. David Charlton, who is retiring after 36 years as President, and shared Mr. Broaddus’s resume with the Board. The Church School by-laws require that their selection of a President be confirmed by the Executive Board. The Board voted to confirm Mr. Broaddus as President of the Church Schools.
- The Rev. Jay Morris presented the work of the co-conveners to prepare for the June 18 meetings. He reviewed materials developed to facilitate the process and invited suggestions for changes from Executive Board members. The materials will be sent to churches in April. Rev. Morris asked that all Executive Board members and Resourcing God’s Mission Task Force members plan to be attend the June 18 meetings to help facilitate.
- Rev. Morris presented the guidelines for the clergy retreat scholarship program fund. He worked with the Rev. Amanda Kotval and Ms. Mickie Jones to flesh out the concepts that were presented to the Board in December. He noted that the fund has grown, and the corpus is now at \$480,000, which will generate approximately \$21,500 a year for scholarships that will be awarded for up to \$1,000 for personal retreats.
- The Rev. David Lucey, Executive Board liaison to the Trustees of the Funds, announced that Mr. Bright and Rev. Morris volunteered to serve on the Trustees of the Funds nominating committee.
- Diocesan Treasurer Ted Smith reported that the Diocese has submitted the application to receive the Episcopal Church grant.
- Mr. Smith announced that the Diocese has received a stock donation to create a fund to support the mission congregations of the Diocese to be called the Elizabeth Nelson Tompkins Mission Churches of the Diocese of Virginia and presented a resolution to accept the stock donation to create this new fund. The Board approved the resolution unanimously.

April 28, 2022, Meeting

- Diocesan Treasurer Ted Smith announced a number of adjustments to the diocesan budget for 2022 and explained the details. The adjustments were presented to the Board as a motion, which passed without objection.
- Bishop Goff announced that the R-10a Task Force has been created and the members were announced to the Diocese last week. They will begin their work in late spring. She noted that a member of the Executive Board will fill a one-year term on the Task Force.
- The Rev. Jay Morris updated the Board on the actions of the co-conveners for the June 18 sessions on the Virginia Plan for Covenantal Giving (2021 Resolution R-1a) since the March meeting. He reiterated the request that all Executive Board members and Resourcing God’s Mission Task Force members be present at one of the meetings to help facilitate.
- Ms. Laura Bondurant reported on progress on the Resolution for Parental Leave Justice (2021 Resolution R-7). She presented the proposed guidelines and frequently asked questions document that she and the Rev. Gene LeCouteur created for the Board to discuss. Bishop Goff noted that this issue will also be considered in Baltimore at General Convention later this summer, and that the Board should wait until after General Convention to see may be recommended, and that the Board can then decide how to bring this issue back to Annual Convention in November.

May 26, 2022, Meeting

- Bishop Goff noted that the election for the fourteenth Bishop of Virginia will soon take place, thanked the diocesan staff for their work on the event scheduled for June 4, and requested prayers for the election and the nominees.
- Bishop Goff announced two resignations from the Standing Committee, the Rev. Anne Turner and the Rev. Dorothy White, and that the Board is empowered to appoint two clergy to fill these unexpired terms, both ending at Annual Convention in November. A motion to elect replacements passed unanimously. Mr. George Omohundro, the Rev. Emily Krudys and the Rev. Amanda Kotval were appointed as an ad hoc committee to bring potential candidates back to the Executive Board at the June meeting to fill the openings.
- Diocesan Treasurer Ted Smith presented a resolution to establish an endowment fund for the Elizabeth Nelson Tomkins fund for Mission Churches of the Diocese of Virginia from the stock donation that was accepted by the Board in the March meeting. The resolution passed unanimously.

June 4, 2022, Special Convention to Elect a Bishop Diocesan

- Executive Board members participated as voting members of the Convention which elected the Rev. Canon E. Mark Stevenson as the 14th Bishop Diocesan of Virginia.

June 18, 2022, Special Group Sessions on the Virginia Plan for Covenantal Giving

- Executive Board members attended and assisted in facilitating four group meetings around the Diocese of parish representatives to discuss parish compliance with the Virginia Plan for Covenantal Giving (2021 Resolution R-1a).

June 23, 2022, Meeting

- Bishop Goff noted the election of the Rev. Canon Stevenson as Bishop of Virginia and advised that he is not “Bishop Elect” until a majority of Bishops and Standing Committees of the Episcopal Church have consented to this election.
- Bishop Goff noted that the final Task Force approved by the 227th Annual Convention is being formed. It relates to the Resolution on Spanish Language LatinX/Hispanic Centered Discernment to Ordained Ministry (Resolution R-9a). The Rev. Sarah Kye Price and the Rev. Daniel Velez-Rivera are spearheading this effort to identify potential people to serve on this Task Force.
- Bishop Goff noted that the Shrine Mont Camps Task Force continues its work and will be advising Bishop Goff on the hiring of an Executive Director for Shrine Mont Camps 2023.
- Bishop Goff noted that the Resolution R-10a Task Force on Racial Justice and Reparations has had initial meetings and will be gathering in person on retreat this summer.
- Bishop Goff noted that the 228th Annual Convention will convene in person in November in Arlington, Virginia, and enumerated the various elections that will take place including: (1) two clergy and two lay representatives to the Standing Committee, (2) four clergy deputies and four alternates, and four lay deputies and four alternates to represent the Diocese at General Convention in 2024, and (3) two lay representatives and one clergy representative to Province III; in all 23 people will be elected to represent the Diocese in various capacities. She noted that the Diocese has not always presented a full slate of candidates for election to these various positions. Through discussion consensus was reached for Executive Board members to work through the Region Deans and Presidents to help recruit candidates in their regions. She also asked that the outgoing Board members begin the process to identify their replacements on the Board.
- Bishop Goff noted that General Convention will meet in Baltimore July 8-11, and that the Virginia Diocesan deputation will communicate with the people of the Diocese throughout General Convention on the proceedings.

- The Rev. Jay Morris thanked Board members for their participation in the June 18th gatherings on the Virginia Plan for Covenantal Giving and reported that approximately one-third of all parishes participated in the gatherings and submitted their financial data. The Board through the co-convenor group and Board members working through their regions will now contact the parishes who did not participate to gather the necessary financial information. The plan is to present pledge adjustment requests for consideration at the September Board meeting. Mr. Smith noted that pledge cards are due by October 19 and the budget process will intensify during September and October.
- Mr. George Omohundro reported that he, Rev. Kotval and Rev. Krudys had identified and considered six potential clergy candidates to fill the two Standing Committee vacancies, and then moved that the Board appoint the Rev. Kim Glenn and the Rev. Martin Geiger to fill the vacancies. The motion passed without objection.
- The Rev. Webster Gibson reported Program Working Group's recommendations for six grants to be awarded through the Bishop's Appeal grant program and nine grants to be awarded through the Peter James Lee Small Church Revitalization grant program and moved that the awards be approved by the Board as reported. The motion passed without objection.
- Diocesan Treasurer Ted Smith presented fifteen scholarship requests from the Clergy Children's Scholarships program, noting that this is the second year of the program and that children of canonically resident clergy actively working in the Diocese are eligible. This year, the total request amount was \$47,750 and the maximum grant amount year was \$4,000. The requests were presented as a motion which was approved without objection, and with two abstentions.

September 22, 2022, Meeting

- Bishop Goff introduced Bishop Elect Mark Stevenson to the Board, and the Board members introduced themselves to Bishop Elect Stevenson.
- Bishop Goff announced that the Trustees of the Funds (TOTF) has decided to create an endowment fund and grant program in honor of her service to the Diocese, the proceeds being made available to congregations and schools for education and advocacy issues relating to racial justice and healing. The grants will be administered similarly to the Bishop's Appeal and Peter James Lee Small Church Revitalization grants and be awarded by the Executive Board. The new fund and grant program was presented to the Board as a motion and was passed unanimously.
- Bishop Goff discharged the Resourcing God's Mission Task Force with thanks from the Board and the Diocese for a job very well done.
- The Rev. Jay Morris presented the parish pledge adjustment requests arising from the June 18th meetings and subsequent discussions of the Virginia Plan for Covenantal Giving (2021 Resolution R-1a). The requests were divided into two groups: (1) churches that requested a specific dollar amount adjustment, and (2) churches that requested an adjustment but did not give a specific dollar amount of what their pledge would be. Rev. Morris suggested that the Board approve the requests of the first group and that the churches in the second group be contacted again to obtain specific dollar amounts for their adjusted pledges. Rev. Morris moved that the requested adjustments of the first group be approved by the Board. The motion passed with one dissenting vote.
- Diocesan Treasurer Ted Smith presented the 2023 draft budget for consideration, noting that it was balanced at \$5.6 million. He reviewed the budget in detail including line items of significance and changes. He noted that the budget must be published by October 8 to meet the notification deadlines set forth in the Convention Rules of Order. There was discussion about the pledge income estimate given the pledge adjustments that the Board had just approved and the ones that may be approved in October. Mr. Smith noted that he and Mr. Bright would manage the presentation of the pledge income figure as the amount became clearer with submitted pledge cards and make necessary adjustments to ensure the

budget stays balanced. Mr. Bright, on behalf of the Budget Working Group, moved to pass the budget as presented subject to any necessary adjustments as had just been discussed. The motion passed unanimously.

- The Rev. Webster Gibson presented a request from Church of Our Savior, Montpelier to move from mission to parish status. The process requires an endorsement by the Executive Board to move this request forward to the Committee on Church Status for consideration and approval at Annual Convention. A motion to endorse the request passed without objection, with one abstention.
- The Rev. Gene LeCouteur and Ms. Laura Bondurant presented a draft resolution on Uniform Paid Family Leave Policy and an accompanying Frequently Asked Questions and & Answers document. Rev. LeCouteur noted that the policy aligns with the policy passed by General Convention in July, but that there is no insurance product available to fund the implementation of this policy. Ms. Alda White noted that the 2021 Resolutions Committee had referred the resolution to the Executive Board because there was no mention of the cost of implementing this program. She suggested that the board advise the Resolutions Committee and Annual Convention that, while the Board supports the policy, a new resolution should wait until there is some way to fund the implementation. It was agreed to postpone a decision on how to proceed until the October meeting.

October 27, 2022, Meeting

- At the October meeting, the Executive Board approved a second round of Parish Pledge adjustment requests from the R-1a EB group. They deferred action on requests from 3 churches until further discussions could be conducted with those churches. JP Causey updated the board on 2022 General Convention activities. (I have included JP's presentation for your benefit.) Approved submitting a resolution to annual convention regarding the Uniform Paid Family Leave Policy.

November 17-19, 2022, Annual Convention

- Executive Board members will participate as voting members of the Convention.

December 15, 2022, Meeting

- Final meeting of the Executive Board for 2022.

Fredericksburg Region

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. Most of our meetings since then have included discussion of the priorities, what member churches have done, and resources available. Activities that member churches have undertaken in the area of racial reconciliation continue to be a significant topic of discussion. At our April meeting there was also discussion of what several churches were doing about energy efficiency.

A significant portion of our virtual January 2022 meeting was spent in discussion of how parishes were adjusting to limitations imposed by the pandemic. (Seems like so long ago.)

For our April and September meetings, we followed a recommendation from Bishop Jennifer Brooke-Davidson that meetings of regional councils begin with conversation about a passage of scripture and include some discussion of the Diocesan priorities of Healing across differences, Honoring and caring for God's creation, and sharing the faith of Jesus. Those priorities were integrated in to our discussions noted above.

Each of our meetings included reports from our Dean and Executive Board representative. Reports from the EB about financial pledging toward the Diocese under the new Virginia Plan for Covenantal Giving were helpful.

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.

Members of our Council continue to report that the sharing of information about programs and activities of the member churches is quite useful.

SUBMITTED BY: HARRY D. DICKINSON, PRESIDENT.

Ministry for Racial Justice and Healing

"Our only chance at dismantling racial injustice is being more curious about its origins than we are worried about our comfort. It's not a comfortable conversation for any of us. It's risky and messy, it's haunting work to recall the sins of our past. But is this not the work we have been called to anyway? Is this not the work of the Holy Spirit to illuminate truth and inspire transformation? It's haunting, but it's also holy." -Austin Channing Brown

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*. The Ministry has likewise purposed itself 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 the Reverend Dr. J. Lee Hill, Jr., Missioner for Racial Justice and Healing, with the support of Ms. Carolyn Lanier of St. Philip's Episcopal Church in Richmond, Chair of the Ministry for Racial Justice and Healing and the Ministry for Racial Justice and Healing.

In 2021, the Ministry offered several programmatic opportunities to learn about the work of anti-racism, racial justice, and healing through webinars on topics such as Implicit Bias, the Doctrine of Discovery, and a book study on *The Four Vision Quests of Jesus* by Steven Charleston. In addition, an electronic survey was submitted to 159 churches and campus ministry focused on racial justice and praxis.

Throughout 2022 the Diocese partnered with Courageous Conversation, an award-winning agency that is focused on effectively engaging, sustaining, and deepening interracial dialogue to help organizations and institutions address persistent racial disparities intentionally, explicitly, and comprehensively. Working with the Rev. Dr. LaKeisha Cook of Richmond, Virginia and Ms. Courtney Caldwell during the Spring and Fall Clergy, Spouses and Lay Professional Conferences at Shrine Mont, over 275 member of our Diocese receiving training in the Courageous Conversation protocol which focused on intra-racial and inter-racial dialogue about race. Among the clergy of the Diocese there were 45 persons who participated in the Spring Conference only, 49 persons who participated in the Fall Conference only, and 61 persons who participated in both the Spring and Fall Conferences. While this represents a small fraction of the clergy of the Diocese, there was grand acclamation among those who attended and an overwhelming desire to continue our partnership with Courageous Conversation.

Throughout 2022 the Diocese advanced its ministry of Sacred Ground, a program of The Episcopal Church that creates space for difficult but respectful transformation dialogue about race and racism. Welcoming persons from across the Diocese we had 92 persons register to participate in our Diocesan virtual Sacred Ground Circles, and several new communities to launch in-person Sacred Circles. We remain deeply grateful for the leadership of Dr. Chris Cameron and Ms. Diane Wright who organized and empowered a dynamic group of Sacred Ground facilitators. During the summer of 2022 the program revised the curriculum offering of session 10 which focuses on Grief Reckoning and Repentance and added session 11 which focuses on practical ways individuals and communities might live out our commitment to building Beloved Community and being anti-racist. At the invitation of the Rev. Canon Stephanie Spellers, Canon to the Presiding Bishop for Evangelism, Reconciliation and Creation Care, Dr. Hill shared in a nation-wide panel about how participants might utilize the new curriculum to discern steps toward action, engagement, deeper reflection, and formation at the intersection of faith, race and justice.

In the Fall of 2022, the Diocese a retreat was held for members of the BIPOC (Black, Indigenous, People of Color) community to reconnect, rest and seek healing from institutional, interpersonal, and internalized racial oppression. Building upon the signature training program offered by the Office of African Descent Ministry (formerly, the Office of Black Ministries), the Diocese developed “Standing in the Need: Healing from Internalized Oppression.” With 27 BIPOC persons attending, Dr. Urseline Bankhead led participants in individual and group experiences, and shared practical skills and strategies that promote healing from internalized racial oppression. A follow-up virtual gathering is being planned for January, to provide additional sustained support for those who attended the in-person gathering in the Fall, and there has been much energy for planning a second event in 2023. The Ministry for Racial Justice and Healing remains grateful for our Chair, Ms. Carolyn Lanier, and the Reverend Marlene Forrest who provided visionary leadership, and our Diocesan Treasurer, Mr. Ted Smith, who ensured financial support for this new ministry endeavor.

With the arrival of our Missioner for Racial Justice and Healing, education and sharing about the ministry of racial justice and healing has grown in our Diocese. Since arriving Dr. Hill has had the privilege of visiting with individuals, congregations, regions, and institutions throughout the Diocese of Virginia offering a ministry of presence, preaching, and teaching with in-person visits to more than 30 Episcopal-related congregations and/or institutions. In advancing the Ministry of Triangle of Hope, and in preparation for the 2023 summer youth pilgrimage, Dr. Hill traveled with a small delegation to the Diocese of Liverpool for the retirement of Bishop Paul Bayes.

The Ministry for Racial Justice and Healing remains encouraged and excited for the work of ministry in 2023. As we look to the upcoming year, we look forward to creating and developing an Anti-Racism training program for those serving in diocesan leadership and will begin work to draft a resolution for the 229th Annual Convention to mandate antiracism training for all serving in leadership roles within the Diocese of Virginia. It is our hope that the training will explore topics such as the Church’s history with race, unconscious bias, systemic racism, white privilege, internalized racism, colonialism, and beloved community.

This summer we welcomed the appointment of Mr. Rushad Thomas of Grace, Alexandria, the Reverend Joe Hensley of St. George’s, Fredericksburg, Mr. Jonathan Perry of Little Fork, Rixeyville, and we remain grateful for renewing their commitment to serve:

Ms. Carolyn Lanier, Chair, St. Phillip’s, Richmond
 The Rev. Justin McIntosh, St. Paul’s, Ivy
 Dr. Christine Cameron, St. Anne’s, Reston
 The Rev. Marlene Forrest, St. Philips ’Richmond
 The Rev. Deacon Christine Garcia, Christ Ascension, Richmond

Dr. Mary Palmer, St. Stephen's, Heathsville
Ms. Gwen Malone, St. Mary's, Berryville
The Rev. Barbara Marques, St. John's, West Point

North Fairfax Region

North Fairfax Region Council membership has remained faithfully engaged throughout 2022 with meeting agendas that not only support the ongoing work of the council but were designed to foster discussions around further discernment of the Region's ministry going forward. 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', Great Falls; St. John's, McLean; St. Thomas', McLean; and St. Timothy's, Herndon. The Very Rev. Fran Gardner-Smith continues to serve as Dean for the Region.

March 2022 Meeting

Thankfully, this proved to be our last "entirely virtual" meeting of the year. We dedicated a significant amount of time to conversation on our aspirations as a Region moving forward. We utilized the Diocesan provided "A Regional Resource for Connection, Conversation, and Leadership" (Regional Resource) to facilitate initial discussions that have ultimately served as the foundation for ongoing dialog and planning in subsequent meetings.

May 2022 Meeting

May was our first "hybrid" meeting with robust attendance both virtually and in person. Following another "Region Visioning Session" wherein we focused on our mandate as Christians to speak the truth (to ourselves and others), we were joined by Rev. Dr. J. Lee Hill, Jr., Diocesan Missioner for Racial Justice and Healing. Rev. Hill discussed the importance of Christian formation/education and the critical part it plays in the racial justice and healing process and provided some initial observations on the work to be done within the Diocese in that regard. Council members actively engaged in follow-up conversation on our responsibilities for further education, fellowship and opportunities to promote racial healing within the Region and our respective parishes.

Recognition of the importance of youth and young adult ministries is an important Region priority. In keeping with that ongoing focus, the Council during the May meeting also discussed and approved a \$5,000 allocation of Region funds to further support Arise Campus Ministry lead by Rev. Drew Enz.

October 2022 Meeting

Following our adopted practice of engaging in opening discussions using the Regional Resource curriculum, the remainder of the meeting was spent in conversation and some decision making related to the following:

- Re-thinking how we work together in support of major initiatives that could benefit several congregations, but heretofore have primarily been supported by individual parishes
- Additional community outreach opportunities
- Revitalized support for the youth mission trip (Moving Mountains) and ongoing support of St. Timothy's Hispanic ministry
- Further consideration of regional worship opportunities
- Overall stewardship of Region financial assets and individual parish pledge support

While we fulfill our charge as a Region Council, the important work of supporting our Christian Mission continues to reside at the local parish level. Some examples of significant parish level ministries in the North Fairfax Region include the following:

- Holy Comforter – engaged 150 children along with 40 teenage “prefects” at their Hogwarts’s Vacation Bible School in learning about such topics as fruits of the spirit, the power of transformation through the Eucharist and loving the Lord all through the lens of the Harry Potter books. In late 2021, the parish began its sponsorship of two young families fleeing the catastrophic situation in Afghanistan. Parishioners, led by the church’s Afghan Ministry Team continue to assist the families with government paperwork, medical and dental appt’s, housing and children’s schooling, adult education needs, driving lessons/licenses and misc. legal matters, with the ultimate goal of guiding the families to financial and societal independence.
- Holy Cross – the parish is responding to the war in Ukraine by running a series of “Pysanky” Workshop fundraisers. Participants are instructed in the art and symbolism of making Pysanky, the beautifully decorated Ukrainian Easter eggs. To date, Holy Cross has raised over \$6,000 for the Episcopal Relief & Development’s Ukraine Fund.
- St. Anne’s – the church holds a monthly food distribution that serves 80+ families providing non-perishable goods as well as fresh produce, meat, and personal care items. St. Anne’s is also a sponsor of the Cool Green Bags Program, where community members provide bags of food for pick-up semi-monthly. Some of the produce is grown in the parish’s own on-site Good News Garden. The garden also provides a source of pollen for their “Bee Ministry” which produces 35 pounds of honey that is sold to provide additional funds for the church’s Food Ministry. As an LGBTQIA+ affirming community, St. Anne’s also provides sponsorship for Reston Pride each June at Lake Anne.
- St. John’s – the parish continues to support several long-standing community support/ outreach programs including Drive of the Month and Sandwich Sunday. Drive of the Month as its name implies collects needed items on a monthly basis for local social service groups. Items collected might be school supplies for needy students; clothing and toiletries for the church youth to take on their annual NYC mission trip; cellphones to help victims of abuse and Christmas stockings for the Salvation Army. Sandwich Sunday occurs on the fourth Sunday of each month when all hands, large and small are welcome to join in assembling over 700 sandwiches for Martha’s Table a food pantry based in D.C.
- St. Thomas – the parish’s pre-school, founded in 2021, continues to grow and thrive with 36 students currently enrolled. Operating hours from 7:00AM – 6:00PM serve to provide the greater McLean/Tysons area with a quality affordable childcare alternative. Beginning in September ’22, St. Thomas began a new monthly family service called Welcome Table. It includes worship and formation for all ages as well as a meal. The parish has also invested heavily in technology and stream to Zoom and YouTube (Zoom can be heard in the Sanctuary). St. Thomas furnished apartments for five newly arrived Afghan families in late Fall 2021 and early Winter 2022.
- St. Timothy’s – the parish planned and planted “Rooted in Herndon”, a Community Garden initiative. The Garden is a ministry of St. Timothy’s Community Engagement team, and features plot owners from both the church’s English and Spanish speaking congregations. Following a wonderful bilingual dedication service in the Spring, the parish has enjoyed the Garden’s produce and spiritual bounty throughout the past Summer into this Fall. St. Timothy’s continues its decade+ support of St. Matthieu’s School in Chapoteau, Haiti. This ministry supports the children of a school in Central Plateau region of Haiti, arguably one of the poorest areas of the poorest country in the Western Hemisphere. This focus on education directly sponsor’s 24 primary school students supplying uniforms, tuition, backpacks and books and related support for teachers and school operation at a cost of \$500 per student per year.

SUBMITTED BY: KEVIN SWANSON, VICE PRESIDENT, NORTH FAIRFAX REGION.

North Richmond Region

Our Region is currently made up of ten congregations:

- All Souls Church, Mechanicsville – The Rev. Katherine Dougherty (Vicar)
- Calvary Church, Hanover – The Rev. Victor King (Vicar)
- Church of Our Saviour, Montpelier—The Rev. Emily Krudys (Vicar)
- Church of the Creator, Mechanicsville—The Rev. Bill Burk (Rector)
- Church of the Epiphany, Henrico— The Rev Kristin Wickersham (Priest in Charge)
- Emmanuel Church, Brook Hill, Henrico— The Rev. Kevin Newell (Priest in Charge)
- Immanuel Church, Old Church, Mechanicsville— The Rev. Robin Teasley (Interim Rector)
- St. James the Less Church, Ashland—The Rev. Rock Higgins (Rector)
- St. Paul’s Church, Hanover— The Very Rev. “Ben” Shelton (Priest in Charge, Dean)
- The Fork Church, Doswell—The Rev. K. Nicholas Forti (Rector)

Ours is a region very much in transition. Dr. George Spagna became president shortly before the pandemic. With our then Dean the Very Rev. Judy Davis they recruited as our new Treasurer Ms. Kelly Evko. Since signers could only be added to the checking account with signatures from all signers, and since two of three allowed signers had left the Diocese, we opened a new account transferring the funds over the signature of the outgoing treasurer. When Judy+ moved out of the Region the Very Rev. Ben Shelton was named to fill that role. In the coming year we will welcome the Very Rev. Katherine Dougherty as our newest Dean.

As with individual parishes adapting to pandemic measures, the region began meeting via Zoom and quickly realized that it was best to stay in communication while scaling back regional activities.

We are now transitioning out of that posture, resuming in-person meetings and exploring ways to enhance ministries on a regional basis. We purchased a new curriculum for youth and implemented a regional youth program, hosted weekly at St. James the Less. We sent a contribution to Episcopal Relief and Development to assist with Afghan refugee outreach. We will continue that support and are discussing enhanced support for ECW scholarships within the region. We are also looking at further support for Shrinemont maintenance needs.

We look forward to growing in our love and service.

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 Reverend Rod Gordon is the Dean of the Northern Neck Region. Sandra Kirkpatrick is the region representative to the Diocese of Virginia Executive Committee. Reverend Kimberly Glenn of Grace Church, Kilmarnock now serves on the Standing Committee.

The Northern Neck Region held nine meetings in 2022 with the breakout including four Region meetings (each quarter), two Region Executive Committee meetings, and three meetings of the new Collaborative Ministry Task Force. The Region also had a great turnout for the Electing Convention on 4 June in Alexandria, as well as the “meet and greets” held in advance of this.

In the January region meeting, special guests included Assistant Bishop Jennifer Brooke-Davidson and The Reverend Dr. J. Lee Hill Jr., Missioner for Racial Justice and Healing. Dr. Hill discussed his work and upcoming initiatives. Starting with the March meeting, the Region has incorporated scripture and discussion in our meeting agendas which has been a welcomed addition. Our special guest for the

March meeting was Assistant Bishop Jennifer Brooke- Davidson who facilitated fruitful discussion in our new ministry item for the Region on the challenge of being a “small church” with topics including team ministry models and pastoral care.

In March, June and July, Parishes celebrated in thanksgiving the ministries and retirements of Reverend Jim Silcox of Wicomico Church, Reverend Christopher Agnew of St. Paul’s and St. James, and Reverend Ellen White of Cople Parish.

In the Northern Neck Region this past summer, seven youths attended Shrine Mont. The Region with the help of additional donations from St. Peter’s and St. Stephen’s provided scholarships for half of the tuitions for participants. Letters from these campers included quotes like this one: “The whole year I look forward to going back. It is such an amazing place.” Another camper wrote: “Shrine Mont plays a huge role in my life. Every year at camp is another opportunity to make everlasting memories and lifelong friends.” Our Region supports this important initiative that has a powerful impact on the Christian formation of our young people. We are planning to further expand our scholarship fund and support in 2023.

Our meeting in September was held at Grace Church in Kilmarnock. Reverend Kimberly Glenn discussed the interesting history of this beautiful church and led us on a tour of the Chapel. Treadwell Davison highlighted the initial meetings and good work of the Collaborative Ministry Task Force. The task force is comprised of members across the Region and with the much-appreciated support of the Reverend Shirley Smith Graham, Interim Transition Minister of the Diocese of Virginia.

The Northern Neck Region continues its many successful outreach ministries, including the Grace Church Yard Sale (year round), the St. Stephen’s Thrift Shop, the St. James monthly Food Pantry, and the St. Peter’s Thrift Shop and Community dinners. One of these ministries received a donation from the Opp Shop in King George County, further demonstrating our collaboration and love across Regions in the Diocese of Virginia.

SUBMITTED BY: LINDA HUTT, NORTHERN NECK REGION PRESIDENT.

Northern Piedmont Region

Our Parishes

The Northern Piedmont Region comprises all of the Episcopal Churches in the exurban and suburban area to the west of the DC Metro area including Loudoun County, northern Fauquier County, and western Prince William County. In 2022, all of our parishes remained open to in-person worship and most have maintained recorded or live-streamed Sunday worship. Many have also resumed mid-week in-person services and initiated new programs in addition to on-line worship and meetings.

Region Council Meetings

This year we kept to our regular meeting schedule of 2nd Tuesdays in January, March, May, on zoom. Additional zoom meetings were well-attended in May/June to discuss Resourcing God’s Mission and the Election Convention. Our September meeting was postponed due to internet problems and our first in-person since early in 2020 was held in October. Our next meeting will be on Tuesday November 29th to plan for 2023 and to reflect on this year’s Annual Convention.

The Region Council combined its operating and mission accounts in 2022 continues to collect parish “dues” and mission contributions, generally maintaining a treasury of over \$20,000. In 2022 we will have approximately \$1,000 in operating expenses and have granted \$6,125 to two regional parish’s

Shrine Mont retreat scholarships. Several parishes continue to make regular contributions to the Region treasury, several contribute sporadically, and a few are completely non-participatory.

Our parishes all struggle with multiple communication platforms and would like to work with an IT/social media consultant familiar with our issues to help streamline our various streaming and communication processes. In 2023 we plan to work with diocesan staff to identify possibilities and resources. Following is a summary of some of the other issues that the Region Council is working on:

- How will a parish tithes to the Diocese for Resourcing God's Mission work with Region funding?
- Should our region keep all Region grant funds for Mission projects within the region?
- How can we support and connect with the several parishes in the region who have not been active or that have "gone missing"?

Transitions

Five of our fourteen congregations are currently without settled clergy. St. James Leesburg has welcomed a new Rector. St. David's Ashburn and Leeds, Markham both look forward to welcoming Interim Rectors. The Church of Our Redeemer Aldie, St. Andrew's Ada and Christ Church Lucketts now have long-term supply clergy supplemented by lay leadership.

Parish Listings

Parish websites provide links to recorded or live-streamed Sunday services as indicated in bold below.

- 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.stpaulsepiscopalhaymarket.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 Valley Region embodies a 'hopeful sense of excitement' as we go about our work of ministry. While financial giving is lower at most of our parishes, Good Shepherd Bluemont (a mission congregation) reports an increase in plate and pledge.

Similarly, attendance is still affected by the events of the past many months although Good Shepherd reports a slight increase as does Christ Church, Millwood.

Clarke Parish went out into the world with a pilgrimage group to the UK. Christ Church, Millwood, continues to have a very active food pantry and is holding a community coat drive. They are active

with outreach activities in their community, and did trash pickup along the river, which generated a truckload of trash. Good Shepherd has increased their outreach activities. Christ Church, Winchester has re-engaged people in outreach and inreach. Parishes report coming together as a community for parish meals, a stewardship launch party, an annual homecoming, a ministry fair, and a bishop's visitation.

St. Paul's on-the-Hill voted to close permanently (effective January, 2023), leaving Senseny Place Apartments (low-income senior housing) as their legacy. Thousands will live in a safe, affordable community over the coming years because of St. Paul's sacrifice of their building. St. Paul's on-the-Hill also remains grateful for the warm hospitality of the area's synagogue, where they were able to worship in-person in 2022.

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 the neighbors of the East End and educate its students, equipping them to serve as positive contributors to their family, community, and society.

Peter Paul's mission is one that is accomplished through a holistic approach - providing our neighbors with nationally recognized out-of-school-time educational youth programming and programs that engage and strengthen families and the community that surrounds them. Recognizing that education is a source of empowerment, Peter Paul focuses long-term on providing academic support and skill development that both increases the number of high school graduates in our community and prepares them for higher education and/or career opportunities.

To ensure long-term success, we provide our students with intensive academics in a supportive community of family and friends. At the same time, we know education is a family matter with community impact, and that belief is the basis for the outreach programs we offer to our East End neighbors. These comprehensive programs reflect our longstanding commitment to fulfill our mission by creating and delivering programs that provide academic instruction, strengthen families, cultivate financial independence, and empower community advocacy.

The pandemic has shown us that our comprehensive approach to uplifting those we serve is not only a valuable service to our families but an imperative for our community. Introduced in 2015, our integration of family and community services as complementary service components to our educational programming continues to solidify our approach to providing the competence, confidence, and connections that our children, parents and neighbors need to thrive.

Relationships with those who live in Richmond's East End and our partners are at the cornerstone of our success and impact in the community. Key to building these relationships has been our ability to listen and respond with programs and services that are inclusive and engaging. Persistently monitoring feedback from families ensures that we are continually re-framing our services and are highly alert to community needs. This process is managed by our well-established and fully staffed Family and Community Engagement Program (FCEP), led by a social worker experienced in therapeutic interventions, and involves many community partnerships.

Our new program delivery structure will focus on identifying and establishing new community-based program venues and allow us full autonomy to design and deliver our models and deepen our

engagements. The result will be that our staff and volunteers will be better able to fully embrace our philosophy on asset-based community development, community-centric program development, and individualized education for our students.

Parish Youth Ministries (PYM)

Parish Youth Ministries (referred to as PYM henceforth) was a year-long committee located within the Office of Formation whose purpose was to carry out christian youth formation programs; specifically, this group hosted 2-4 annual youth retreats for congregational youth across the Diocese. This committee was composed of high school students from various congregations, and in conjunction with its charge of creating retreats for youth ages 11-17, the committee served as a space to curate spiritual direction and leadership development for the students serving on said committee.

While Parish Youth Ministries has been a powerful component of the Diocese's Youth Formation Ministry and has been impactful in engaging high school age youth, the committee was disbanded in the year 2022 due to a lack of personnel. The Director for Christian Formation moved out of her position in the Diocese and the position has not been replaced.

Since its disbanding, this program has been requested by parents and Diocesan affiliate groups within the year 2022 (such as congregations and Shrine Mont Retreat Center), so there is space for this program in the future of the Diocese's formation ministry.

Actions taken in 2022

Paris Ball, the then Director of Christian Formation within the Diocese of Virginia, convened the 2021 PYM committee members. Paris Ball informed the members that she was leaving the position of Director for Christian Formation, and that since there was not a replacement for the role, that the committee was suspended indefinitely.

The committee did not provide any programming in 2022, either for the committee members or congregational youth of the Diocese.

R-9a Task Force on Spanish Language Discernment Process

Resolution R-9's charged the formation of a committee to discuss and discern pathways for discernment for mono-lingual and bi-lingual Spanish speakers. The committee has been appointed, co-convened by The Rev. Daniel Vélez-Rivera and The Rev. Dr. Sarah Kye Price and who subsequently invited participation of committee members listed below.

The co-convenors recognized that before the work could be fully engaged by the committee, we needed a more thorough understanding of the resources and pathways available for mono- and bi-lingual Spanish speakers in the wider church and neighboring dioceses. In August, we contacted and/or met with several other dioceses engaging in this work and began to catalog resources, formation pathways and materials available for this work.

We feel that this is a critical juncture of time, during our diocesan Bishop transition as well as in transitions in diocesan staff members, to revisit and discuss hopes and intentions for both vocational discernment and formation as well as deployment options and priorities. It is essential for future discerners to know the landscape of their discernment, and then to work to put processes in place. This is our present moment priority as co-convenors.

We would like to acknowledge and recognize the work of several members of this group and its co-convenors in bringing together a bilingual Spanish liturgy and celebration of the Ordination of Deacons on September 10. We note this because the involvement of Spanish speaking people who may be future seekers and aspirants was an important consideration in the planning of the liturgy and its inclusive expression. We felt the work of the Holy Spirit in moving that forward, and we know that more beautiful and holy moments will be unfolding with time.

The intention of the R-9 task force co-convenors is to bring our committee members together in early 2023 to discuss what we've learned thus far, and to create priorities for our future work.

Grace and Peace/Paz y Gracia

SUBMITTED BY: THE REV. DANIEL VELEZ RIVERA, VICAR, ST. GABRIEL'S/SAN GABRIEL, AND THE REV. DR. SARAH KYE PRICE, INTERIM VOCATIONAL DEVELOPMENT MINISTER, EPISCOPAL DIOCESE OF VIRGINIA.

Task Force Appointees (June 2022):

- The Rev. Anne Michele Turner, Rector, Grace Episcopal Church Alexandria
- The Rev. Nina Bacas, Interim Associate Rector, Grace Episcopal Church Alexandria
- The Rev. Deacon Katherine Ferguson, La Iglesia de Santa Maria, Falls Church
- The Ven. Holly Hanback, Archdeacon, The Diocese of Virginia, and Deacon, St. Gabriel's Episcopal Church - Iglesia San Gabriel
- The Rev. Dr. Hilary Borbón Smith, Committee on the Diaconate and Rector, Holy Comforter, Richmond
- The Rev. Deacon Frederico Garza
- Dr. Elvira Beracochea
- Rev. Sara Palmer, Senior Associate Rector, St. Mary's Arlington,
- Ana Saavedra (St. Gabriel's - San Gabriel)
- Andres Genan, Saint Timothy's - San Timoteo
- Delia Cortez, Iglesia de Gracia
- Maricruz Pascual, Iglesia de Gracia
- Dora Vasquez, Iglesia de Gracia

R-10a Task Force on Reparations

Charge and Mission

Isaiah 58:9-12: Then you shall call, and the Lord will answer; you shall cry, and he will say, "Here I am." If you take away from the midst of you the yoke, the pointing of the finger, and speaking wickedness, if you pour yourself out for the hungry and satisfy the desire of the afflicted, then shall your light rise in the darkness and your gloom be as the noonday. And the Lord will guide you continually, and satisfy your desire with good things, and make your bones strong; and you shall be like a watered garden, like a spring of water, whose waters fail not. And your ancient ruins shall be rebuilt; you shall raise up the foundations of many generations; you shall be called the repairer of the breach, the restorer of streets to dwell in.

Background

During the 227th Convention of the Episcopal Diocese of Virginia in 2021, Resolution R10A – A Resolution to Begin the Work of Reparations in the Diocese of Virginia was presented and adopted. The Resolution provided a detailed timeline describing the Episcopal Church and the Diocese of Virginia's long history of support for and complicity with chattel slavery, colonialism, violence against Indigenous peoples and the land, segregation, and structural and institutionalized racism, and resolved to set aside an initial \$10 million endowment fund to begin the work of reparations in the

Diocese. The resolution called for the appointment of a Reparations Task Force to develop a plan for the investment, growth, and distribution of grant/loans drawn from the proceeds of the endowment. The proposed source of the initial investment is from the sale of unoccupied diocesan properties in the Diocese of Virginia valued at \$19 million, rather than from congregational giving (largely known as the Virginia Plan for Covenantal Giving).

Extensive research throughout the Diocese has determined that many of the churches and other properties of the Diocese were built on land taken from Indigenous peoples and erected using enslaved labor. Other properties were built with wealth garnered through the work of unpaid enslaved workers. This labor was secured through deprivation, intimidation, and violence. The indigenous and enslaved people who helped to build the wealth of the church were never compensated, and descendants continue to feel the economic, emotional, psychological, and spiritual consequences of the sin of slavery and white supremacy through generations of this uncompensated work. They have been denied equity, while the Church continues to benefit.

The work of reparations is about justice, not charity. Repentance and repair are necessary steps toward racial healing.

Our Charge

In the Resolution, the charge given to the Task Force – our primary mission – *is 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 injustice, exclusions and biases born out of white supremacy and the legacy of slavery.* (The full text of Resolution 10A is available on the Diocese website).¹

What are Reparations?

The Reparations Task Force strives to speak with a unified voice when defining our understanding of Reparations, when presenting our goals, and when exploring the many ways to fruitfully achieve our objectives.

The Oxford Language Dictionary defines Reparations (noun) as the making of amends for a wrong one has done, by paying money to or otherwise helping those who have been wronged. This definition is accurate, succinct, and without the implication of guilt or punishing the have-nots.

The Episcopal Church presents the work of reparations as a call to bring healing and repair to a broken world, to live out our biblical mandate to love our neighbors as ourselves, and to work to bring about God’s kingdom on earth. In September 2021, the Theology Committee of the House of Bishops issued a report outlining the spiritual grounding of the work of reparations in the church:

Reparations is a matter of faith. It reflects the faith community’s steadfast efforts to foster a “Beloved community.” As such, faith communities are obligated to implement a program of reparations that not simply looks back, but decidedly pushes forward. Reparations, therefore, must involve more than compensating or apologizing for past harms. Instead, they must chart a discernible pathway toward the Beloved Community... And so it is, reparations are fundamental to the very Jesus Movement to which we have been called – as seen in Jesus’ call to “repent” for those who would follow him (Matthew 4:7).²

The Resolution notes that such work is an integral part of our Christian life together, a direct response to the teachings of Jesus Christ.

Luke 19:1–10: He entered Jericho and was passing through. And behold, there was a man named Zacchaeus. He was a chief tax collector and was rich. And he was seeking to see who Jesus was, but on account of the crowd, he could not, because he was small in stature. So he ran on ahead and climbed up into a sycamore tree to see him, for he was about to pass that way. And when Jesus came to the place, he looked up and said to him, “Zacchaeus, hurry and come down, for I must stay at your house today.” So he hurried and came down and received him joyfully. And when they saw it, they all grumbled, “He has gone in to be the guest of a man who is a sinner.” And Zacchaeus stood and said to the Lord, “Behold, Lord, the half of my goods I give to the poor. And if I have defrauded anyone of anything, I restore it fourfold.” And Jesus said to him, “Today salvation has come to this house, since he also is a son of Abraham. For the Son of Man came to seek and to save the lost.”

This work is part of the call for racial justice which we have made a primary focus of Diocesan ministry and is one of a long line of Diocesan resolutions over the past 70 years opposing discrimination, expressing regret for past and present discrimination, and proclaiming that racism is inconsistent with the Gospel and a sin which must be eradicated and the harm repaired, “both materially and relationally.”

How will Reparations be Made?

While keeping this understanding of Reparations in our hearts and minds, we must:

1. identify, secure, and invest funds responsibly so that the principal will generate sustained operating capital to be used for grants, loans, and contributions; and
2. visit every region of the Diocese of Virginia to identify communities and people who are experiencing problems that result from the cultural, social, economic, and legal injustices and the exclusions and biases born out of white supremacy and systemic racism: substandard housing, food deserts, sub-par educational opportunities, lack of fair wage employment, lack of standard basic health care access, and other expressions.

To identify the specific needs to focus on, we will require input and involvement from people directly affected by these conditions. To truly live into one of our Baptismal promises; to strive for justice and peace among all people, and respect the dignity of every human being, we must listen to their perspective, rather than assuming we know what they need.

This Reparations Task Force Charge and Mission statement is intended to be a living document and may evolve as the work of the Task Force develops.

The Work of the Reparations Task Force

The Reparations Task Force will meet at least monthly, but more frequently if needed, over an initial period of five years, and will report its progress, findings, and recommendations to the Diocese through quarterly reports, educational materials, and other means of communication. The Task Force has already begun the work of identifying opportunities for non-financial reparations in areas of policies and practices, community engagement, and spiritual life for implementation even before full funding is in place. Our work will be guided and developed by the following Working Groups:

Prayer and Spirituality

This working group is focused on cultivating and developing opportunities for the Task Force and the entire Dioceses to engage in the ministry of prayer for the work of reparation in our Diocese. This includes the assignment of leaders to each of our meetings to open and close our gatherings with prayer/meditation. This group will also work toward the cultivation of spiritual practices to deepen our work of repairing the breaches and invite the Diocese to engage with us.

Education, Theology and Ethics

This working group is focused on the development and sharing of education, theology, and ethical presentations on reparations, as defined by the Task Force, and its import for the work of building and sustaining the Beloved Community within the Episcopal Church. This is to include the development, support, and promotion of regional and diocese-wide forums and other opportunities.

Finance and Investment

This working group is tasked with the responsibility of exploring opportunities for the procurement and proper investment of funds to constitute the initial investment of \$10 million. This working group will work in collaboration with the Diocesan Treasurer, with the support of the Trustees of the Funds.

Legal, Constitution and Canons

This working group is responsible for ensuring that the work of the Task Force is in alignment with the Constitution and Canons of the Church and will work in collaboration with the Finance and Investment working group to ensure legal and canonical compliance.

Community Wisdom, Arts and Engagement

This working group is responsible for ensuring that voices, wisdom, and perspectives from the wider community are included in our work. This group will question how the wider community, beyond the Episcopal Church, engages itself in the work of reparation, constantly questioning who is missing from the table of conversation and decision-making. This group will also engage the work of reparation that is present in stories and narratives through art and other non-traditional forms.

Communication and Evangelism

This working group will focus on sharing the work of the Task Force with the Diocese, through diocesan communiques and other forms. This group will support the work of other working groups in organizing all the marketing and communications of the Task Force to the Diocese. This group will also work to identify regions and areas throughout the Diocese where education on reparation is needed.

R10A Task Force Co-Chairs: Mr. Jabriel Hasan, St. Peter's, Richmond; The Rev. Colleen Schiefelbein, St. Andrew's, Burke.

R10A Task Force Members: Ms. Donna Archer, St Alban's, Annadale; Ms. Jeanette Cadwallendar, St. George's, Fredericksburg; The Rev. Ben Campbell, St. Paul's, Richmond; Mr. Dennis Carter-Chand, St. Mary's, Arlington; Mrs. Ernestine Glipin, St Philip's, Richmond; Mr. Jay Green, St Philip's Richmond; Ms. Malanna Henderson, St. George's Fredericksburg; Ms. Davette Hines, All Saints, Sharon Chapel, Alexandria; Mr Thomas Howard, St. Paul's Millers Tavern; Ms Wendy Ikezawa, St Michael's Arlington; Ms Amy Keenan-Amago, St Paul's Ivy; Ms. Laura Lafayette, Christ Church, Glen Allen; Mr. Alex Peterson, Holy Cross, Dun Loring; Ms. Kristen Layng Szakos, Trinity, Charlottesville; Ms. Alda White, Trinity, Fredericksburg; Mr. Tom Baker, St. James', Richmond.

Roslyn Conference and Retreat Center

We are very thankful that activity at Roslyn is returning to pre-pandemic levels. People are eager to reconnect, and we are pleased to provide a safe, secure place for groups to come together and worship, plan, study and, most importantly, relax, restore, and renew. To see the smiles and feel the hugs as people have returned to in-person meetings has been extraordinary. By the close of 2022, Roslyn will have served over 25,000 meals and shared its peaceful surroundings with over 250 churches, non-

profits, government groups and corporations (a new line of business!) from Virginia and across the country. This is welcome change from a couple of years ago.

As with everywhere else, expenses at Roslyn have been on the rise. As a result, Roslyn implemented a small off-cycle rate increase. It is our hope that the increase will have a minimal impact on our groups while collectively making a difference to Roslyn's bottom line.

We are pleased to share that, at the end of this year, the Memorial Trustees will be reinvesting their assets with the Trustees of the Funds. It is exciting to be transitioning back to this group and we look forward to rejoining this fellow diocesan entity.

Though challenging, the last couple of years have given us greater perspective on our role as a retreat and conference center. We have been working toward renewed governance and a renewed sense of mission to the community and are incredibly pleased with our progress. We are thrilled to have added vibrant new members to our operating board – the Roslyn Managers Corporation - and deeply comforted by the decades of experience on our Memorial Trustees. We are appreciative for the leadership provided by Bishop Goff and look forward to welcoming Bishop Stevenson to the team. We are excited about what the future holds for Roslyn.

Shrine Mont

Shrine Mont is a conference and retreat center serving the Episcopal Diocese of Virginia. At our heart is the Cathedral Shrine of the Transfiguration, the cathedral of the diocese with public services held at 11:00 on Sundays in the spring, summer and fall. During the course of our season, we welcome parish retreats, family reunions, a vast array of conferences and meetings, and the diocesan summer camp program.

Shrine Mont is located on 1,200 acres of forest in the historic resort town of Orkney Springs, VA fifteen miles west of I81 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 camp fires. Golf and other recreation activities are available at 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 at the end of April and ends in early November.

Shrine Mont thanks our guests who have continued to come to Orkney Springs and value the hospitality we strive to give during what continues to be a difficult time. We are especially appreciative of the flexibility our guests have demonstrated as Shrine Mont copes with the many new challenges that have come out of the past three years – challenges that present a new reality in how we will do business in the future.

This is a time of transition for the Diocese of Virginia and Shrine Mont. We are deeply appreciative of Bishop Susan Goff's leadership during the past 4 years as the president of Shrine Mont and we look forward to working with our soon-to-be new president Bishop-Elect Mark Stevenson. This was also Paris Ball's last year as the Director of Shrine Mont Camps. Paris has served in this role for the past 16 years and done an amazing job. We look forward to working with the new Director of Shrine Mont Camps, James Williams to make sure the camps continue in their growth for years to come.

Shrine Mont is also deeply appreciative of the leadership Lisa Lettau has given as a member of our Board of Directors. Lisa will step down after serving for the past 6 years. Shrine Mont welcomed

three new members of our board in 2022 – Soledad Arnez from Fall Church, Scott Harvard from Winchester and Diane Wright from Charlottesville.

The 2022 season was another challenging time for Shrine Mont, but the increasing business in the fall gives hope for 2023. October was the most successful month since 2019. In summary Shrine Mont expects to welcome approximately 10,000 people by the end of our season on November 6, 2022 – a 61% improvement over 2021. We anticipate total revenues from boarding and lodging to be 70% of what was earned annually before the pandemic.

Shrine Mont continues to see an increase in the number of people and organizations giving to support our work. Donations in 2020 and 2021 doubled as our friends gave to help Shrine Mont survive the dramatic downturn in business. As 2022 comes to an end, the number of donors to Shrine Mont continues to grow even as donations are not at the same level as 2021.

In 2022, Shrine Mont made improvements to our facilities to be better stewards of creation and save funds with growing cost of energy. The renovated Spring Mountain Lodge has been very well received and gives smaller families the chance to stay in a place more suitable than our larger cottages. The Maryland House and Virginia House have been equipped with on-demand hot water saving gas and expense for Shrine Mont. Indoor and outdoor lighting continues to be upgraded to use bulbs that are more efficient and give better ambiance to the campus. The EV charging stations have become so popular that we plan to add more in 2023.

Shrine Mont is already getting ready for the celebration of our 100th Anniversary in 2025. We are holding events for our guests and throughout the diocese to hear how you want to celebrate this milestone in your local communities and here on the Mountain. These discussions are also informing our staff and leadership as we plan for the future and think about the needs of next generations coming to Shrine Mont.

A few highlights of 2022 include:

- 80 retreats held by 75 diocesan parishes
- 8 diocesan conferences and events
- 17 non-diocesan parish retreats
- 18 non-diocesan conferences and meetings
- 460 diocesan campers and staff
- 21 Shrine Mont sponsored programs serving 366 people
 - New programs included a Fly Fishing Weekend and John Philip Newell’s School of

Earth and Soul

- Over 500 overnight packages with the Shenandoah Valley Music Festival
- 4 high school groups including 2 with church schools of the diocese
- 20 arts groups
- 5 weddings
- As of September 30
 - 474 donors have given \$590,299 to Shrine Mont
 - 140 new donors have given to Shrine Mont in 2022
 - 13 Shrine Mont friends have raised \$8,935 through Facebook fundraisers

With all of the world’s challenges, Shrine Mont has spent the past three years laying a foundation for a positive outlook into our future. We look forward to seeing you in 2023!

SUBMITTED BY: KEVIN MOOMAW, EXECUTIVE DIRECTOR.

Shrine Mont Camps

General summary

Shrine Mont Camps (SMC henceforth) ran a successful year of summer camp programming in 2022. Camp served 401 campers across a 6 week period with a total of 13 sessions of camp. Camper registration rose from the previous year by 72 campers in 2022. This summer was also the last summer in which Paris Ball was director of Shrine Mont Camps, leaving the position after a 16 year tenure of excellent ministry with the Diocese. Paris Ball was both the Director of Shrine Mont Camps as well as the Minister for Christian Formation in the Diocese, wherein camp fell under the Christian Formation Office as the largest christian formation program ran directly by the diocese. As of now, there is no position that oversees formation in the diocese, and the Director of SMC reports directly to the Bishop and their Chief of Staff. Camp employed 79 individuals to work this summer, with camper-to-counselor ratios running from 2-5 campers per counselor. SMC ran the following programs in the summer of 2022:

1. Four sessions of camp for youth 8-14 in the St. George's and Woodward sites.
2. Two sessions of camp for youth 15-17 in the Bear Wallow site.
3. One session of The Great, a camp for youth 15-17 to explore the outdoors, hosted in St. George's site
4. One session of St. Andrews Camp for ages 8-13 youth who benefit from smaller counselor ratios.
5. Two Sessions of St. Elizabeth's for ages 14-24 individuals with autism, those that have down-syndrome, and those with other intellectual disabilities and neuro divergences.
6. One weekend session of Family Camp for entire families at camp.

SMC's program structure ran similar to that of the 2021 camp season. This structure was implemented to help the camp navigate the COVID-19 Pandemic, as it allows for movement of staffing, mobility to accommodate lower or higher camper registration numbers, and a streamlining of logistical processes associated with camp. This model is currently being revisited, though it saw major success in 2022 (more mentioned below).

Highlights

Camp, like many organizations, lost a considerable number of participants in 2020 and 2021 due to the COVID pandemic. The strong performance of camps seen in our parent survey and the increase in campers in 2022 is a hopeful indicator that camp will re-establish itself firmly in 2023.

Camp has also, due both to the pandemic and continual structural challenges, undertaken a altered programming model than was offered in 2019. The previous camp model ran 9 separate camps throughout the summer within Shrine Mont Camps; this model was successful and presented impactful programming. However, this model also presented challenges in areas surrounding accessibility to families, difficulty in maintaining adequate personnel, some difficulty in curating an inclusive camp culture, challenges in logistics, and registration dips. Starting in 2021 due fully to the pandemic, an altered model of camp was implemented to accommodate the need for COVID cohorts and for the anticipated lower number of campers. Programming was overall successful in 2021, and so the previous year's model was used in 2022, again with positive results. Currently, SMC is in the process of considering the strengths and weaknesses associated with both camp models as well as models from across the camping industry, and is creating a camp structure that facilitates the church's mission of christian formation.

By way of a 2021 resolution proposed at Annual Convention and the subsequent action by Bishop Susan Goff, a Shrine Mont Camps Committee was convened for a one year period for the purpose of creating recommendations surrounding the camp's future. This group is composed of various

stakeholders associated with the ministry of camp, and SMC has been working with these concerned groups throughout 2022. For further information surrounding this committee, see the resolution of the past convention.

Camp Surveys

SMC commissioned two surveys of our program to better understand the ministry we provide, both of which were facilitated by Sacred Playgrounds, a trusted research and best-practice organization dedicated to supporting christian camp ministry. The first survey is the “Summer 2022 Parent Survey: Data Report”, a uniform survey given to a cohort of 27 different christian camps throughout the United States. This survey was answered by 73 Shrine Mont parents representing 91 campers, or roughly 23% of campers that attended camp in 2022. Highlights from this survey include:

- Camp was overwhelmingly successful according to those who responded to the survey. On a 1-10 scale of rating camp’s overall experience, our program scored an average of 9.1, higher than the average associated with the survey cohort of christian camps (8.89). 89% of all SMC individuals surveyed gave camp a 8 or above.
- This positive news included 100% of respondents stating they would send their children to camp in 2023! Parents continually cited an emotionally impactful and spiritually developing experience. In addition, parents mentioned that in 2022, their campers had a better time than in previous years.
- This survey identified some growth areas indicated in our broader survey, specifically surrounding communication and engagement with parishes in the Diocese.
- Parents identified that their overarching goals for their children surrounded developing social skills, having fun, strengthening character traits, and having new experiences. SMC families did place a lower emphasis on spiritual development than other camp families across the survey cohort.

The second survey is titled “Shrine Mont Camps 2022 Guest and Donor Survey: Data Report”, and it highlighted many praises and concerns for camp programming. The survey was conducted prior to the camp summer of 2022 from May 18th to June 28th, received 903 unique responses, and included constituents from families, guests, summer camp staff past and present, campers past and present, church leaders, and donors. Some of the points mentioned in the survey summary include:

- The survey saw heavy engagement, which indicates a deep love for camp stretching across both years and constituents. General consensus is that camp provides fun, empowering, loving, spiritual and engaging programming, though many growth areas were highlighted. Our constituents have deeply personal connections to the Shrine Mont Camps program.
- The main areas of growth indicated in the survey surrounded communication with parents and others about camp, a want for deeper and more sustained relationship with church congregations, and desired program structure, specifically a number of individuals marked in the survey a wish to return to the 9 camp model. Other areas included commentary on diversity at camp, and a stated intention to engage more with the outdoors.
- The survey underscored fractures within the SMC community surrounding issues like programming, continued practices of diversity and inclusion, identifying with a particular camp program without identifying with SMC as a whole, and a generational divide. All of this indicates areas SMC can continue to bridge gaps and form relationships.

Shrine Mont Camps had a successful year in 2022 with an increase in camper registration and a reported excellent standard of programming. All of the lessons learned will be applied in 2023, with specific regards to the feedback gained in both constituent surveys and from the appointed camp committee. SMC will also deeply miss Paris Ball as director, and is thankful for the service she performed

Shrine Mont Camps Ad Hoc Committee

Pursuant to Resolution R13a of the 227th Annual Convention of the Diocese Virginia, the Rt. Rev. Susan Goff convened an ad hoc committee to study and make recommendations about the future support of Shrine Mont Camps. Beginning in February 2022 the task force met regularly. We contracted with Sacred Playgrounds, Inc., a research and consulting firm specializing in effective ministry at Christian camps. The task force worked with Dr. Jake Sorenson, director and lead researcher, to design and distribute a survey broadly within the camp and diocesan communities. Additionally, Sacred Playgrounds implemented a Parent survey for 2022 camper families.

The broad survey ran in May and June and was distributed through Shrine Mont Camps mailing lists, including past and current camp families and staff, diocesan-wide communications, social media and direct personal outreach. We received over 900 responses, an impressive 26% response rate. The summer survey had a much more targeted distribution list and garnered 73 parent responses, representing 91 campers. The committee also conducted listening sessions and interviews with Shrine Mont leadership, 2022 summer staff, and other stakeholders.

The data gathered from the surveys, listening sessions and interviews deeply informed the work of this committee. Overall it was clear the incredible level of passion that so many people have for the camping ministry of our diocese. Camp has had, and continues to have, a significant impact on the lives of campers, staff members, parents, clergy and dedicated alumni throughout their lives. Indeed, 90% of the respondents to the broad survey indicated that their personal experiences at Shrine Mont Camps had significant, positive impacts on their lives. In the 2022 parent survey, 100% of respondents indicated that they would like to send their children to Shrine Mont Camps in the future.

Analysis of the surveys revealed many clear strengths of our camping ministries, as well as areas in need of growth and attention. Respondents were asked to summarize Shrine Mont Camps in just two or three words. The top five words used were loving, inclusive, welcoming, fun, and spiritual. The word cloud below is created from responses to this question and indicates the incredibly positive feelings members of our community have about camp. Areas of disagreement that emerged in the survey seem to be rooted in method more than substance.

Working with all of the collected feedback, the committee worked very hard to identify the areas most in need of attention. The recommendations of this report represent the consensus of our committee. All of our conversations were rooted in each committee member's deeply held passion for camp and desire to see it thrive. While these recommendations represent months of hard work and prayerful consideration, we recognize that they are first steps in strengthening the broad camp community and ensuring that our diocesan camping ministries are able to thrive for generations to come.

The committee offers thanksgiving for the decades of camp leadership that have brought us to this point. We are especially grateful to Paris Ball, the most recent Director of Shrine Mont Camps, for her years of ministry and for the many ways that she assisted this committee in our work. We also extend our thanks to James Williams, Interim Director of Shrine Mont Camps, for his willingness to engage in conversation and collaboratively dream about the future of camp with us.

Personally, I wish to express my deep gratitude to the members of this committee for their dedication, openness, graciousness and obvious love of camp. Our work wasn't easy and the conversations weren't always comfortable. But with a spirit of love and generosity, they stuck with it to faithfully complete and submit this report. It was truly a privilege to engage in this hard and holy work with them.

We look forward to engaging in further communication and conversation about the survey results in the coming weeks and months. And we look forward to supporting the ongoing work of strengthening our camping ministries for years to come.

Ongoing Committee

It is the consensus of the Committee, in concurrence with 2021 Resolution 13, as adopted, that the Executive Board establish a Diocesan Camps Committee (“DCC”). The DCC would support the mission of the diocesan camps, offer guidance and support to the leadership of the camps, including supporting connection with the full range of stakeholders in the camps, advise on seasonal hiring and leadership models, providing strategic input, strengthening the connection between the camps and the parishes of the Diocese of Virginia, and provide recommendations regarding the structure and programming of the diocesan camps programs. The DCC should work to nurture, support, and navigate the relationship between diocesan camp programs and Shrine Mont Incorporated.

We recommend that the DCC include a diverse group of stakeholders including, but not limited to, parents of campers (past and present), former and recent campers and staff, parish clergy of the Diocese of Virginia, and at least one member of the Shrine Mont Board.

We further recommend that the DCC’s work be informed by periodic Diversity, Equity and Inclusion Audits.

Finally, we recommend that the initial members of this committee be widely known in the camp community, and The Diocese of Virginia, and known as effective leaders who are voices for reconciliation and inclusion.

Communications

The camp survey identified communication as a key area for growth. The summary results report “One of the central issues evident in the survey was that respondents felt underinformed. Consequently, many of the responses were based on conjecture. In the absence of communication from the camp, constituents communicated with each other in their cohort groups, which exacerbated...divisions.” Intentional and strategic communication with diverse stakeholders will help bridge the information gap and existing divisions within the community.

As such the committee recommends the creation and implementation of a comprehensive communications plan to include:

- Communication to current and potential camp families about upcoming camp dates and programming in line with industry best practices
- Advertisement of Shrine Mont Camps programming to the entire diocese (through SMC and diocesan avenues), diocesan schools and the broader community in the Shenandoah Valley and throughout Virginia
- Empowerment of members of the Diocesan Camps Committee, camp alums and others to serve as ambassadors for camp in parishes throughout the diocese, promoting enrollment for the upcoming summer as well as scholarship support where appropriate
- Creation of a system to ensure that communication with current camp families is timely and comprehensive, ranging from questions about enrollment and preparation for camp to updates while campers are in session and soliciting feedback in a timely manner after campers have returned home
- Cooperative communication with camp alumni network about committee work, volunteer/support opportunities, and ongoing vision work and changes.
- Engagement in a strategic branding process for how to package and present all diocesan camp programming to campers and families.

The committee strongly recommends investing in a year-round camp communications staff member to both strengthen the storytelling about the ministry of camp and to most effectively communicate with participating families

Alumni Network

The camp survey “revealed layered divisions within the Shrine Mont Camps constituency. While these layers constituted distinct issues, they also overlapped in ways that made them challenging to disentangle.” Many of these divisions were evident based on most recent participation as well as along different generations of the camp community. Intentional work to cultivate a broad-based alumni network will go a long way to addressing these divisions and creating a more unified sense of community.

The committee recommends the creation of an official Shrine Mont Camps Alumni initiative that would engage the various existing alumni community groups. We recommend that support for the development and support of this network be a shared venture between Diocesan staff and an ongoing Camps Committee. The purpose of this network would be to:

- engage all generations of alumni in community building and healing the tension noted in the Camps Survey response data
- promote camp to potential camper families and staff members, especially from churches with limited knowledge of camps and other community groups who have not traditionally sent campers or staff to camp
- support camp-focused volunteerism efforts, logistical and administrative support to camp staff, Shrine Mont, and Mayo House
- build on camp traditions (e.g. songs, biblical grounding, games, etc.) to keep members connected to camp through a yearly all-camps reunion and at year-round fellowship activities.
- provide career, educational, and other connections.

The committee recommends the creation of a dedicated working group that would outline a design for the Alumni Network and a distribution of resources and responsibilities.

Building God’s Kingdom At Camp: Diversity, Equity & Inclusion

The committee recommends that The Diocese of Virginia’s clearly stated values around diversity, equity, and inclusion be echoed in every aspect of the ministry of Shrine Mont Camps. We call for a camp ministry that promotes the full inclusion of all members of the Body of Christ, with an emphasis on enhancing the inclusion of non-white and LGBTQ+ persons. The committee agrees with the belief reflected in the Camp Survey responses that increasing the diversity of our camp population should be a top priority.

This committee affirms that interactions in our camp community should be grounded in the baptismal imperative to respect the dignity of every human being. We affirm that homophobic, transphobic and racist comments encountered in the course of our work have no place in the community. We acknowledge that members of good faith are wrestling with questions of diversity and inclusion and may have differing opinions, with specific acknowledgement of anxieties around the inclusion of queer and trans campers, and we embrace these good faith questions so long as they respect the dignity of our campers and staff. Further, we affirm the Statement from the Bishops of the Episcopal Diocese of Virginia regarding the full inclusion of transgender persons in the Church Schools and Camps of the Diocese.

Therefore, we recommend that Diocesan staff and Shrine Mont Camps leadership take the following steps:

- Draft and post an official diversity and inclusion statement for Shrine Mont Camps to both the Diocese of Virginia website and the Shrine Mont Camps website
- Implement new and improve upon current hiring practices that make employment at Shrine Mont Camps accessible to a more diverse population (e.g. increasing staff wages, providing transportation to and from camp, offering alternative formats of the staff application, etc.)
- Intentionally establish partnerships with diverse parishes around the Diocese of Virginia to support both camper recruitment and staff recruitment. Create a calendar of parish outreach visits (in the fall and early winter) focused on opportunity for camper and counselor alumni to share their passion and experiences at camp, ideally serving to recruit and appeal to a wider range of members of the Episcopalian community and any others who are interested to consider camp as an option
- Initiate counselor and staff recruitment at college campuses throughout the region. Specifically identify HBCU and other historically diverse college campuses for recruitment efforts. Utilize HBCU camp alumni to participate in those outreach efforts
- Cultivate and develop relationships with new and existing community partner organizations (e.g. Anna Julia Cooper School, St. Andrew's School, etc.) that provide access to campers of diverse racial and socioeconomic backgrounds

While this section of our report is specifically focused on recommendations to further enhance the diocesan commitment to Diversity, Equity and Inclusion in its camps programs, we hope that this DEI commitment will be seen as integral to every aspect of the work ahead. From programming and reconciliation to staffing and communications and all other aspects of the report, our core values of a diverse, equitable, inclusive and just camp community shall be considered at every turn.

<https://www.thediocese.net/news/bishops-statement-on-transgender/>

<https://www.thediocese.net/news/statement-from-the-bishops-of-the-episcopal-diocese-of-virginia-regarding-the-f/>

<https://www.thediocese.net/who-we-are/governance/annual-convention/223rd-annual-convention-resolutions/>

Programming

This committee has prayerfully engaged the topic of camp programming and makes its recommendation while recognizing the ways in which our community has been divided in such discussions. During this process we took into consideration opinions from the broad Shrine Mont Camps Survey, 2022 Parent Feedback survey, as well as the perspectives and opinions of our diverse committee. This committee seeks to honor the choices made to provide for the organizational and physical safety of camp, campers, and families since the start of the coronavirus pandemic. We further acknowledge that the pandemic itself is still ongoing with shifting degrees of severity and both the past and present realities of the pandemic will shape camp for the summer of 2023. It is of course the hope of this committee that all Diocesan camp programs can achieve some level of consistency and stability in the 2023 summer season that will provide a partial blueprint for many years to come, but we acknowledge the flexibility that will continue to be needed to recover and reform after a devastating pandemic that changed huge parts of life and wiped out many other organizations altogether. We push for programmatic traditions that have shaped our camp culture and built meaningful connections while also creating space for traditions to evolve and new ones to emerge.

In a spirit of cooperation the committee recommends the following set of strong guidelines that allow for the expertise of diocesan staff and flexibility for the incoming Bishop's vision of camp, but that also honor the combined agreement of our work:

1. That St. George's Camp should be on the mountain in name and tradition. This includes things such as the daily schedule, programmatic holiday days, incorporation of the

Corinthians body passage, robust outdoor activities, and longer sessions that build in length for older campers.

- a. Age banding should be preserved, though the specifics of session arrangement and spread of age bands may be flexible.
 - b. St. George's programming should be prioritized to exist at the St. George's campground.
2. Our camp programming should continue to honor camper choice and specialized programming by incorporating traditions and practices of Explorers, Art, MAT, and Sports camps. This may not specifically look like the return of these camps by name but should honor our history of allowing campers to explore interest specificity and exploration of different camp experiences.
 3. Camps with a specialized demographic, including St. Elizabeth's, St. Andrew's, and Family Camp should continue to operate in ways that best meet the needs of their target communities.
 4. The Shrine Mont Camps community needs to continue to do the hard work of creating one body in Christ across the mountain regardless of loyalty or affinity for specific camp programming. We applaud solutions that have been enacted such as All Camp workshops, multi-camp closings, and other bridge building programs. We hope that all leadership of diocesan camps at every level share a commitment to unity and we encourage structural innovation that promotes unity while honoring the rest of these guidelines.
 5. This committee acknowledges the complexity of staffing and leading diocesan camp programs.
 - a. We affirm the valuable lessons provided from new leadership models explored during the past two years and press the director of camps and DCC to continue to refine and innovate future models.
 - b. We affirm that staffing flexibility is important and was necessary for our ministry to have survived the coronavirus pandemic. We press the camp director to continue to refine and innovate with staff flexibility to maximize inclusion, efficacy, and a balance of community building that honors the faith formation of our summer staff.
 - c. Both for transparency and sustainability reasons we do not recommend that the director of Shrine Mont Camps be the person solely responsible for hiring all camp staff.
 6. This committee recognizes the centrality of robust outdoor experiences to our camping programs. We advocate for investment in camping gear and sites, transportation, and clear communication to camper families that our expectations are that campers grow in God's creation. We acknowledge this will look different for different campers and should be balanced against camper choice but believe there is a good faith way for all members to be transformed in God's creation.
 7. In order to ensure all of our camp programs are as vibrant, sustainable, and inclusive as possible, there must be a reinvestment of resources from the diocese in off-season staffing. This staff should be able to assist with hiring, training, finances, communication, partnerships and more to allow the director of Shrine Mont Camps to more fully embody a position of quality control and ensuring the mission of camp is being met.

Reconciliation

"Reconciliation is the spiritual practice of seeking loving, liberating and life-giving relationship with God and one another, and striving to heal and transform injustice and brokenness in ourselves, our communities, institutions and society." - The Website of the Episcopal Church

As evident in the Camps Survey response data and in our work together though, we are a community in need of reconciliation, a need made acute by the brokenness of our broader national community. In the course of our work as a committee, it was clear that we held many shared values and treasured our time on the mountain. In particular, we shared a vision for what the transformative experience

of camp would provide to all those who share a summer together. Those unifying forces could not easily overcome wounds the community has endured, and we believe it is important to maintain the momentum of healing we have begun.

It is the belief of this committee that the wounds and division present in the camps community can be healed, with strong investment from the diocese and members of our camp family. This charge comes from our faith as Christians. The Corinthians “Body Passage” which is so dear to our camping program stoutly proclaims “The eye can’t say to the hand, “I don’t need you!” The head can’t say to the feet, “I don’t need you!” We affirm that we are one Body of Christ struggling to resist the temptation of casting each other out.

The process of reconciliation has recently been powerfully used to reckon with the racism of the Episcopal Church. It is a process that teaches us much about healing broken relationships. We invoke this process to guide us in healing many divisions in our camp community. This committee seeks reconciliation for our camp family for hurts present that often mirror historic systems of oppression based on race, gender, sexuality, and wealth. We further acknowledge large divides in our camp family based on age and generational gaps. Finally, the divides in our camp community often coincide with distrust of the Church and harms in other areas of the church’s ministry that we understand will be hard to dissect in this process. This committee recognizes the wisdom provided by the Episcopal Church’s office of Reconciliation based on the four quadrants of becoming Beloved Community.

- Truth-Telling: Telling the Truth about Our Churches and Race
- Proclamation: Proclaiming the Dream of Beloved Community
- Formation: Practicing Jesus’ Way of Healing Love
- Justice: Repairing the Breach in Society and Institutions

In our context we imagine this process as: being truthful about the hurt our community holds, being clear about what our camp ministry dreams looks like, engaging in a mission of healing including but not limited to hard conversations and listening sessions across our camp family, and examining and shaping our structures of camp and community to prevent more harm in the future.

We affirm that this will be long and hard work that may need its own expertise and staff. This committee also believes that this is necessary work, and that avoiding this process will set up our camp community for continued hardship in the future, and will make any recommendations or changes less sustainable and more difficult to implement.

Therefore, the committee recommends the Diocese undertake a reconciliation process that aims to heal the fractures in the camps community. This reconciliation process should be restorative in nature and guided by the principles of ubuntu. Led by independent professionals in the field of restorative justice, the reconciliation process must honor our Baptismal Covenant to seek and serve Christ in all persons, loving our neighbor as ourselves, and respecting the dignity of ALL human beings.

Staffing & Resources/Finance

We as a committee recognize that this report would be ineffective without the means to implement it. Therefore we affirm it as paramount that the diocese expand the office of camp ministry and youth formation. It is not this committee’s intention to charge the bulk of the work of these recommendations to volunteers nor overburden paid Diocesan camp staff beyond their current capacity. Further in order to continually recruit high quality talent these positions must be adequately funded and sustainable.

The camp programs of the Diocese of Virginia have traditionally enjoyed a competitive staffing culture. However, due to a number of factors, it has become more difficult to recruit and retain staff.

While we must be competitive in our ability to pay staff a wage that will incentivize application and retention, Diocesan Camp should place a priority on developing a pipeline of campers who seek to become counselors.

Goals:

DEI - As outlined in this report's DEI recommendation, focused effort on counselor and staff recruitment at college campuses throughout the region. Specifically identify HBCU and other historically diverse college campuses for recruitment efforts. Utilize HBCU camp alumni to participate in those outreach efforts. Moreover, it is important that work be done to make being on staff welcoming and inclusive to those we recruit from HBCU and other diverse campuses.

Retention - Staff retention should be prioritized in order to provide stability, continuity, and transfer of institutional knowledge. Many factors contribute to retention including morale, wages, recruitment practices, and leadership. One of these priorities should be a structure in which early hiring and commitment to staff is standard practice. Further, adequately resourcing leadership in order to retain quality staff should be incorporated into a comprehensive plan.

Fair Wage - Upon informal survey of other summer camps local to our Diocesan camps at Shrine Mont, we discover that Diocesan camp staff are compensated at a rate that is at least 20% lower than other local and similarly structured camp programs. In order to compete and retain staff it is recommended that the DCC evaluate staff structure and pay and make appropriate budgetary recommendations to The Executive Board Committee on Budget for consideration and presentation to Convention.

**We make this recommendation in recognition that we do not have enough financial information to specifically advocate for best fiscal practices. However, we do set forth some key hopes and goals going forward.

Pipeline - In concert with the holistic communications plan outlined in this report, the Committee recommends establishing a robust communications plan to advertise and recruit quality camp staff from within the Diocese as well as in the greater community. This should encompass all positions within the Diocesan camp program. We further recommend a detailed framework and timeline be established for recruitment and hiring of various positions of camp staff ranging from leadership and administration through support and cabin staff. Finally, we recommend that a Counselor in Training (CIT) leadership program be established to serve campers who are soon to age out of camp in order to maintain their interest in returning as camp staff as well as begin to train them in the values and responsibilities of being a member of Diocesan camp staff. This may be a stand alone program or perhaps be incorporated into existing SHYC programming.

Continued Work

While this ad hoc committee created by the Diocese has undertaken a great amount of work and is submitting this report, we recognize that this work is incomplete. We must note that our recommendations have not undergone any fiscal impact analysis, and as such must be further evaluated either by extending the existence of this body or by the permanent DCC. Camper acquisitions costs, costs per camper and per camp, revenues generated based on past or present fee structures and funding for Diocesan Camp programs should be evaluated and informed recommendations made. Furthermore, the existing camp scholarship fund as well as pledge donations and future estate bequeathments must also be considered when crafting long term programmatic recommendations. Fiscal factors must also be considered in staffing, both frontline camp staff and leadership. It is difficult to make fully informed and responsible forward-thinking recommendations without taking fiscal factors into consideration. All of this committee's recommendations must be taken into account with this in mind.

That said, this committee requests that our discharge be delayed until such time as this body, or subcommittee thereof, are able to deliver a more full and comprehensive fiscal impact report to the Diocese, specifically at which time the Bishop may discharge us, our duties having been fulfilled.

Further we recognize that each of these recommendations are both powerfully needed and should be prayerfully implemented.

Closing

It is with grateful and humble hearts that we submit this report to the 228th Convention of the Diocese of Virginia. This work has stretched and challenged each of us to open our hearts, to reconsider personal truths and perceptions, and challenge paradigms sometimes deeply ingrained within our own faith and formation. It has not been easy and though we often had to work through personal and family illness, scheduling conflicts, deep disagreement, and challenging discussions, our time has always been rooted in love for the camp programs that have been, in our humble opinion, the shining city upon a hill in The Diocese of Virginia for six decades.

This and future committees and camp leadership have been granted the difficult task of discerning and stewarding this precious ministry into the future while honoring its tradition that has produced past and present Diocesan parish leadership, dozens of people ordained into ministry, and even a recent nominee for Bishop of this Diocese. We further honor the evolution of camp, its current staff and leadership as well as future campers and staff that we trust will have the opportunity to similarly encounter the Body of Christ and be forever formed by that experience.

It is with that in mind that we thank leaders of the Diocesan Camps Ministry, past and present, for being the shoulders that we and future leaders will stand upon. We further thank Diocesan staff for serving in an advisory capacity to this committee. Their knowledge and input has been invaluable as we have set about the work charged to us by Resolution 13 in the 227th Convention of this Diocese.

We stand ready to assist in a continuing role on an ad hoc basis or as inaugural members of the DCC. Further, we look forward to communicating and sharing the data, conversations, camp survey results, and family feedback in the coming weeks and months. We humbly thank the Diocese for this charge and see fit to conclude this report in the same prayerful manner we close camp.

At camp, sometimes we pray quietly...and others we pray loudly:

GOD LOVES THE WORLD!

GOD LOVES US!

GOD LOVES YOU!

I LOVE YOU!

GOD LOVES ME!

I LOVE ME!

THANKS BE TO GOD!

AMEN!

Amen

SUBMITTED BY: THE REV. ANDREW MOORE, CHAIR, ON BEHALF OF THE COMMITTEE: CALEB NELSON AMAKER, SARAH SMITH, THE REV. CHARLES COWHERD, THE REV. DARREN STEADMAN, ANNE DAGNER, PAIGE TRIVETT, CONNOR DOLSON, SHAWN WENETA, BARBARA McMURRY, JOHN HENRY WILLIAMS.

Southern Shenandoah Region

The Council of Southern Shenandoah Valley Region gives thanks to Rev. Barbara Seward for her leadership as Dean for the last year and wishes her Godspeed in her new ministry. We welcomed the Very Rev. Kathleen Murray as new Dean and look forward to her vision and guidance. We welcomed Rev. Joseph Butler to Council, Interim Priest at Emmanuel Harrisonburg. We welcomed Marty Bailey to Council, representing St. Stephen & the Good Shepherd. We are grateful for Preston Sudduth, who has served as our representative to Executive Committee for the last three years. We are blessed to have Joseph Lockey as Youth Delegate and Sara Penrod as Alternate Youth Delegate, both willing to serve the Region.

Our Region is comprised of several small mission churches, and we support one another. We were saddened by the death in August of Sandra Gray, Senior Warden and longest member of the six-member church St. George's in Stanley. Our Region supported St. George's with prayers, priest Rev. Catherine Tibbetts of Christ Church Luray officiating at the funeral service, Dean Very Rev. Kathleen Murray attending the service, and the Region giving a monetary memorial.

Our Council met every quarter, via Zoom. The "Regional Resource for Connection, Conversation, and Leadership," sponsored by Bishop Brooke-Davidson, was an extremely helpful framework to keep us centered diocesan vision and goals. Our Council invited Rev. Lee Hill to join our October meeting to share news of the diocesan efforts, programs, and resources on Racial Justice and Healing, and Reparations Task Force. His engaging conversation with us was educational, enlightening, and inspiring.

In May we reviewed and advertised all the upcoming outreach activities each parish had planned, encouraging inter-parish participation. We also confirmed the concept of a "Regional" printer/copier. By collaborating as a Region, the smaller parishes may use the copier/printers in the larger parishes for publication of bulletins and programs for large events (i.e., funerals).

Planning for our Region's participation in the Bishop's Consecration, we have secured a bus for us to travel together to Richmond on December 3. Members of our parishes are looking forward to attending the event. Our weekly Regional Bible Study also continues to bring us together via Zoom. Open to all parishioners in the Region, leaders of the week's lessons rotate between clergy and lay persons.

Our budget is built from generous pledges from our parishes. In 2022 we gave three donations totaling \$2,450 (representing 97% of our budget) to ministries.

Southern Shenandoah Valley Region Council looks forward to a new year of shared ministry, collaborating together.

SUBMITTED BY: HELEN PENROD (SHE/HER), REGION PRESIDENT.

Standing Committee

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 2021-2022 Standing Committee members are Jessica Atkinson, The Rev. Laura Minnich Lockey, Diane Miller, The Rev. Dr. Cayce Ramey, The Rev. Kristin Wickersham, Tom Baker, The Rev. Christine Love Mendoza, Margaret Woody, Tyson Gilpin, The Rev. Kim Glenn, and The Rev. Martin Geiger with the latter two fulfilling remaining terms for The Rev. Anne Turner and The Rev. Dr. Dorothy White, both of whom resigned during the year. The Rev. Laura Minnich Lockey

served as Secretary and I was blessed to serve as your President. We are all grateful for the honor and privilege to be faithful servants of our Diocese.

With the continuing impact of Covid-19, the Standing Committee met virtually, via Zoom, on the first Thursday of each month for most of the year. Once safety protocols allowed us to meet in person, we welcomed the opportunity to gather together for a one day retreat in Richmond and for our last two meetings of the year which were held at St. George's in Fredericksburg.

As set forth by the Canons, the Standing Committee has several responsibilities:

- **Serving as a Council of Advice for the Bishop**
Each month Bishop Goff met with the Standing Committee at its regularly scheduled meetings to provide updates on matters of importance to the Diocese and to seek our advice on various aspects of her work as our Ecclesiastical Authority. As we approach the final months of Bishop Goff's time as our Bishop, we take this opportunity to give special thanks for her dedicated, thoughtful, and wise leadership.
- **Approving Candidates for Ordination to the Priesthood and the Vocational Diaconate**
One very special responsibility of the Standing Committee is interviewing candidates who are seeking 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, God willing, will stand before God and their loved ones to take their vows. A listing of all of the candidates approved this past year are noted in the Official Acts of the Standing Committee. We give thanks and high praise for the incredible support of Ed Keithly, our Vocational Development Minister, who left in August after 12 years with the Diocese to pursue graduate studies at VCU. We also give thanks for the work of The Rev. Dr. Sarah Kye Price, Interim Vocational Development Minister, and Gloria Parham, Administrative Assistant for Episcopal Ministries, who have provided invaluable guidance to our candidacy process. Finally, we are grateful and give praise and thanks to the Committee on Priesthood and the Committee on the Diaconate for their hard work and dedication to this process.
- **Consenting to the Election of Bishops in The Episcopal Church**
The Standing Committee is also responsible for providing consent for the election of bishops in all dioceses of The Episcopal Church. During the 2021-2022 year, the Standing Committee provided consent for 10 new bishops, including our own Bishop-Elect Mark Stevenson.
- **Approving Indebtedness and Requests to Encumber or Sell Property**
One responsibility we take very seriously is the request to encumber or sell property, including requests for refinancing indebtedness. Working in conjunction with our Diocesan Treasurer, Ted Smith, and the leadership of the various parishes in our diocese, we approved the sale of two church properties and the encumbrance of one property during the year.

Other important decisions and approvals by The Standing Committee this past year included the following:

- **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. For the class of 2025, the Disciplinary Board needs to fill two clergy positions and two lay positions. The nominees approved by the Standing Committee were as follows:

- Mr. Julian Bivins, Jr.
- Mr. Brian Carr
- The Rev. Crystal Hardin
- The Rev. Cynthia McKenna
- Approval of the R-10A Task Force

The 227th Annual Diocesan Convention adopted Resolution 10A to begin the work of reparations in the Diocese of Virginia. The five-year journey includes identifying and investing already existing Diocesan assets for the work of racial justice and healing, defining what the people of the diocese mean by reparations, educating one another about our history, and determining ways to best use identified resources to overcome the painful legacy of slavery and the broken relationships caused by a long history of racism. In addition to the members noted below, each year a representative from the Standing Committee and the Executive Board will be appointed to the Task Force.

 - Donna Archer
 - Jeannette Cadwallendar
 - Benjamin Campbell
 - Dennis Carter-Chand
 - Ernestine Gilpin
 - Harris Merman Greene, Jr (Jay)
 - Jabriel Hasan
 - Malanna Henderson
 - Davette Himes
 - Thomas Howard
 - Wendy Ikezawa
 - Amy Keenan Amago
 - Laura Lafayette
 - Colleen Schiefelbein
 - Kristin Layng Szakos

The Standing Committee also continued the very special process of overseeing the election of the 14th Bishop Diocesan:

- In November 2021, the Standing Committee called the Transition Committee which shepherds the process of choosing our spiritual leader from the time of the selection of the candidates by the Search Committee through the consecration in December. Through prayer, discernment, and the guiding hand of the Holy Spirit, we called a committee of clergy and lay that represents the fullness and diversity of the Diocese of Virginia. The committee chosen by the Standing Committee is as follows:
 - Cindi Bartol, Christ Church, Alexandria
 - Ellyn Crawford, St. George’s, Arlington
 - The Rev. David Curtis, St. John’s, Richmond
 - The Rev. Marlene Forrest, St. Phillip’s, Richmond
 - Sherrard Gardner, St. Phillip’s, Richmond
 - Stephanie Hanchey, St. Paul’s, Owens
 - The Rev. 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 – Chairperson

The Standing Committee has met with Carlo Uchello on a regular basis to receive updates and insight regarding this very important work.

- In March of this year, after prayer and discernment, the Standing Committee presented a slate of four nominees for our next Bishop Diocesan. We thank the Bishop Search Committee for their earnest and spiritual work. Embracing the guidance of the Holy Spirit, they faithfully and diligently shepherded the Diocese through the search process. The nominees were:
 - The Rev. Joseph Hensley
 - The Rev. Alan James
 - The Very Rev. Gideon Pollach
 - The Rev. Canon Mark Stevenson
- Following the announcement of the slate of nominees for our next Bishop, the Standing Committee oversaw the Petition 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 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. The petition nominee had to 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. No candidates were added to the slate from the Petition Process.

The Standing Committee is grateful for this opportunity to serve. The past year presented great challenges for us, particularly during the Bishop Search process. We encountered deep divisions in the Diocese, many born of faithful passion and sincere concern for our church. We recognize some were hurt, as were we, and know that in some situations, those wounds continue to persist. We shall continue to pray and work for repentance, reconciliation, and healing.

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 Bishop Susan, Bishop-Elect Mark 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: DEB GANDY, PRESIDENT OF THE STANDING COMMITTEE.

Triangle of Hope

The projects in the Triangle of Hope are beginning again post-COVID. Our partners in Kumasi and Liverpool are both getting teams together for the resumption of the Youth Pilgrimage in the summer of 2023 to Liverpool.

We have done well maintaining the links between leadership, mostly through online communications, but we did have a board meeting in coordination with Bishop Paul Bayes (Liverpool) final service. We established to have a yearly gathering of leadership to further expand our work.

The Youth Pilgrimage is currently receiving applications for team members, and the applications close on December 1. It is a rolling acceptance, so we encourage those interested to apply sooner rather than later. There are 14 spots on the team to fill.

We are working on partnerships amongst our seminaries to enable those in formation to the clergy to have training and experience with these conversations. We are looking at connecting the ECW with the Mothers Union in Liverpool and Kumasi. Lastly, conversations are in the first stages of having parish triangles formed connecting a church with sister churches in the other two dioceses.

Lastly, our work has been bolstered by the Rev. Lee Hill to the diocesan staff and we are thankful for his leadership and increasing participation.

Trustees of the Funds

The Trustees of the Funds (ToTF) manages approximately \$115,000,000 for roughly 150 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 an 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 – after covering costs, all earnings flow to our Participants. As our investment portfolios grow, we all benefit as our fixed costs are spread over more dollars. By investing with ToTF, a parish supports many ministries of the Episcopal Church in the Commonwealth of Virginia.

In the past 12 months ToTF:

- Hired Kim Henderson as our new Secretary-Treasurer
- Named LCG Associates, Atlanta, as our new Investment Advisor, which will advise our investments in light of current and upcoming market conditions
- Refined and improved our web-based portal that provides 24/7 access to information for our Participants
- Held an in-person/Zoom Open Meeting at St. George's, Arlington on September 14th
- Received our first investments in the new All-Equity Fund, established for Participants that can tolerate the volatility of a pure equity portfolio
- Welcomed three new Participants to our investor group
- Began working with the Diocesan Reparations Task Force to develop an investment plan for the assets the Diocese will entrust to ToTF.

At our March 2022 meeting, the following new trustees joined our board: Kerry Wade (Immanuel COTH, Alexandria), Alan Foster (St. Phillip's, Richmond) and William Randolph Taylor (St. Paul's Memorial Church, UVa). MG Jim Harding remained on the board for a second term. We are thankful for the faithful service of the trustees who rolled off: Bill Derry (Grace and Holy Trinity, Richmond) and Dr. Hugh Bryan (Abingdon Church, White Marsh).

Looking to 2023, we will reach out to more Episcopal organizations that can benefit from ToTF investment management. We will continue looking for ways to improve our service and build our portfolios to support Episcopal ministries.

SUBMITTED BY: LYNN IVEY, III, EXECUTIVE DIRECTOR.

Virginia Diocesan Homes (VDH)

Virginia Diocesan Homes (VDH) is a nonprofit affiliate of the Diocese of Virginia. Our vision is for the Diocese of Virginia and its parishes to use its property and assets to their fullest potential to serve God and our communities. We do that by maximizing mission opportunities with diocesan property including nurturing home environments.

VDH is currently assessing how to adapt its activities to the realities of today's senior and affordable housing needs. VDH would like to be a meaningful contributor to addressing the significant housing insecurity realities in the Diocese.

For congregations reflecting upon future uses of their capital assets—land and facilities—Virginia Diocesan Homes has a number of resources to support congregations in their discernment process, including connections to other congregations who have undertaken discernment and a variety of digital resources. VDH developed an underwriting and loan process criteria factsheet in June 2022 as a guide for churches (see attached).

2022 Highlights, Strengths, and Mission

- VDH welcomed four new board members representing different geographic areas within the diocese
- VDH formed new committees – Real Estate, Discernment, and Governance
- Experience with housing issues and the ability to share that experience with others in the Diocese - bringing interest and expertise to issues of housing for the aging
- Facilitators to help the Diocese and its parishes fulfill their mission providing adequate and affordable housing and care to our congregations
- Identify viable opportunities for new communities and advising on their potential for development with financial resources to help facilitate the process
- Improve housing needs for the workforce, low-income, and senior populations
- To provide parishes targets of life-giving ministry to the housing needs of those populations in their localities
- Providing home environments across all income levels in the Diocese
- Help churches think about how to be good stewards of their real estate holdings for both income and mission, especially congregations with declining attendance

Please contact Wendy Filler, Administrator, at vdh@thediocese.net for more information.

Underwriting and Loan Criteria

VDH Role

VDH will only serve as a lender and informal advisor to churches. VDH will not serve as a joint venture partner or equity investor in any church redevelopment project. It will not guarantee or participate in any third-party agreements for the project. Any referrals (e.g. for a development partner) are provided by VDH to the church are provided as a courtesy only, without any guarantee of their performance or value. All VDH advice provided is for the information of the church and is not to be relied upon without independent verification by the church

Church Role

The church is solely responsible for oversight of the real estate development project. The church should conduct its own discernment on plans for redevelopment and its own due diligence on any partners, information or procedures.

Approvals

VDH Board to approve all loans. No disbursements may be made without approval of the full board and written documentation. The VDH administrator must have the approval of the Executive Committee for all disbursements if the full board is unavailable.

Church Obligations

The rector and Senior Warden of the borrower must participate jointly in all discussions with VDH including at least one joint presentation to the full board of VDH. They must jointly sign any agreement and be copied on all notices. They are responsible for affirming that they have the full authority and approval of the Vestry and, if needed, the congregation and the Diocese, for any loan agreement, any disbursement and any loan modification. The church will provide quarterly written updates to VDH on their progress, on the project status and church financial statements during the life of the loan. The church will notify VDH within five business days of any major change in the project status.

Church Financial Commitment

The church must provide a minimum of 50% in matching funds for any loan/grant provided by VDH for the redevelopment. The church must submit complete financial statements to VDH, including a balance sheet and most recent operating statement, certified by the rector, senior warden and treasurer, as part of the underwriting process. The church must be able to demonstrate its ability to fund the projected predevelopment costs of the project, as well as be current on all debts and obligations, including payments due to the Diocese

Land Donation

VDH is open to discussing a church donation of land where VDH would identify a willing nonprofit development partner as the ultimate recipient of the land, e.g. Goodwin House. The church could play a supporting role in the project, however, it would transfer responsibilities and decision-making to the development partner as described in a Contribution Agreement. VDH would conduct due diligence on the property before accepting the donation, e.g. redevelopment feasibility, environmental hazards, liens

Use of Funds

VDH's funds are intended to be used for short-term, predevelopment costs for projects that may result in mission-oriented redevelopment of church-owned properties into places to live. Funds are not available as project equity or long-term loans. The church must submit a proposed, detailed budget as part of the loan/grant application.

Term

All VDH loans will be due in full at the expiration of the term. The term shall end at earlier of: the church closing on its redevelopment project construction financing, sale of the property, the church abandoning the project, or 24 months from issuance.

Loan Amounts and Documentation

- a. For discernment grants at or under \$5,000, a Grant Agreement will be prepared describing the proposed use of funds and signed by all parties. Funds would be available for spiritual advisors to assist with the church's discernment process. Zero interest charged.
- b. For loans at or under \$25,000, the primary documentation will be a short Promissory Note, based on the model of the Christ Church note. No security or interest is required if the loan amount is \$25,000 or less. A vote of the Vestry is required. Funds available for legal, civil engineering, architectural, experienced development advice. Zero interest.
- c. For loans above \$25,000 and up to \$100,000, a longer template form will be drafted by the VDH general counsel. VDH will require a congregational vote, approval of the Bishop

and the Standing Committee. VDH may also need approval of the Circuit Court—counsel to determine when the loan documentation is being drafted. Depending on the loan term and amount, interest may be charged and a security interest in the real estate. Eligible for predevelopment costs of an approved project, including legal, civil engineering, architectural, development management.

Properties Held in the Diocese of Virginia

Property Held in the Name of the Bishop of the Diocese*As of December 31, 2022.*

<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
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.; Goesville; PIN 180-49-2116-000; This property is contiguous to Christ Church, Lucketts	Purchase Sept. 1998	\$123,000
2610 Omisol Rd. Woodbridge, Prince William Co. 2.8810 ac., church sanctuary	Purchase Oct. 1997	\$590,000
Church of the Creator Mechanicsville, Hanover Co. 4.0 ac.	Purchase Oct. 1963	\$8,000
Church of the Creator 1204 Willow Avenue Mechanicsville, Hanover Co. Rectory	Purchase Oct. 1967	\$8,000

Properties Held

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 Goesville, 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
Church of Our Saviour, Oatlands 39918 Oatlands Mill Road 1.72 ac, with historic church in Leesburg	Transferred 2011	\$314,800

Properties Held

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 Parish Pledges Submitted as of December 2022

Congregation	Region	Pledged 2022	Paid YTD 12/31/2022	Pledged 2021
Christ Church, Alexandria	Alexandria		150,000	150,000
Emmanuel Church, Alexandria	Alexandria	25,462	23,340	
Grace Church, Alexandria	Alexandria	69,000	84,385	30,000
Immanuel on-the-Hill, Alexandria	Alexandria		71,000	70,000
Meade Memorial, Alexandria	Alexandria	3,000	2,750	2,400
Resurrection, Alexandria	Alexandria	16,800	18,179	15,500
St. Clement, Alexandria	Alexandria	20,900	15,675	19,765
St. Paul's, Alexandria	Alexandria	138,600	127,050	138,600
	<i>Subtotal</i>	<i>273,762</i>	<i>492,379</i>	<i>426,265</i>
Cristo Rey, Arlington	Arlington		2,100	2,100
San Jose, Arlington	Arlington		4,400	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		3,846	3,690
St. Mary's, Arlington	Arlington	180,000	261,685	180,000
St. Michael's, Arlington	Arlington	26,110	26,112	26,110
St. Peter's, Arlington	Arlington		40,000	40,000
Trinity, Arlington	Arlington	16,278	16,300	12,400
	<i>Subtotal</i>	<i>250,388</i>	<i>454,443</i>	<i>297,300</i>
Christ Ascension, Richmond	Central Richmond			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	16,800	16,800
St. James's, Richmond	Central Richmond	166,000	152,167	166,000
St. John's, Richmond	Central Richmond		17,561	18,000
St. Mark's, Richmond	Central Richmond	22,158	22,159	21,613
St. Paul's, Richmond	Central Richmond	140,000	140,000	135,000
St. Peter's, Richmond	Central Richmond		6,430	5,000
St. Philip's, Richmond	Central Richmond	20,000	20,000	20,000
St. Stephen's, Richmond	Central Richmond		180,000	180,000
St. Thomas', Richmond	Central Richmond		16,317	
	<i>Subtotal</i>	<i>436,958</i>	<i>666,433</i>	<i>636,413</i>
Buck Mountain, Earlysville	Charlottesville		5,500	11,500
Christ Church, Charlottesville	Charlottesville	100,000	100,000	60,000
Christ Church, Gordonsville	Charlottesville	7,243	7,243	
Emmanuel Church, Greenwood	Charlottesville		24,000	28,150
Good Shepherd, Boonesville	Charlottesville	750	450	
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	8,568	7,975
Holy Cross, Batesville	Charlottesville	2,650	2,650	2,570
Incarnation, Mineral	Charlottesville		1,600	1,200
McIlhane Parish, Charlottesville	Charlottesville	7,000	7,375	6,000
Our Saviour, Charlottesville	Charlottesville	68,151	62,472	65,101

Report of Pledges

St. Anne's, Scottsville	Charlottesville	2,000	2,000	1,000
St. James', Louisa	Charlottesville	15,000	15,000	15,000
St. John's, Columbia	Charlottesville	2,000	2,000	1,000
St. John the Baptist, Ivy	Charlottesville	2,714	4,210	2,494
St. Luke's, Simeon	Charlottesville		8,000	
St. Paul's Memorial, Charlottesville	Charlottesville	100,000	91,667	97,500
St. Paul's, Ivy	Charlottesville	50,000	58,253	
St. Thomas', Orange	Charlottesville	18,638	18,638	19,409
Trinity, Charlottesville	Charlottesville	17,000	17,000	15,000
	<i>Subtotal</i>	<i>408,714</i>	<i>443,625</i>	<i>338,899</i>
Christ Church, Brandy Station	Culpeper		2,500	2,500
Emmanuel, Rapidan	Culpeper	6,409	6,400	
Grace Church, Casanova	Culpeper	6,557	6,557	4,800
Little Fork (St. Mark's), Rixeyville	Culpeper		3,720	3,434
Piedmont, Madison	Culpeper		6,207	5,000
St. James', Warrenton	Culpeper		44,204	
St. Luke's, Remington	Culpeper		2,000	
St. Stephen's, Catlett	Culpeper	6,500	6,500	
St. Stephen's, Culpeper	Culpeper	30,325	30,326	32,194
Trinity Church, Washington	Culpeper		15,033	
	<i>Subtotal</i>	<i>49,791</i>	<i>123,447</i>	<i>47,928</i>
Aquia, Stafford	Fredericksburg	5,000	28,804	3,000
Christ Church, Spotsylvania	Fredericksburg	13,000	13,000	6,110
Emmanuel, Port Conway	Fredericksburg			11,350
Messiah, Fredericksburg	Fredericksburg			11,350
St. Asaph's, Bowling Green	Fredericksburg		13,750	6,000
St. George's, Fredericksburg	Fredericksburg			128,500
St. John's, King George	Fredericksburg	132,500	132,500	
St. Mary's, Colonial Beach	Fredericksburg		1,000	
St. Mary's, Colonial Beach	Fredericksburg	9,966	10,896	5,000
St. Paul's, Owens	Fredericksburg		14,115	6,930
St. Peter's, Port Royal	Fredericksburg	8,200	8,400	4,800
Trinity, Fredericksburg	Fredericksburg	55,000	56,216	55,000
	<i>Subtotal</i>	<i>239,341</i>	<i>278,681</i>	<i>238,040</i>
Epiphany, Oak Hill	North Fairfax	5,468	13,430	3,000
Holy Comforter, Vienna	North Fairfax	112,000	112,000	100,000
Holy Cross, Dunn Loring	North Fairfax	28,000	28,000	10,500
St. Francis Korean, McLean	North Fairfax		1,200	1,000
St. Anne's, Reston	North Fairfax	63,672	63,672	62,424
St. Dunstan's, McLean	North Fairfax	33,500	33,500	
St. Francis, Great Falls	North Fairfax	36,000	33,000	36,000
St. John's, McLean	North Fairfax	70,000	64,000	50,000
St. Thomas', McLean	North Fairfax	39,552	39,552	37,576
St. Timothy's, Herndon	North Fairfax	7,000	8,500	
	<i>Subtotal</i>	<i>395,192</i>	<i>396,854</i>	<i>300,500</i>
All Souls, Atlee	North Richmond	3,600	3,600	3,500
Calvary Church, Hanover	North Richmond	2,238	4,116	2,000
Church of the Creator, Mechanicsville	North Richmond		1,050	2,100
Emmanuel Church, Richmond	North Richmond	16,000	16,000	16,000

Report of Pledges

Congregation	Region	Pledged 2022	Paid YTD 12/31/2022	Pledged 2021
Epiphany, Richmond	North Richmond		7,956	7,000
Immanuel, Old Church, Mechanicsville	North Richmond	18,500	18,504	16,475
Our Saviour, Montpelier	North Richmond	8,000	11,000	5,000
St. James the Less, Ashland	North Richmond	31,000	44,533	31,000
St. Paul's, Hanover	North Richmond		10,000	
The Fork Church, Doswell	North Richmond		5,000	
	<i>Subtotal</i>	<i>79,338</i>	<i>121,760</i>	<i>83,075</i>
Cople Parish, Hague	Northern Neck	12,368	13,615	14,014
Grace Church, Kilmarnock	Northern Neck	32,000	32,000	42,000
North Farnham Parish, Farnham	Northern Neck	2,500	2,500	1,250
St. James', Montross	Northern Neck	4,800	4,200	
St. John's, Warsaw	Northern Neck	4,193	4,200	4,000
St. Mary's, Fleeton	Northern Neck	2,112	2,112	2,004
St. Mary's, Whitechapel, Lively	Northern Neck	17,896	17,896	19,185
St. Paul's, Nomini Grove	Northern Neck	2,400	6,400	
St. Peter's, Oak Grove	Northern Neck	8,256	8,256	6,655
St. Stephen's, Heathsville	Northern Neck	17,500	17,500	17,200
Trinity, Lancaster	Northern Neck	7,598	7,600	8,140
Wicomico Church, Wicomico Church	Northern Neck		5,000	
	<i>Subtotal</i>	<i>111,623</i>	<i>121,280</i>	<i>114,448</i>
Christ Church, Lucketts	Northern Piedmont	9,000	2,250	8,400
Emmanuel, Delaplane	Northern Piedmont	13,635	13,635	20,000
Emmanuel, Middleburg	Northern Piedmont	14,000	14,000	13,000
Grace, The Plains	Northern Piedmont	24,000	29,040	22,200
Leeds Parish, Markham	Northern Piedmont	10,000	11,000	
Our Redeemer, Aldie	Northern Piedmont	1,200	1,200	
St. Gabriel's/San Gabriel, Leesburg	Northern Piedmont		6,500	5,500
St. Andrew's, Marshall	Northern Piedmont	941	1,863	764
St. David's, Ashburn	Northern Piedmont	24,000	24,000	
St. James', Leesburg	Northern Piedmont		45,545	
St. Matthew's, Sterling	Northern Piedmont	71,595	71,595	67,000
St. Paul's, Haymarket	Northern Piedmont	8,528	8,528	8,528
St. Peter's, Purcellville	Northern Piedmont		5,000	4,500
Trinity Church, Upperville	Northern Piedmont	62,000	79,771	62,000
	<i>Subtotal</i>	<i>238,899</i>	<i>313,926</i>	<i>211,892</i>
All Saints Sharon Chapel, Alexandria	Potomac		17,633	19,236
Church of the Spirit, Alexandria	Potomac			
Olivet, Alexandria	Potomac		12,413	12,411
Pohick, Lorton	Potomac	38,340	38,000	33,000
St. Aidan's, Alexandria	Potomac		15,000	20,000
St. James', Mount Vernon	Potomac	2,000	500	500
St. Luke's, Alexandria	Potomac	25,000	31,500	25,000
St. Margaret's, Woodbridge	Potomac	3,000	3,000	
St. Mark's, Alexandria	Potomac	11,000	11,000	10,000
	<i>Subtotal</i>	<i>79,340</i>	<i>129,046</i>	<i>120,147</i>

Report of Pledges

The Falls Church, Falls Church	South Fairfax	50,000	42,314	48,000
Good Shepherd, Burke	South Fairfax	37,000	37,000	35,000
Holy Cross Korean, Falls Church	South Fairfax	2,400	1,200	2,400
Santa Maria, Falls Church	South Fairfax	6,500	2,167	10,792
St. Peters in the Woods, Fairfax Station	South Fairfax	30,500	30,500	22,500
St. Alban's, Annandale	South Fairfax	65,319	52,668	60,000
St. Andrew's, Burke	South Fairfax	53,200	53,200	50,000
St. Barnabas', Annandale	South Fairfax	50,000	50,000	45,000
St. Christopher's, Springfield	South Fairfax	15,000	14,250	
St. John's, Centreville	South Fairfax	10,000	7,500	10,000
St. Patrick's, Falls Church	South Fairfax		6,000	5,000
St. Paul's, Bailey's Crossroads	South Fairfax		2,400	
Trinity, Manassas	South Fairfax	25,000	28,875	20,000
	<i>Subtotal</i>	<i>344,919</i>	<i>328,073</i>	<i>308,692</i>
Christ Church, Luray	Southern Shenandoah	12,859	12,085	12,085
Emmanuel, Harrisonburg	Southern Shenandoah	21,000	22,306	
Emmanuel, Woodstock	Southern Shenandoah	10,400	10,404	11,400
Grace Church, Port Republic	Southern Shenandoah		3,906	
St. Stephen & the Good Shepherd, Rocky Bar	Southern Shenandoah	1,000	1,000	
St. Andrew's, Mount Jackson	Southern Shenandoah	7,460	7,464	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	10,000	10,000
	<i>Subtotal</i>	<i>63,119</i>	<i>67,939</i>	<i>39,805</i>
Abingdon, White Marsh	Upper Tidewater	30,040	30,040	29,205
Christ Church, Christchurch	Upper Tidewater	15,000	15,000	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	1,360	1,500
St. John's, West Point	Upper Tidewater	14,400	14,400	14,400
St. Paul's, Millers Tavern	Upper Tidewater	12,000	12,000	12,000
St. Peter's, New Kent	Upper Tidewater	19,547	19,547	
Varina Church, Varina	Upper Tidewater	6,000	6,000	5,300
Vauter's, Loretto	Upper Tidewater	5,000	6,224	6,000
Ware, Gloucester	Upper Tidewater		16,060	16,304
Westover Church, Charles City	Upper Tidewater		14,000	
	<i>Subtotal</i>	<i>123,742</i>	<i>156,826</i>	<i>118,404</i>
All Saints', Richmond	West Richmond	44,800	44,800	30,000
Christ Church, Glen Allen	West Richmond	55,000	55,000	50,000
Grace, Goochland	West Richmond		8,000	7,000
St. Francis, Manakin Sabot	West Richmond	4,100	4,200	3,900
St. Bartholomew's, Richmond	West Richmond			
St. Martin's, Richmond	West Richmond	2,500	1,400	
St. Mary's, Goochland	West Richmond	65,000	65,000	65,000
St. Matthew's, Richmond	West Richmond		14,942	
	<i>Subtotal</i>	<i>171,400</i>	<i>193,342</i>	<i>155,900</i>

Report of Pledges

Congregation	Region	Pledged 2022	Paid YTD 12/31/2022	Pledged 2021
Calvary, Front Royal	Winchester	18,120	16,617	22,000
Christ Church, Winchester	Winchester		54,000	
Cunningham Chapel, Millwood	Winchester	1,000	1,000	14,500
Good Shepherd, Bluemont	Winchester	1,874	1,874	1,670
Grace Church, Berryville	Winchester	7,700	7,800	7,500
Meade Memorial, White Post	Winchester		1,000	
St. Mary's, Berryville	Winchester	1,200	1,000	
St. Paul's on-the-Hill, Winchester	Winchester	8,464	8,455	2,400
	<i>Subtotal</i>	<i>38,358</i>	<i>91,746</i>	<i>48,070</i>
	Total	3,304,884	4,379,801	3,485,777

Report of Audits

Report of Audits

Region	Parish	2017	2018	2019	2020	2021
Alexandria	Christ Church, Alexandria		1	1		
Alexandria	Emmanuel, Alexandria	1	1			
Alexandria	Grace, Alexandria	1			1	
Alexandria	Immanuel-on-the-Hill, Alexandria	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		
Arlington	La Iglesia de San Jose, Arlington	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					
Arlington	St. Mary's, Arlington			1	1	
Arlington	St. Michael's, Arlington	1	1	1	1	1
Arlington	St. Peter's, Arlington	1	1			
Arlington	Trinity, Arlington	1	1			
Central Richmond	Christ Ascension, Richmond		1			
Central Richmond	Grace & Holy Trinity, Richmond	1	1		1	
Central Richmond	Holy Comforter, Richmond	1	1	1		
Central Richmond	St. Andrew's, Richmond					
Central Richmond	St. James's, Richmond	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	1
Central Richmond	St. Peter's, Richmond	1	1	1		
Central Richmond	St. Philip's, Richmond	1	1	1	1	1
Central Richmond	St. Stephen's, Richmond	1	1			
Central Richmond	St. Thomas, Richmond					
Central Richmond	Varina Church, Varina	1	1	1	1	1
Charlottesville	Buck Mountain, Earlysville	1	1			
Charlottesville	Christ Church, Charlottesville					
Charlottesville	Christ Church, Gordonsville	1	1	1	1	1
Charlottesville	Emmanuel, Greenwood	1	1			
Charlottesville	Good Shepherd, Boonesville	1	1			
Charlottesville	Grace, Bremo Bluff					
Charlottesville	Grace, Keswick	1	1	1	1	1
Charlottesville	Grace, Stanardsville	1	1	1	1	1

Report of Audits

Region	Parish	2017	2018	2019	2020	2021
Charlottesville	Holy Cross, Batesville	1	1	1	1	1
Charlottesville	Incarnation, Mineral	1	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		1	1
Charlottesville	St. John the Baptist, Ivy	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		
Charlottesville	St. Paul's, Ivy	1	1			
Charlottesville	St. Thomas, Orange	1	1	1	1	1
Charlottesville	Trinity, Charlottesville					
Culpeper	Christ Church, Brandy Station	1	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		1
Culpeper	Piedmont, Madison			1	1	
Culpeper	St. James', Warrenton	1				
Culpeper	St. Luke's, Remington					
Culpeper	St. Stephen's, Catlett					
Culpeper	St. Stephen's, Culpeper	1	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		
Fredericksburg	Messiah, Chancellor, Fredericksburg	1	1			
Fredericksburg	St. Asaph's, Bowling Green					
Fredericksburg	St. George's, Fredericksburg	1	1	1		
Fredericksburg	St. John's, King George	1	1	1		
Fredericksburg	St. Mary's, Colonial Beach	1	1			
Fredericksburg	St. Paul's, Owens	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	
North Fairfax	Holy Comforter, Vienna	1	1	1	1	1
North Fairfax	Holy Cross, Dunn Loring	1	1			1

Report of Audits

Region	Parish	2017	2018	2019	2020	2021
North Fairfax	St. Anne's, Reston	1	1	1		
North Fairfax	St. Dunstan's, McLean	1				
North Fairfax	St. Francis Korean, McLean					
North Fairfax	St. Francis, Great Falls	1		1		1
North Fairfax	St. John's, McLean	1				
North Fairfax	St. Thomas, McLean	1	1	1	1	1
North Fairfax	St. Timothy's, Herndon	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	
North Richmond	Emmanuel, Richmond	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	1
North Richmond	St. James-the-Less, Ashland	1	1	1	1	
North Richmond	St. Paul's, Hanover	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		1
Northern Neck	North Farnham Parish, Farnham		1	1	1	1
Northern Neck	St. James', Montross					
Northern Neck	St. John's, Warsaw	1	1	1	1	1
Northern Neck	St. Mary's, Fleeton	1	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	
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	
Northern Piedmont	Emmanuel, Delaplane	1	1	1	1	1
Northern Piedmont	Emmanuel, Middleburg	1	1	1	1	
Northern Piedmont	Grace, The Plains		1	1	1	
Northern Piedmont	Leeds Parish, Markham	1	1	1	1	
Northern Piedmont	Our Redeemer, Aldie	1	1			
Northern Piedmont	St. Andrew's, Ada, Marshall					
Northern Piedmont	St. David's, Ashburn	1	1			
Northern Piedmont	St. Gabriel's, Leesburg	1	1	1	1	1

Report of Audits

Region	Parish	2017	2018	2019	2020	2021
Northern Piedmont	St. James', Leesburg	1	1			
Northern Piedmont	St. Matthew's, Sterling	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	1
Northern Shenandoah	Grace, Berryville	1	1	1	1	1
Northern Shenandoah	Meade Memorial, White Post					
Northern Shenandoah	St. Mary's, Berryville					
Northern Shenandoah	St. Paul's on-the-Hill, Winchester					
Potomac	All Saints Sharon Chapel, Alexandria					
Potomac	Church of the Spirit, Alexandria	1				
Potomac	La Iglesia de San Marcos, Alexandria	1				
Potomac	Olivet, Alexandria	1	1	1	1	1
Potomac	Pohick, Lorton					
Potomac	St. Aidan's, Alexandria	1	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	The Falls Church, Falls Church	1	1	1		
South Fairfax	Good Shepherd, Burke					
South Fairfax	Holy Cross Korean, Falls Church	1	1	1	1	1
South Fairfax	Santa Maria, Falls Church	1	1		1	1
South Fairfax	St. Alban's, Annandale	1	1			
South Fairfax	St. Andrew's, Burke	1	1	1		1
South Fairfax	St. Barnabas', Annandale	1				
South Fairfax	St. Christopher's, Springfield	1	1	1	1	1
South Fairfax	St. John's, Centreville					
South Fairfax	St. Patrick's, Falls Church					
South Fairfax	St. Paul's, Bailey's Crossroads	1	1	1	1	1
South Fairfax	St. Peter's-in-the-Woods, Fairfax Station					
South Fairfax	Trinity, Manassas					

Report of Audits

Region	Parish	2017	2018	2019	2020	2021
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		
Southern Shenandoah	St. Andrew's, Mount Jackson	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	
Upper Tidewater	Immanuel, King & Queen	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			
Upper Tidewater	St. John's, West Point	1	1	1	1	1
Upper Tidewater	St. Paul's, Millers Tavern	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			
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	

Official Acts of the Bishops

2022 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>
Cabell Jones	6/14/2022	St. Mary's, Goochland

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>
Florian Jones-Stamm	4/28/2022	St. John's, Richmond
Stephanie Werner	4/21/2022	St. James the Less, Ashland

Postulants for Holy Orders toward ordination to priesthood accepted by Bishop Goff:

<i>Name</i>	<i>Date of Acceptance</i>	<i>Presenting Parish</i>
Anthony Gaboton	1/27/2022	St. Peter's, Richmond
Kara Laughlin	1/21/2022	St. James', Leesburg
Paris Ball	5/25/2022	Diocese of Virginia
John Scarffe	7/14/2022	St. Alban's, Annandale
Joy Warburton	11/3/2022	Trinity, Arlington

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>
Peyton Williams	1/21/2022	St. Paul's Memorial, Charlottesville

Candidates for Holy Orders toward ordination to priesthood accepted by Bishop Stevenson:

<i>Name</i>	<i>Date of Acceptance</i>	<i>Presenting Parish</i>
Marybeth Sanders-Wilson	12/20/2022	St. Clement, Alexandria

Candidates for Holy Orders toward ordination to priesthood accepted by Bishop Goff:

<i>Name</i>	<i>Date of Acceptance</i>	<i>Presenting Parish</i>
Sarah Spurlock-Biggs	8/24/2022	St. Peter's in the Woods, Fairfax Station
Kyle Bomar	11/10/2022	Emmanuel, Harrisonburg

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>
Steve Bragaw	9/8/2022	Emmanuel, Greenwood
Janettarose Greene	9/8/2022	St. Mary's, Arlington
Amanda McMillan	9/13/2022	Christ Church, Charlottesville

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	2/17/2022	Grace & Holy Trinity, Richmond
Susie Harding	3/1/2022	St. Matthew's, Sterling

Ordinations to the Vocational Diaconate:

<i>Name</i>	<i>Ordination Date</i>	<i>Location/Ordaining Bishop</i>
Susannah Harding	9/10/2022	Trinity, Fredericksburg/Jennifer Brooke-Davidson
Dawn McNamara	9/10/2022	Trinity, Fredericksburg/Jennifer Brooke-Davidson

Transitional Diaconate Ordinations:

<i>Name</i>	<i>Ordination Date</i>	<i>Location/Ordaining Bishop</i>
Paul Evans	3/5/2022	The Falls Church, Falls Church/Susan E. Goff
Suzanne Hood	3/5/2022	The Falls Church, Falls Church/Susan E. Goff
Stacy Carlson Kelly	3/5/2022	The Falls Church, Falls Church/Susan E. Goff
Kevin Laskowski	3/5/2022	The Falls Church, Falls Church/Susan E. Goff
Kevin Newell	3/5/2022	The Falls Church, Falls Church/Susan E. Goff
Natalie Perl Regan	3/5/2022	The Falls Church, Falls Church/Susan E. Goff
Julius Rodriguez	3/5/2022	The Falls Church, Falls Church/Susan E. Goff
Sarah (Winnie) Smith	3/5/2022	The Falls Church, Falls Church/Susan E. Goff
Leah Wise	3/5/2022	The Falls Church, Falls Church/Susan E. Goff
Sam Bush	6/25/2022	Holy Comforter, Richmond/Susan E. Goff
Maria Maguire	6/25/2022	Holy Comforter, Richmond/Susan E. Goff
Blake Singer	6/25/2022	Holy Comforter, Richmond/Susan E. Goff
Kilpy Singer	6/25/2022	Holy Comforter, Richmond/Susan E. Goff

Priesthood Ordinations:

<i>Name</i>	<i>Ordination Date</i>	<i>Location/Ordaining Bishop</i>
Paul Evans	9/10/2022	St. George's, Fredericksburg/Jennifer Brooke-Davidson
Suzanne Hood	9/10/2022	Christ Church, New Bern, NC/Robert S. Skirving
Stacy Carlson Kelly	9/10/2022	St. George's, Fredericksburg/Jennifer Brooke-Davidson
Kevin Laskowski	9/10/2022	St. George's, Fredericksburg/Jennifer Brooke-Davidson
Kevin Newell	9/10/2022	St. George's, Fredericksburg/Jennifer Brooke-Davidson
Natalie Perl Regan	9/10/2022	St. George's, Fredericksburg/Jennifer Brooke-Davidson
Julius Rodriguez	9/10/2022	St. George's, Fredericksburg/Jennifer Brooke-Davidson
Sarah (Winnie) Smith	9/10/2022	St. George's, Fredericksburg/Jennifer Brooke-Davidson
Leah Wise	10/2/2022	Grace, Houston, TX/Hector F. Monterroso

Ordinations to the Priesthood on behalf of another diocese:

<i>Name</i>	<i>Ordination Date</i>	<i>Location/Ordaining Bishop</i>
None		

Received from churches in the Historic Succession:

None

Letters Dimissory Given:

<i>Name</i>	<i>Date</i>	<i>Receiving Diocese</i>
Robyn Neville-Reeder	3/1/2022	Southeast Florida
David Casey	3/23/2022	Louisiana
Richard Bardush, Jr.	5/1/2022	Atlanta

Official Acts of the Bishops

Emily Rowell Brown	5/14/2022	Alabama
Barbara Seward	8/10/2022	Bethlehem
Claire Elser	8/15/2022	Colorado
Margaret Peel-Shakespeare	8/24/2022	Colorado
Pamela Webb	9/8/2022	Southern Virginia
Brian Jeremy Means-Koss	9/16/2022	Vermont
Andrew Reinholz	9/18/2022	New Jersey
Ann Harris Truitt	10/4/2022	Southern Virginia
Dorothy Ann White	11/7/2022	Minnesota
Suzanne Hood	11/8/2022	East Carolina
Ronald S. Winchell	11/8/2022	Milwaukee

Letters Dimissory Accepted:

<i>Name</i>	<i>Date</i>	<i>Sending Diocese</i>
Nicholas Hull	2/7/2022	Southwestern Virginia
Amelia Arthur	5/24/2022	Minnesota
Chad Martin	6/6/2022	Texas
Jessica Holthus	6/15/2022	Maryland
Thomas Ethan Lowrey	6/14/2022	California
Joseph Butler	8/22/2022	Southwestern Virginia
William Perry Drosos	9/15/2022	Atlanta
Trenton Scott More	9/19/2022	Florida
John Rohrs	10/11/2022	Southern Virginia
Jennifer Ovenstone	10/28/2022	New Jersey
John W.A. Jenkins	11/7/2022	Georgia

Priests Inhibited:

None

Priests Removed or Deposed:

<i>Name</i>	<i>Date</i>	<i>Canon</i>
Lura Kaval	2/23/2022	III.9.9 and 12

Priests Suspended:

None

Postulants Removed from Holy Orders:

<i>Name</i>	<i>Date</i>	<i>Bishop</i>
Judith O'Brien	1/20/2022	Susan E. Goff
Emily Lyth	10/12/2022	Susan E. Goff
Patricia Taylor	11/1/2022	Susan E. Goff

Lay Catechist (number of people licensed): 2

Lay Eucharistic Minister licenses issued (number of people licensed): 286

Lay Eucharistic Visitors licenses issued (number of people licensed): 42

Lay Preacher licenses issued (number of people licensed): 9

Worship Leader licenses issued (number of people licensed): 22

Remarriage applications approved (number of petitions granted): 37

Clergy Serving under License:

<i>Name</i>	<i>Canonical Residence</i>
Thomas Alexander Allain	Mississippi
Elenor Lucius “Andy” Anderson	Alabama
Deacon Edward K. Bachschmid	Rio Grande
Beth Bingham	Michigan
R. Bruce Birdsey	East Carolina
J. Jellico Bright	Liberia
Elizabeth Carmody	Washington
Franklin Morales Castro	Metro Washington DC Synod
Rodney Caulkins	Southern Virginia
Randolph Charles	Washington
Thon Moses Chol	Renk, Sudan
Martha K. Clark	Washington
Sarah Anne Coakley	Oxford, UK
Anne Fredericks Cooper	Liberia
R. David Cox	Southwestern Virginia
Pedro Cuevas	Rio Grande
Deacon Martha M. Dooley	New Jersey
Georgia C. DuBose	West Virginia
Kristen J. Farrington	Maryland
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
Howard M. Humphrey, Jr.	Ohio
Hailey Jacobsen	Massachusetts
J. Hugh Alexander James	Connecticut
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
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
Canon Henry N.F. Minich	Southeast Florida
Sandra Lee Mizirl	Texas
Tyler Lindell Montgomery	Southern Virginia
John “Tige” E. Newell	Southern Virginia
Jennifer Ovenstone	New Jersey

Official Acts of the Bishops

Shelby Owen	Southwestern Virginia
Susan D. Parsons	California
R. Jeffrey Patnaude	Ohio
Beverly A. Patterson	West Texas
Guimond Pierre-Louis	Haiti
Susan B. Pinkerton	Connecticut
Meredith Woods Potter	Chicago
Kathleen Price	Washington
Thomas Morgan Prichard	Pittsburgh
Katherine Hancock Ragsdale	Newark
Samuel R. Reddimalla	New York
Stephen E. Rorke	Rochester
Donna J. Scott	Tennessee
Claudia Dre Seiter	Utah
Matthew David Simpson	Maine
Carol Sims	Southern Virginia
John DeWitt Stonesifer	Washington
Robin T. Teasley	Southern Virginia
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>
Robert Andrew Becker	May 3, 2022
Edward Allen Coffey	June 9, 2022
Robert William Dickey, Jr.	June 29, 2022
Lindon John Eaves	March 8, 2022
Bruce Alan Gray	March 17, 2022
Peter Hansen Gray	June 3, 2022
Daniel Howard Hanchey	May 17, 2022
Andrew George Kunz	November 27, 2022
Peter James Lee	July 2, 2022
Frederick Rhue Trumbore	January 23, 2022
Gardner Warren Van Scoyoc	August 9, 2022

Official Acts of the Standing Committee

Official Acts of the Standing Committee

November 13, 2021 to November 19, 2022

Election of committee officers

President: Deborah Gandy 11/13/2021
Secretary: Laura Minnich Lockey 11/13/2021

Consent for appointments of the following Regional Deans

North Richmond Region: The Rev. Benson Shelton 3/3/2022
Southern Shenandoah Valley Region: The Rev. Kathleen Murray 3/3/2022
Arlington Region: The Rev. Beth Franklin 10/6/2022
Central Richmond Region: The Rev. Charlie Dupree 10/6/2022
Charlottesville Region: The Rev. Miles Smith 10/6/2022
Culpeper Region: The Rev. Elizabeth Keeler 10/6/2022
Fredericksburg Region: The Rev. Kyle Tomlin 10/6/2022
North Fairfax Region: The Rev. Fran Gardner-Smith 10/6/2022
North Richmond Region: The Rev. Katherine Dougherty 10/6/2022
Northern Neck Region: The Rev. Rod Gordon 10/6/2022
Northern Piedmont Region: The Rev. Pierre Henry Buisson 10/6/2022
Northern Shenandoah Region: The Rev. Justin Ivatts 10/6/2022
Potomac Region: The Rev. Lynn Ronaldi 10/6/2022
South Fairfax Region: The Rev. Susan Hartzell 10/6/2022
Southern Shenandoah Valley Region: The Rev. Kathleen Murray 10/6/2022
Upper Tidewater Region: The Rev. Gary Barker 10/6/2022
West Richmond Region: The Rev. Steve Schlossberg 10/6/2022
Alexandria Region: The Rev. Robin Razzino 11/3/2022
Archdean for 2023: The Rev. Gary Barker 11/3/2022

Called the following to form the Transition Committee for the 14th Bishop Diocesan 11/9/2021

Cindi Bartol
Ellyn Crawford
The Rev. David Curtis
The Rev. Marlene Forrest
Sherrard Gardner
Stephanie Hanchey
The Rev. Joseph Klenzmann
Terry Long
The Rev. Barbara Marques
Kathleen Turner
Carlo Uchello, Chairperson

Consent for the appointment of the following R-10a Task Force members 4/7/2022

Donna Archer
Jeannette Cadwallendar
Benjamin Campbell
Dennis Carter-Chand
Ernestine Gilpin
Harris Merman Greene, Jr. (Jay)
Jabriel Hasan
Malanna Henderson
Davette Himes

Thomas Howard
 Wendy Ikezawa
 Amy Keenan Amago
 Laura Lafayette
 Colleen Schiefelbein
 Kristin Layng Szakos

Consent for the appointment of the following Disciplinary Board members

11/6/2022

Julian M. Bivins for a three-year term ending 2025
 Brian Carr for a three-year term ending 2025
 The Rev. Crystal Hardin for a three-year term ending 2025
 The Rev. Cynthia McKenna for a three-year term ending 2025

Consent for the election of the following Bishops

The Rev. Frasier Lawton, Assistant Bishop Diocesan for Diocese of Dallas	1/6/2022
The Rev. Brian K. Burgess, Twelfth Diocesan Bishop of Springfield	2/3/2022
The Rev. Juan Carlos Quinonez, Bishop of the Episcopal Diocese of Ecuador Central	2/3/2022
The Rev. Jos Tharakan, Diocesan Bishop of Idaho	4/7/2022
The Rev. Dr. Douglas Scharf, Bishop of the Diocese of Southwest Florida	5/5/2022
The Rev. Phyllis Spiegel, Bishop of the Diocese of Utah	6/2/2022
The Rev. Canon Shannon Rogers Duckworth, Bishop of the Diocese of Louisiana	6/2/2022
The Rev. Jeffrey Mello, Bishop of the Diocese of Connecticut	7/6/2022
The Rev. Canon E. Mark Stevenson, Bishop of the Diocese of Virginia	7/6/2022
The Rev. Pastor Elias Garcia Cardenas, Bishop of the Diocese of Columbia	11/3/2022

Consent for Collegiate Delegates to Annual Convention

Allison Gannon, Collegiate Delegate for James Madison University	5/5/2022
John (Jake) Morton, Collegiate Delegate for the University of Virginia	5/5/2022
Connor Randle, Collegiate Delegate for James Madison University	11/3/2022

Consent for Candidacy for Ordination to the Priesthood

Rachel Bauer Eskite	11/4/2021
Denise Bennett	11/4/2021
Marybeth Sanders-Wilson	6/2/2022
Amanda McMillen	8/4/2022
Janettarose Greene	8/4/2022
Kyle Bomar	10/6/2022

Consent for Postulancy

Dawn McNamara	1/6/2022
Susannah Harding	1/6/2022
Blake Singer	3/3/2022
Kilpy Singer	3/3/2022
Maria Maguire	4/7/2022
Steve Bragaw	7/6/2022
Sarah Spurlock Biggs	7/6/2022

Consent for Ordination to the Vocational Diaconate

Susannah Harding	7/6/2022
Dawn McNamara	7/6/2022

Consent for Ordination to the Transitional Diaconate

Paul Evans	1/6/2022
Suzanne Hood	1/6/2022
Stacy Kelly	1/6/2022
Kevin Laskowski	1/6/2022
Kevin Newell	1/6/2022
Natalie Perl Regan	1/6/2022
Julius Rodriguez	1/6/2022
Winnie Smith	1/6/2022
Leah Wise	1/6/2022
Blake Singer	4/7/2022
Kilpy Singer	4/7/2022
Maria Maguire	4/7/2022

Consent for Ordination to the Priesthood

Paul Evans	7/6/2022
Suzanne Hood	7/6/2022
Stacy Kelly	7/6/2022
Kevin Laskowski	7/6/2022
Kevin Newell	7/6/2022
Natalie Perl Regan	7/6/2022
Julius Rodriguez	7/6/2022
Winnie Smith	7/6/2022
Leah Wise	7/6/2022
Samuel Bush	11/3/2022
Maria Maguire	11/3/2022
Ann Kilpen Singer	11/3/2022
Blake Singer	11/3/2022

Consent for Encumbrance or Sale of Church Property

Consent to the sale of 5.711+/- acres at the intersection of Boyers Road and Port Republic Road in Rockingham County (Tax Map Number: 125-A-L20D1)	1/6/2022
Consent of the Sale of Aquia Church property at Clifton Chapel	2/3/2022
Consent of Christ Church, Alexandria to Encumber Property	4/7/2022

Other Canonically Required Consents

Consent for continuation of priesthood during secular employment for the Rev. Amanda Bourne	1/6/2022
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Other

Approved the release and removal of the Rev. Lura Kaval from ordained ministry	1/6/2022
Approved the motion to move forward with St. Paul's Baptist Church in Richmond for the Ordination and Consecration of the new Bishop	1/19/2022
Approved Invoice #2 for Ann Hallisey, consultant for Bishop Search, for \$5,280	2/3/2022
Approved the request from Varina Church to move from the Upper Tidewater region to the Central Richmond Region	3/3/2022
Approved an easement for Trinity Church, Columbia Pike, Arlington	3/3/2022
Approved the Petition Process for the Bishop Search	3/16/2022
Appointed Tom Baker as Standing Committee representative to the R-10 Task Force	5/5/2022
Approved the Letter of Agreement for Bishop-Elect E. Mark Stevenson	8/4/2022
Agreed to present a resolution to Annual Convention to give Bishop-Elect Stevenson authority to appoint two Assistant Bishops after his consecration	10/7/2022

Report of Confirmations and Receptions

2022 Report of Confirmations & Receptions

Church	Region	Bishop	Date
Abingdon, White Marsh	Upper Tidewater	Goff	10/2/22
Abingdon, White Marsh	Upper Tidewater	Haynes	4/16/22
Calvary, Front Royal	Northern Shenandoah	Gulick	11/6/22
Calvary, Hanover	North Richmond	Brooke-Davidson	4/10/22
Christ Ascension, Richmond @ Epiphany, Richmond	North Richmond	Brooke-Davidson	1/9/22
Christ Church, Alexandria	Alexandria	Brooke-Davidson	4/24/22
Christ Church, Charlottesville	Charlottesville	Brooke-Davidson	5/1/22
Christ Church, Glen Allen	West Richmond	Brooke-Davidson	4/3/22
Christ Church, Gordonsville	Charlottesville	Goff	12/11/22
Christ Church, Lucketts, Leesburg	Northern Piedmont	Taylor	5/1/22
Christ Church, Saluda	Upper Tidewater	Brooke-Davidson	2/27/22
Christ Church, Spotsylvania	Fredericksburg	Taylor	2/6/22
Christ Church, Winchester	Northern Shenandoah	Goff	9/18/22
Church of the Resurrection, Alexandria @ Holy Cross, Dunn Loring	Alexandria	Goff	3/27/22
Church of the Resurrection, Alexandria @ St. Paul's, Bailey's Crossroads	Alexandria	Taylor	1/23/22
Clarke Parish (Grace & St. Mary's), Berryville	Northern Shenandoah	Taylor	4/10/22
Church of the Creator, Mechanicsville	North Richmond	Stevenson	12/18/22
Cristo Rey, Arlington	Arlington	Goff	9/25/22
Emmanuel, Middleburg	Northern Piedmont	Goff	11/6/22
Emmanuel, Woodstock	Southern Shenandoah	Goff	10/16/22
Emmanuel, Delaplane (Piedmont Parish)	Northern Piedmont	Goff	2/20/22
Emmanuel, Brook Hill, Richmond	North Richmond	Brooke-Davidson	3/13/22
Epiphany, Richmond	North Richmond	Brooke-Davidson	1/9/22
Epiphany, Oak Hill, Herndon	North Fairfax	Taylor	1/9/22
Episcopal High School, Alexandria	Alexandria	Brooke-Davidson	4/22/22
Good Shepherd, Burke	South Fairfax	Goff	5/8/22
Good Shepherd, Burke @ St. John's, McLean	South Fairfax	Goff	5/22/22
Grace, Alexandria	Alexandria	Goff	4/16/22
Grace, Breomo Bluff	Charlottesville	Gulick	12/4/22
Grace, Goochland	West Richmond	Goff	6/26/22
Grace, Stanardsville	Charlottesville	Gulick	2/6/22

Report of Confirmations and Receptions

Baptized	Confirmed	Received	Reaffirmed
0	1	1	0
0	2	1	0
1	1	5	0
0	0	1	0
0	0	1	0
0	8	4	1
0	57	5	2
0	9	0	0
1	2	1	0
0	2	3	0
0	0	1	2
0	7	2	2
0	1	1	1
0	1	0	0
0	1	0	0
0	7	1	0
0	0	0	0
5	5	0	0
1	4	5	0
0	0	0	0
0	0	1	0
0	0	0	0
0	0	0	0
0	2	1	0
1	12	0	0
0	19	5	0
0	1	2	0
7	17	0	0
0	0	0	0
0	0	0	0
0	0	1	0

Report of Confirmations and Receptions

Church	Region	Bishop	Date
Grace & Holy Trinity, Richmond	Central Richmond	Goff	6/5/22
Grace, Kilmarnock @ Roslyn	Northern Neck	Brooke-Davidson	5/17/22
Grace, Kilmarnock @ St. James's, Richmond	Northern Neck	Brooke-Davidson	5/15/22
Holy Comforter, Richmond	Central Richmond	Brooke-Davidson	6/5/22
Holy Comforter, Vienna	North Fairfax	Gulick	6/5/22
Holy Cross, Dunn Loring	North Fairfax	Goff	3/27/22
Holy Cross Korean, Fairfax	South Fairfax	Taylor	2/13/22
Immanuel on-the-Hill, Alexandria	Alexandria	Goff	4/24/22
Incarnation, Mineral	Charlottesville	Brooke-Davidson	2/13/22
Kingston Parish, Mathews	Upper Tidewater	Goff	10/9/22
Leeds, Markham	Northern Piedmont	Goff	5/1/22
Leeds, Markham @ St. Paul's, Haymarket	Northern Piedmont	Gulick	5/8/22
Little Fork, Rixeyville	Culpeper	Gulick	9/25/22
Lynwood Parish (Grace Memorial, Port Republic and St. Stephen & the Good Shepherd, Elkton)	Southern Shenandoah	Gulick	10/16/22
Meade Memorial, Alexandria	Alexandria	Jones	12/11/22
Messiah, Fredericksburg	Fredericksburg	Goff	1/30/22
North Farnham Parish, Warsaw	Northern Neck	Goff	3/6/22
Our Saviour, Charlottesville	Charlottesville	Brooke-Davidson	3/6/22
Piedmont Parish, Madison	Culpeper	Gulick	10/23/22
Pohick, Lorton	Potomac	Gulick	6/19/22
San Jose, Arlington	Arlington	Goff	9/25/22
Santa Maria, Falls Church	South Fairfax	Goff	4/17/22 12/18/22
St. Aidan's, Alexandria	Potomac	Jones	10/30/22
St. Andrew's, Burke	South Fairfax	Goff	11/13/22
St. Andrew's, Mount Jackson	Southern Shenandoah	Goff	10/16/22
St. Andrew's, Richmond	Central Richmond	Goff	2/6/22
St. Andrew's, Ada, Marshall	Northern Piedmont	Goff	2/20/22
St. Barnabas, Annandale	South Fairfax	Taylor	2/20/22
St. David's, Ashburn	Northern Piedmont	Taylor	5/8/22
St. David's, Aylett	Upper Tidewater	Goff	4/10/22
St. Dunstan's, McLean	North Fairfax	Taylor	3/13/22
St. Francis, Great Falls	North Fairfax	Taylor	4/3/22
St. Francis Korean, McLean	North Fairfax	Brooke-Davidson	9/11/22
St. Gabriel's ~ San Gabriel, Leesburg	Northern Piedmont	Goff	10/23/22

Report of Confirmations and Receptions

Baptized	Confirmed	Received	Reaffirmed
1	12	0	0
0	1	0	0
0	1	0	0
0	2	0	0
0	15	2	0
0	5	0	0
0	0	0	0
3	10	0	2
0	0	0	0
0	0	0	0
0	8	2	3
0	3	0	0
0	0	0	0
0	0	1	0
0	0	0	0
0	6	2	0
0	0	0	0
0	9	1	0
0	2	0	2
1	6	5	2
3	3	0	0
0	17	3	0
0	0	3	0
0	5	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	8	1	0
0	0	0	0
0	0	0	0
0	5	0	0
0	0	0	0
0	2	24	2

Report of Confirmations and Receptions

Church	Region	Bishop	Date
St. George's, Arlington	Arlington	Brooke-Davidson	1/30/22
St. George's, Fredericksburg	Fredericksburg	Brooke-Davidson	3/27/22
St. James, Warrenton	Culpeper	Goff	10/30/22
St. James', Leesburg	Northern Piedmont	Brooke-Davidson	5/22/22
St. James the Less, Ashland	North Richmond	Stevenson	12/11/22
St. James the Less, Ashland @ Roslyn	North Richmond	Brooke-Davidson	5/17/22
St. James's, Richmond	Central Richmond	Brooke-Davidson	5/15/22
St. John's, Centreville	South Fairfax	Gulick	4/3/22
St. John's, McLean	North Fairfax	Goff	5/22/22
St. John's, Warsaw	Northern Neck	Goff	3/6/22
St. John's, Arlington @ Cristo Rey and San Jose, Arlington	Arlington	Goff	9/25/22
St. John's, Richmond @ Mayo House	Central Richmond	Goff	4/26/22
St. Luke's, Simeon, Charlottesville	Charlottesville	Brooke-Davidson	1/23/22
St. Luke's, Wellington, Alexandria	Potomac	Taylor	5/15/22
St. Margaret's, Woodbridge	Potomac	Goff	1/9/22
St. Martin's, Richmond	West Richmond	Roaf	12/4/22
St. Mary's, Arlington	Arlington	Goff	2/27/22
St. Mary's, Colonial Beach	Fredericksburg	Brooke-Davidson	2/6/22
St. Mary's, Goochland	West Richmond	Brooke-Davidson	5/8/22
St. Mary's, White Chapel	Northern Neck	Brooke-Davidson	6/26/22
St. Mary's, Fleeton, Reedville	Northern Neck	Goff	10/28/22
St. Matthew's, Richmond	West Richmond	Goff	12/4/22
St. Michael's, Arlington	Arlington	Taylor	3/20/22
St. Paul's, Alexandria	Alexandria	Gulick	4/24/22
St. Paul's, Bailey's Crossroads	South Fairfax	Taylor	1/23/22
St. Paul's, Haymarket	Northern Piedmont	Gulick	5/8/22
St. Paul's, Ivy	Charlottesville	Chilangoni	12/4/22
St. Paul's, Ivy	Charlottesville	Brooke-Davidson	4/16/22
St. Paul's, Millers Tavern	Upper Tidewater	Goff	2/13/22
St. Paul's, Alexandria @ Pohick, Lorton	Alexandria	Gulick	6/19/22
St. Peter's, Arlington	Arlington	Taylor	5/22/22
St. Peter's, New Kent	Upper Tidewater	Goff	9/11/22
St. Peter's, Port Royal	Fredericksburg	Goff	6/19/22
St. Peter's, Richmond	Central Richmond	Curry	12/4/22
St. Peter's, Oak Grove, Colonial Beach	Northern Neck	Gulick	11/13/22
St. Philip's, Richmond	Central Richmond	Brooke-Davidson	1/16/22

Report of Confirmations and Receptions

Baptized	Confirmed	Received	Reaffirmed
0	0	1	1
0	3	6	3
1	22	3	0
0	8	3	1
0	14	1	0
0	1	1	0
5	39	1	0
0	0	0	0
0	10	0	0
0	1	0	0
0	0	1	0
0	2	0	0
0	0	0	0
3	16	4	0
0	0	1	1
0	6	0	0
4	29	3	0
0	1	3	1
0	17	0	0
0	0	0	0
0	3	3	0
0	3	0	0
0	1	2	2
2	45	0	0
0	0	0	0
0	6	8	0
0	0	2	0
0	13	3	1
0	5	0	0
0	2	0	0
0	25	2	2
2	2	0	0
0	2	0	0
4	0	0	0
2	4	1	1
0	0	0	0

Report of Confirmations and Receptions

Church	Region	Bishop	Date
St. Stephen's, Richmond	Central Richmond	Goff	5/15/22
St. Stephen's, Richmond	Central Richmond	Goff	6/15/22
St. Thomas, McLean	North Fairfax	Gulick	9/18/22
St. Thomas, Orange	Charlottesville	Gulick	10/2/22
The Falls Church, Falls Church	South Fairfax	Jones	9/25/55
The Falls Church, Falls Church @ St. Thomas, McLean	South Fairfax	Gulick	9/18/22
Trinity, Charlottesville	Charlottesville	Brooke-Davidson	2/20/22
Trinity, Fredericksburg	Fredericksburg	Goff	1/16/22
Trinity, Lancaster	Northern Neck	Gulick	6/26/22
Trinity, Manassas	South Fairfax	Goff	4/3/22
Trinity, Upperville	Northern Piedmont	Gulick	1/2/22
Varina, Richmond	Upper Tidewater	Stevenson	12/4/22
Vauters, Loretto	Upper Tidewater	Goff	1/23/22
Wicomico Parish, Wicomico	Northern Neck	Goff	7/31/22
Woodberry Forest School, Woodberry Forest		Taylor	2/16/22

Report of Confirmations and Receptions

Baptized	Confirmed	Received	Reaffirmed
0	44	4	0
3	2	1	0
0	8	1	0
1	4	2	1
0	11	3	1
0	1	1	0
0	0	0	0
0	0	1	1
0	0	5	0
0	1	2	1
0	9	3	0
0	2	0	5
0	0	0	0
0	0	0	0
1	15	0	0

<i>Bishop</i>	<i>Baptized</i>	<i>Confirmed</i>	<i>Received</i>	<i>Reaffirmed</i>
Susan Goff	31	245	66	11
Jennifer Brooke-Davidson	6	181	31	12
Porter Taylor	4	89	16	6
Ted Gulick	7	106	35	6
E. Mark Stevenson	0	16	1	5
David Jones	0	11	6	1
Phoebe Roaf	0	6	0	0
Michael Curry	4	0	0	0
Susan Haynes	0	2	1	0
Dickson Chilongani	0	0	2	0
Totals	52	656	158	41

Summary of Parochial Reports

Summary of Annual Parochial Reports for 2021

Reports Submitted		164
Baptized Members		
	January 1, 2021	65,972
	Increases	1,675
	Decreases	2,591
	December 31, 2021	65,056
Baptisms		
	16 and Over	60
	Under 16	498
All Communicants in Good Standing		46,318
Confirmations & Receptions		
	Confirmations Under 16	332
	Confirmations Over 16	153
	Received	114
Other Active Members		7,073
Holy Eucharist Services		
	Sundays	9,864
	Weekdays	1,231
	Private	983
Other Services		
	Marriages	130
	Burials	623
Average Sunday Attendance		9,940
	Easter Sunday	13,858
Christian Education		
	Students	3,292
	Churches with Adult Programs	119
Stewardship		
	Average pledge (per unit per week)	76
Pledged Income		
	Pledging Units	12,579
	Amount Pledged	\$49,479,589

Summary of Parochial Reports

REVENUE

Operating Revenue

Plate & Pledge	\$53,155,212
Investment Income	\$6,175,544
Other Operating Income	\$10,777,889
Unrestricted Bequests	\$911,453
From the Diocese	\$575,971
<i>Total</i>	\$71,596,069

Non-operating Revenue

Capital Funds	\$6,817,063
Additions to Endowment/Trust Funds	\$4,277,411
Contributions for Outreach	\$4,457,878
Funds for Transmittal	\$1,279,977
<i>Total</i>	\$16,832,329

Total Revenue \$88,428,398

EXPENSE

Operating Expense

To the Diocese	\$3,688,099
Outreach	\$3,039,428
Other Operating Expense	\$57,911,190
<i>Total</i>	\$64,638,717

Non-Operating Expense

Improvements	\$9,069,312
Mission & Outreach Expense	\$4,444,598
Seminary Contributions	\$29,599
Transmittals	\$1,406,774
<i>Total</i>	\$14,950,283

Total Expense \$79,589,000

Parochial Report Statistics: Vital Statistics and Financial Statistics

Vital Statistics

City	Congregation	Active Members	Communicants in Good Standing
Ada	St. Andrew's Church, Marshall	65	0
Afton	Holy Cross Church, Batesville	44	44
Aldie	Church of Our Redeemer	49	25
Alexandria	All Saints Sharon Chapel	197	0
Alexandria	Christ Church	1670	1284
Alexandria	Church of St. Clement	196	196
Alexandria	Church of the Resurrection	132	132
Alexandria	Church of the Spirit	30	30
Alexandria	Emmanuel Church	735	555
Alexandria	Grace Episcopal Church	1005	632
Alexandria	Immanuel Church-on-the-Hill	1054	950
Alexandria	La Iglesia de San Marcos	152	0
Alexandria	Meade Memorial Church	118	118
Alexandria	Olivet Church	91	20
Alexandria	St. Aidan's Church	285	285
Alexandria	St. James' Church, Mount Vernon	106	86
Alexandria	St. Luke's Church, Wellington	334	233
Alexandria	St. Mark's Church	233	133
Alexandria	St. Paul's Church	3282	3193
Annandale	St. Alban's Church	572	220
Annandale	St. Barnabas' Church	212	174
Arlington	La Iglesia de Cristo Rey	173	121
Arlington	La Iglesia de San Jose	117	101
Arlington	St. Andrew's Church	238	238
Arlington	St. George's Church	581	581
Arlington	St. John's Church	41	41
Arlington	St. Mary's	1515	1488
Arlington	St. Michael's Church	264	264
Arlington	St. Peter's Church	1069	933
Arlington	Trinity Church	231	207
Ashburn	St. David's Church	481	481
Ashland	Church of St. James the Less	390	390
Aylett	St. David's Church	51	30
Bailey's Crossroads	St. Paul's Church	61	61
Berryville	Grace Church	126	76
Berryville	St. Mary's Church	15	11

Vital Statistics

Others	Average Sunday Attendance	Sunday Eucharists	Baptisms 16 Years and Older	Baptisms Under 16 Years	Confirmed or Received
0	0	0	0	0	0
3	26	44	0	0	4
5	13	27	0	0	3
0	0	0	0	0	0
16	199	94	2	26	17
0	49	43	0	1	0
75	50	124	0	0	5
0	8	33	0	0	2
70	60	69	1	9	13
130	151	127	0	14	0
75	130	102	0	1	0
0	0	0	0	0	0
8	46	52	0	0	0
0	10	45	0	0	0
20	74	102	0	1	0
11	30	34	0	0	0
82	78	109	10	0	0
101	37	32	0	1	1
535	138	116	0	24	0
54	58	57	1	0	4
0	59	50	0	2	0
19	48	18	0	0	0
0	15	18	0	0	0
0	60	46	0	0	8
150	111	88	3	11	13
17	22	26	0	0	2
0	219	98	0	16	27
3	52	62	0	6	0
0	150	37	0	2	0
37	30	1	1	1	0
505	79	51	0	6	17
14	89	49	0	5	0
0	11	41	0	0	0
0	13	40	0	0	0
5	53	66	0	1	6
2	12	39	0	2	0

Vital Statistics

City	Congregation	Active Members	Communicants in Good Standing
Bluemont	Church of the Good Shepherd	18	17
Bowling Green	St. Asaph's Church	155	151
Brandy Station	Christ Church	45	45
Bremo Bluff	Grace Church	34	34
Burke	Church of the Good Shepherd	589	481
Burke	St. Andrew's Church	809	377
Casanova	Grace Church Emmanuel Parish	33	14
Catlett	St. Stephen's Church	149	87
Centreville	St. John's Church	115	83
Charles City	Westover Parish Church	172	168
Charlottesville	Christ Church	2048	1808
Charlottesville	Church of Our Saviour	524	449
Charlottesville	McIllhany Parish, Albemarle	30	30
Charlottesville	St. John the Baptist Church, Ivy	43	30
Charlottesville	St. Luke's Church, Simeon	61	61
Charlottesville	St. Paul's Church, Ivy	849	524
Charlottesville	St. Paul's Memorial Church	673	664
Charlottesville	Trinity Church	183	177
Christchurch	Christ Church Parish	99	99
Colonial Beach	St. Mary's Church	129	100
Columbia	St. John's Church	24	24
Culpeper	St. Stephen's Church	368	265
Delaplane	Piedmont Parish	196	160
Doswell	The Fork Church	176	100
Dunn Loring	Church of the Holy Cross	301	269
Earlsville	Buck Mountain Church	280	0
Elkton	St. Stephen & the Good Shepherd	28	28
Fairfax	Holy Cross Korean Church	30	30
Fairfax Station	St. Peter's in the Woods	280	254
Falls Church	La Iglesia de Santa Maria	466	445
Falls Church	St. Patrick's Anglo Vietnamese Church	111	49
Falls Church	The Falls Church	807	356
Farnham	North Farnham Parish Church	30	30
Fredericksburg	Church of the Messiah	85	70
Fredericksburg	St. George's Church	853	807
Fredericksburg	Trinity Church	530	517
Free Union	Good Shepherd-of-the-Hills, Boonesville	16	16

Vital Statistics

Others	Average Sunday Attendance	Sunday Eucharists	Baptisms 16 Years and Older	Baptisms Under 16 Years	Confirmed or Received
9	12	23	0	0	0
2	0	32	0	1	5
0	15	38	0	0	0
0	11	4	0	0	0
140	85	54	0	6	0
432	133	81	0	5	11
0	19	49	0	1	0
8	23	75	0	1	0
52	26	33	0	0	0
6	34	40	0	3	5
250	281	88	1	25	0
67	127	82	1	4	0
70	44	23	1	0	0
0	15	40	0	0	1
0	31	0	0	1	0
0	155	36	0	12	12
25	138	60	0	8	11
8	49	39	0	0	0
15	54	89	0	3	0
6	42	67	0	3	0
20	14	24	0	0	1
12	81	38	0	2	9
10	38	37	0	1	0
6	32	0	0	0	0
12	41	37	0	0	0
0	0	0	0	0	0
13	19	39	0	0	0
0	18	52	0	0	0
0	75	66	0	1	6
8	520	52	5	27	12
3	19	51	0	0	0
100	115	61	2	10	15
0	23	8	0	0	0
37	52	77	0	0	0
32	167	125	4	12	36
8	92	33	1	1	0
0	10	13	0	0	0

Vital Statistics

City	Congregation	Active Members	Communicants in Good Standing
Front Royal	Calvary Church	304	0
Glen Allen	Christ Church	1200	1200
Gloucester	Ware Church	117	77
Goochland	Grace Church	155	135
Gordonsville	Christ Church	51	41
Great Falls	St. Francis' Church	305	305
Greenwood	Emmanuel Church	404	357
Hanover	Calvary Church	96	36
Hanover	St. Paul's Church	221	110
Harrisonburg	Emmanuel Church	217	216
Haymarket	St. Paul's Church	190	190
Heathsville	St. Stephen's Church	41	31
Henrico	Epiphany Church	240	207
Henrico	St. Martin's Church	296	291
Henrico	Varina Church	225	92
Herndon	St. Timothy's Church	619	475
Keswick	Grace Church	254	0
Kilmarnock	Grace Church	536	408
King and Queen Court House	Immanuel Church	2	2
King George	Emmanuel Church	10	8
King George	St. John's Church	48	46
King George	St. Paul's Church	142	120
Kinsale	Cople Parish, Hague	139	116
Lancaster	St. Mary's, Whitechapel	66	50
Lancaster	Trinity Church	80	66
Leesburg	Christ Church, Lucketts	61	61
Leesburg	St. Gabriel's Church/San Gabriel	186	128
Leesburg	St. James' Church	715	715
Loretto	Vauter's Church	82	82
Lorton	Pohick Church	629	509
Louisa	St. James' Church	164	146
Luray	Christ Church	70	70
Madison	Piedmont/Bromfield Parish	75	60
Manakin Sabot	St. Francis' Church	38	37
Manassas	Trinity Church	981	981
Markham	Leeds Parish	338	135
Mathews	Kingston Parish	205	205

Vital Statistics

Others	Average Sunday Attendance	Sunday Eucharists	Baptisms 16 Years and Older	Baptisms Under 16 Years	Confirmed or Received
0	0	0	0	0	0
198	112	88	0	8	22
35	54	0	0	2	2
0	38	68	0	5	0
6	24	40	0	1	1
67	104	51	0	4	0
90	94	40	0	0	0
11	21	17	0	0	0
15	50	52	3	3	2
35	38	66	0	0	3
162	67	113	0	3	2
15	33	42	0	0	3
20	35	32	0	0	0
0	54	106	0	0	0
0	38	30	0	0	0
20	73	119	0	5	11
0	0	0	0	0	0
12	92	41	0	5	7
0	0	0	0	0	0
8	24	6	0	0	0
6	18	33	0	1	2
9	35	76	1	5	3
35	33	57	0	0	3
3	22	31	0	0	0
3	27	35	0	0	0
0	52	12	0	0	1
40	81	50	0	17	6
310	110	78	1	5	0
11	13	18	0	0	0
85	137	88	0	11	17
6	63	74	0	0	10
13	32	67	0	1	0
0	25	25	0	0	0
0	27	33	0	0	0
0	86	55	0	4	0
0	50	47	0	5	0
23	59	69	1	1	0

Vital Statistics

City	Congregation	Active Members	Communicants in Good Standing
McLean	St. Dunstan's Church	397	397
McLean	St. Francis' Korean Church	30	0
McLean	St. John's Church	1200	0
McLean	St. Thomas' Church	350	304
Mechanicsville	All Souls' Church	211	140
Mechanicsville	Church of the Creator	87	48
Mechanicsville	Immanuel Church	292	0
Middleburg	Emmanuel Church	171	171
Miller's Tavern	St. Paul's Church	189	85
Millwood	Cunningham Chapel Parish	158	84
Mineral	Church of the Incarnation	32	32
Montpelier	Church of Our Saviour	155	155
Montross	St. James' Church	102	76
Mount Jackson	St. Andrew's Church	55	39
New Kent	St. Peter's Parish Church	293	258
Oak Grove	St. Peter's Church	62	61
Oak Hill	Epiphany Church	252	205
Orange	St. Thomas' Church	127	127
Orkney Springs	Cathedral Shrine of the Transfiguration	5	5
Port Republic	Grace Memorial Church	49	49
Port Royal	St. Peter's Church	40	40
Purcellville	St. Peter's Church	186	186
Rapidan	Emmanuel Church	42	28
Reedville	St. Mary's Church	80	45
Remington	St. Luke's Church	48	0
Reston	St. Anne's Church	1000	1000
Richmond	All Saints' Church	397	397
Richmond	Christ Ascension Church	59	0
Richmond	Church of the Holy Comforter	237	237
Richmond	Emmanuel Church at Brook Hill	221	221
Richmond	Grace & Holy Trinity Church	520	327
Richmond	St. Andrew's Church	215	124
Richmond	St. Bartholomew's Church	123	80
Richmond	St. James's Church	2895	2278
Richmond	St. John's Church	286	211
Richmond	St. Mark's Church	430	398
Richmond	St. Mary's Church, Goochland	1507	1322

Vital Statistics

Others	Average Sunday Attendance	Sunday Eucharists	Baptisms 16 Years and Older	Baptisms Under 16 Years	Confirmed or Received
0	55	0	0	2	6
0	0	0	0	0	0
0	0	0	0	0	0
0	33	33	0	0	0
0	33	35	0	1	3
0	39	72	0	1	0
0	48	0	0	0	0
0	46	68	0	2	3
15	36	40	2	1	0
50	35	50	0	1	0
18	23	37	0	1	0
2	36	73	0	3	6
16	21	9	0	0	1
5	20	26	0	1	0
76	47	5	2	3	1
3	17	33	0	1	0
30	86	0	0	4	5
4	32	70	0	1	0
0	65	48	4	0	1
1	24	36	0	0	0
11	20	33	0	0	0
35	70	65	0	1	4
19	17	39	0	0	1
32	25	31	0	0	0
0	0	0	0	0	0
205	52	50	0	1	16
11	108	0	0	9	12
0	0	0	0	0	0
25	54	53	0	0	0
0	52	45	0	1	0
0	143	80	0	8	0
0	42	29	0	0	0
0	18	31	0	0	1
0	191	95	2	16	67
96	54	37	1	4	15
25	47	34	1	5	0
203	149	50	0	17	49

Vital Statistics

City	Congregation	Active Members	Communicants in Good Standing
Richmond	St. Matthew's Church	467	180
Richmond	St. Paul's Church	676	437
Richmond	St. Peter's Church	78	72
Richmond	St. Philip's Church	299	293
Richmond	St. Stephen's Church	4799	0
Richmond	St. Thomas' Church	363	363
Rixeyville	Little Fork Church	85	85
Scottsville	St. Anne's Parish	175	75
Shenandoah	St. Paul's Church	14	0
Spotsylvania	Christ Church	209	152
Springfield	St. Christopher's Church	566	259
Stafford	Aquia Church	1136	0
Stanardsville	Grace Church	67	57
Stanley	St. George's Church	8	8
Sterling	St. Matthew's Church	954	826
Tappahannock	St. John's Church	65	65
The Plains	Grace Church	374	346
Upperville	Trinity Church	475	392
Vienna	Church of the Holy Comforter	2162	1587
Warrenton	St. James' Church	655	494
Warsaw	St. John's Church	37	37
Warsaw	St. Paul's Church, Nomini Grove	40	40
Washington	Trinity Church	223	165
West Point	St. John's Church	117	69
West Point	St. Paul's Church	40	0
White Marsh	Abingdon Church	311	267
White Post	Meade Memorial	36	0
Wicomico Church	Wicomico Parish Church	266	240
Winchester	Christ Church	666	558
Winchester	St. Paul's on-the-Hill	228	101
Woodbridge	St. Margaret's Church	151	127
Woodstock	Emmanuel Church	41	33
Total		65,042	46,318

Vital Statistics

Others	Average Sunday Attendance	Sunday Eucharists	Baptisms 16 Years and Older	Baptisms Under 16 Years	Confirmed or Received
0	94	68	0	4	1
239	121	38	1	10	0
0	33	0	0	0	3
6	35	22	0	1	2
0	0	0	0	0	0
140	52	97	0	1	7
0	22	52	0	1	0
14	37	70	0	1	0
0	0	0	0	0	0
9	2	54	0	5	0
0	65	58	0	2	3
0	0	0	0	0	0
16	31	17	0	0	0
1	8	5	0	0	0
260	146	109	3	0	10
12	23	31	1	1	0
0	82	66	0	2	0
394	100	48	1	9	7
350	147	85	2	10	26
26	88	0	1	12	0
0	21	16	0	1	0
0	22	8	0	0	0
92	58	42	0	1	2
0	28	49	0	0	0
0	0	0	0	0	0
26	62	72	0	4	3
0	0	0	0	0	0
26	87	50	0	0	0
13	109	106	0	4	0
0	56	6	0	0	3
37	39	37	0	1	0
4	23	52	0	2	0
7,073	9,940	7,930	60	498	599

Financial Statistic

City	Congregation	REVENUE		
		Plate & Pledge	Operating Revenue	Total Revenue
Ada	St. Andrew's Church, Marshall	9,409	24,601	43,351
Afton	Holy Cross Church, Batesville	58,392	60,892	86,288
Aldie	Church of Our Redeemer	60,770	71,456	72,236
Alexandria	All Saints Sharon Chapel	-	-	-
Alexandria	Christ Church	1,569,039	2,336,527	3,316,360
Alexandria	Church of St. Clement	213,064	266,342	266,342
Alexandria	Church of the Resurrection	254,387	261,387	308,416
Alexandria	Church of the Spirit	76,749	85,711	85,711
Alexandria	Emmanuel Church	471,509	723,439	499,952
Alexandria	Grace Church	926,368	1,034,706	1,674,889
Alexandria	Immanuel Church-on-the-Hill	688,632	886,450	1,152,557
Alexandria	La Iglesia de San Marcos	-	-	-
Alexandria	Meade Memorial Church	110,246	202,522	226,722
Alexandria	Olivet Church	127,146	153,196	171,336
Alexandria	St. Aidan's Church	282,310	344,288	432,952
Alexandria	St. James' Church, Mt. Vernon	222,451	299,213	388,827
Alexandria	St. Luke's Church, Wellington	471,349	546,953	812,842
Alexandria	St. Mark's Church	145,447	241,565	259,818
Alexandria	St. Paul's Church	1,578,939	1,703,366	2,784,470
Annandale	St. Alban's Church	580,103	803,644	1,262,923
Annandale	St. Barnabas' Church	378,426	379,936	474,942
Arlington	La Iglesia de Cristo Rey	13,108	83,921	84,416
Arlington	La Iglesia de San Jose	11,706	88,668	92,318
Arlington	St. Andrew's Church	384,286	433,329	480,807
Arlington	St. George's Church	756,444	924,556	1,171,597
Arlington	St. John's Church	84,373	120,725	130,131
Arlington	St. Mary's Church	1,930,235	2,271,632	3,926,357
Arlington	St. Michael's Church	326,115	335,855	441,514
Arlington	St. Peter's Church	678,855	895,753	1,068,695
Arlington	Trinity Church	179,539	510,963	548,301
Ashburn	St. David's Church	778,731	1,003,314	1,028,167
Ashland	Church of St. James the Less	336,300	344,184	526,431
Aylett	St. David's Church	16,176	42,805	54,355
Bailey's Crossroads	St. Paul's Church	31,423	221,064	222,814
Berryville	Grace Church	126,177	253,656	299,389
Berryville	St. Mary's Church	15,229	34,264	34,264

EXPENSE

Operating Expense	To the Diocese	Outreach and Development	Total Expense
8,947	941	-	31,225
71,586	2,570	-	97,065
-	-	-	102
-	-	-	-
2,102,940	150,000	166,465	3,088,086
279,693	20,165	-	283,193
264,570	16,552	4,811	1,288,523
78,976	1,000	-	78,976
680,850	15,462	21,452	744,087
769,968	30,000	20,000	974,278
174,921	70,000	-	305,625
-	-	-	-
187,459	2,400	500	188,276
183,404	12,411	1,200	194,060
326,265	20,000	10,000	439,386
304,056	2,000	-	425,305
508,358	25,000	1,000	1,327,466
309,688	10,002	32,106	352,013
1,878,514	138,600	516,758	2,851,591
625,153	65,319	44,590	1,447,467
327,153	45,500	11,055	359,323
79,812	2,100	77,712	80,307
102,543	2,000	3,650	102,543
400,887	28,000	200	445,769
895,940	72,000	9,166	1,508,547
99,644	3,402	-	112,448
1,800,534	200,876	230,094	2,473,688
296,733	26,109	19,305	464,637
761,199	40,000	12,125	858,752
399,991	12,400	1,937	410,914
852,692	12,000	-	875,118
336,429	31,000	2,499	446,768
47,350	1,500	-	66,994
45,305	9,950	35,000	45,305
249,838	8,158	870	261,919
27,239	1,200	-	31,128

City	Congregation	REVENUE		
		Plate & Pledge	Operating Revenue	Total Revenue
Bluemont	Church of the Good Shepherd	34,815	49,915	57,265
Bowling Green	St. Asaph's Church	43,688	43,688	46,035
Brandy Station	Christ Church	32,416	36,963	55,184
Bremo Bluff	Grace Church	28,211	35,211	35,211
Burke	Church of the Good Shepherd	779,377	945,139	1,078,932
Burke	St. Andrew's Church	761,757	969,841	1,618,593
Casanova	Grace Church Emmanuel Parish	81,981	86,985	110,790
Catlett	St. Stephen's Church	111,343	134,993	331,839
Centreville	St. John's Church	277,242	461,212	510,568
Charles City	Westover Parish Church	191,826	329,773	431,883
Charlottesville	Christ Church	1,991,928	2,420,090	2,606,034
Charlottesville	Church of Our Saviour	887,316	971,258	1,102,048
Charlottesville	McIlhany Parish, Albermarle	109,156	137,456	174,856
Charlottesville	St. John the Baptist Church	27,087	61,987	67,107
Charlottesville	St. Luke's Church, Simeon	85,823	86,323	86,323
Charlottesville	St. Paul's Church, Ivy	757,997	834,087	873,616
Charlottesville	St. Paul's Memorial Church	850,795	1,239,105	1,239,955
Charlottesville	Trinity Church	201,852	261,205	320,223
Christchurch	Christ Church Parish	206,119	235,974	298,200
Colonial Beach	St. Mary's Church	186,553	202,414	214,344
Columbia	St. John's Church	25,762	38,192	56,247
Culpeper	St. Stephen's Church	245,122	365,113	365,249
Delaplane	Piedmont Parish	163,813	261,128	331,797
Doswell	The Fork Church	123,411	165,414	165,414
Dunn Loring	Church of the Holy Cross	394,185	403,546	559,888
Earlsville	Buck Mountain Church	-	-	-
Elkton	St. Stephen & the Good Shepherd, Rocky Bar	36,659	46,211	46,211
Fairfax	Holy Cross Korean Church	39,500	112,100	112,100
Fairfax Station	St. Peter's in the Woods	481,517	481,517	926,168
Falls Church	La Iglesia de Santa Maria	49,721	316,880	359,027
Falls Church	St. Patrick's Anglo Vietnamese Church	52,594	146,249	155,340
Falls Church	The Falls Church	693,598	1,253,651	1,347,341
Farnham	North Farnham Parish Church	46,914	118,453	118,453
Fredericksburg	Church of the Messiah	242,473	242,473	288,973
Fredericksburg	St. George's Church	1,158,912	1,247,857	2,028,666
Fredericksburg	Trinity Church	447,101	499,621	650,256

EXPENSE

Operating Expense	To the Diocese	Outreach and Development	Total Expense
26,529	1,651	1,522	32,937
18,188	-	-	18,188
40,400	5,000	300	65,090
25,088	2,000	5,100	25,088
946,528	35,000	3,000	1,011,698
762,184	50,000	19,772	1,110,570
64,406	4,800	1,260	64,406
124,769	6,000	2,705	318,951
433,765	8,333	7,269	503,804
329,773	14,000	1,854	346,605
2,099,769	60,000	192,250	2,099,769
831,661	65,201	44,350	862,039
187,425	5,600	4,921	337,346
63,649	2,743	2,975	75,959
89,500	8,000	14,000	96,000
798,038	50,000	-	939,660
1,237,105	97,500	60,069	1,239,955
279,945	24,000	1,400	339,505
243,074	11,500	1,000	274,146
187,211	5,000	9,638	187,211
26,114	1,000	400	30,935
362,225	32,194	1,000	362,225
294,571	20,000	3,236	323,955
169,443	4,125	-	169,443
403,546	10,500	3,300	456,172
-	-	-	-
39,526	1,000	-	40,726
145,600	2,400	6,200	145,600
458,705	22,500	11,537	481,517
288,247	-	-	310,719
97,582	-	525	122,523
1,341,229	48,063	20,772	1,415,788
79,804	1,450	500	79,804
222,773	12,026	11,879	269,273
1,174,258	128,500	32,186	1,674,240
532,062	55,000	12,773	591,130

City	Congregation	REVENUE		
		Plate & Pledge	Operating Revenue	Total Revenue
Free Union	Good Shepherd-of-the-Hills, Boonesville	3,284	9,744	9,744
Front Royal	Calvary Church	-	-	-
Glen Allen	Christ Church	827,628	884,906	935,629
Gloucester	Ware Church	172,368	249,270	581,105
Goochland	Grace Church	99,679	1,673,434	1,681,279
Gordonsville	Christ Church	71,876	117,507	121,151
Great Falls	St. Francis' Church	637,060	754,635	784,635
Greenwood	Emmanuel Church	434,977	481,516	502,371
Hanover	Calvary Church	52,305	57,133	59,063
Hanover	St. Paul's Church	210,528	210,528	240,528
Harrisonburg	Emmanuel Church	255,279	339,389	404,807
Haymarket	St. Paul's Church	156,887	226,960	292,411
Heathsville	St. Stephen's Church	124,969	243,020	263,870
Henrico	Epiphany Church	168,493	217,847	253,625
Henrico	St. Martin's Church	209,718	209,718	235,252
Henrico	Varina Church	99,285	134,105	139,975
Herndon	St. Timothy's Church	515,884	599,857	709,052
Keswick	Grace Church	-	-	-
Kilmarnock	Grace Church	554,556	585,917	692,928
King & Queen Court House	Immanuel Church	4,700	6,241	6,291
King George	Emmanuel Church	1,923	32,883	74,317
King George	St. John's Church	62,861	62,861	77,012
King George	St. Paul's Church	161,119	259,502	354,003
Kinsale	Cople Parish, Hague	137,455	163,851	167,451
Lancaster	St. Mary's, Whitechapel	74,157	154,790	224,297
Lancaster	Trinity Church	60,367	79,021	423,239
Leesburg	Christ Church, Lucketts	73,728	96,597	101,272
Leesburg	St. Gabriel's Church	132,650	254,429	260,134
Leesburg	St. James' Church	686,055	1,034,183	1,233,458
Loretto	Vauters Church	68,104	68,104	69,304
Lorton	Pohick Church	681,109	733,142	839,855
Louisa	St. James' Church	162,337	224,324	227,412
Luray	Christ Church	126,281	181,864	208,626
Madison	Piedmont/Bromfield Parish	58,587	62,403	112,903
Manakin Sabot	St. Francis' Church	57,833	92,833	105,515
Manassas	Trinity Church	425,465	446,160	446,160

EXPENSE

Operating Expense	To the Diocese	Outreach and Development	Total Expense
8,187	-	-	8,187
-	-	-	-
929,023	50,000	20,250	1,256,878
273,829	16,300	3,100	927,539
241,884	7,000	2,249	252,825
102,636	7,705	-	108,580
612,492	36,000	37,150	664,251
436,850	21,315	2,240	503,480
30,055	1,666	1,334	43,074
135,599	10,000	6,646	174,099
282,676	25,583	200	450,321
218,804	8,528	-	265,282
165,006	17,500	-	184,543
217,113	7,000	5,800	249,924
278,151	2,000	-	296,399
65,487	5,300	3,196	82,108
586,610	2,600	4,000	669,649
-	-	-	-
524,075	42,000	44,400	631,426
4,768	25	75	4,783
45,960	-	-	51,470
86,493	1,000	-	94,879
280,253	6,400	5,000	392,346
181,691	14,014	-	181,691
208,745	19,500	57,865	466,957
87,230	8,390	1,780	89,450
85,069	9,100	12,477	98,556
230,555	870	2,261	230,555
933,792	40,000	26,209	1,099,765
10,003	6,223	3,780	10,003
725,530	33,000	17,700	784,674
213,321	15,000	5,750	232,099
178,071	12,085	-	198,683
5,000	5,000	-	49,381
89,116	4,020	1,700	89,116
443,963	20,000	12,473	443,963

Financial Statistics

City	Congregation	REVENUE		
		Plate & Pledge	Operating Revenue	Total Revenue
Markham	Church of Leeds Parish	266,641	322,756	322,756
Mathews	Kingston Parish	279,196	342,594	359,118
McLean	St. Dunstan's Church	406,820	589,216	602,199
McLean	St. Francis' Korean Church	-	-	-
McLean	St. John's Church	-	-	-
McLean	St. Thomas' Church	457,125	546,855	712,796
Mechanicsville	All Souls' Church	95,418	155,846	161,137
Mechanicsville	Church of the Creator	134,600	155,000	182,100
Mechanicsville	Immanuel Church	216,189	240,657	327,648
Middleburg	Emmanuel Church	223,772	291,605	291,605
Miller's Tavern	St. Paul's Church	136,857	136,857	262,592
Millwood	Cunningham Chapel Parish	100,843	174,812	264,197
Mineral	Church of the Incarnation	40,799	40,799	48,500
Montpelier	Church of Our Saviour	180,158	205,944	250,022
Montross	St. James' Church	51,892	80,020	82,930
Mount Jackson	St. Andrew's Church	76,491	97,267	99,317
New Kent	St. Peter's Parish Church	200,889	237,867	282,025
Oak Grove	St. Peter's	95,355	106,251	183,680
Oak Hill	Epiphany Church	347,000	424,000	428,000
Orange	St. Thomas' Church	159,851	226,988	228,732
Orkney Springs	Cathedral Shrine of the Transfiguration	2,222	2,222	2,222
Port Republic	Grace Memorial Church	52,883	71,206	75,602
Port Royal	St. Peter's Church	101,271	101,271	113,999
Purcellville	St. Peter's Church	433,829	516,980	639,069
Rapidan	Emmanuel Church	82,365	105,271	107,411
Reedville	St. Mary's Church	59,307	100,653	102,283
Remington	St. Luke's Church	-	-	-
Reston	St. Anne's Church	742,710	1,074,856	1,116,083
Richmond	All Saints Church	608,107	980,689	1,077,238
Richmond	Christ Ascension Church	-	-	-
Richmond	Church of the Holy Comforter	257,740	319,284	329,039
Richmond	Emmanuel Church at Brook Hill	233,311	518,399	554,732
Richmond	Grace & Holy Trinity Church	694,571	1,359,669	1,576,395
Richmond	St. Andrew's Church	-	-	-
Richmond	St. Bartholomew's Church	128,126	132,018	132,018
Richmond	St. James's Church	1,944,857	2,810,217	2,846,883

EXPENSE

Operating Expense	To the Diocese	Outreach and Development	Total Expense
322,756	10,000	6,267	370,248
354,754	20,670	-	379,612
561,911	34,000	12,750	653,539
-	-	-	-
-	-	-	-
514,027	37,576	13,800	730,622
149,726	3,500	100	150,927
162,000	2,100	4,000	175,900
265,418	15,102	-	356,068
314,867	13,000	384	314,867
172,167	10,000	20,400	177,340
265,008	-	45,268	272,098
39,584	1,600	-	52,854
207,972	5,000	4,627	210,012
40,189	3,500	3,050	54,849
93,014	5,820	2,360	93,014
240,491	12,434	1,361	273,386
93,075	6,655	579	123,887
11,100	3,000	8,100	11,100
242,450	19,409	15,650	251,669
10,000	10,000	-	10,000
60,474	-	1,700	61,950
100,908	5,200	8,245	100,908
509,340	4,993	10,300	617,790
87,678	6,200	10,119	163,774
102,262	2,204	1,000	107,559
-	-	-	-
911,445	62,424	18,360	913,111
1,018,478	30,000	-	1,112,406
-	-	-	-
326,658	23,000	12,000	352,050
493,646	16,000	6,000	540,991
1,356,453	72,000	55,311	1,531,358
-	-	-	-
144,410	-	800	144,410
2,775,503	166,000	91,101	2,812,169

City	Congregation	REVENUE		
		Plate & Pledge	Operating Revenue	Total Revenue
Richmond	St. John's Church	231,663	448,802	452,802
Richmond	St. Mark's Church	383,498	499,990	506,821
Richmond	St. Mary's Church	1,296,484	1,494,273	2,116,997
Richmond	St. Matthew's Church	571,197	571,197	607,876
Richmond	St. Paul's Church	731,679	2,221,245	2,475,764
Richmond	St. Peter's Church	89,292	120,809	134,345
Richmond	St. Philip's Church	296,230	343,911	355,717
Richmond	St. Stephen's Church	-	-	-
Richmond	St. Thomas' Church	320,509	439,209	439,209
Rixeyville	Little Fork Church	101,867	109,591	110,019
Scottsville	St. Anne's Parish	128,680	135,963	369,213
Shenandoah	St. Paul's Church	-	-	-
Spotsylvania	Christ Church	255,247	327,267	350,036
Springfield	St. Christopher's Church	331,601	377,270	435,686
Stafford	Aquia Church	487,668	561,466	871,218
Stanardsville	Grace Church	95,033	133,011	139,471
Stanley	St. George's Church	1,665	18,341	18,341
Sterling	St. Matthew's Church	878,151	885,666	1,033,166
Tappahannock	St. John's Church	113,094	129,494	129,494
The Plains	Grace Church	427,840	723,853	821,638
Upperville	Trinity Church	599,494	1,075,382	1,252,346
Vienna	Church of the Holy Comforter	1,214,682	1,443,953	2,169,283
Warrenton	St. James' Church	537,527	599,504	694,095
Warsaw	St. John's Church	46,321	85,836	89,936
Warsaw	St. Paul's Church, Nomini Grove	13,314	42,687	42,687
Washington	Trinity Church	222,287	250,115	250,115
West Point	St. John's Church	146,850	146,850	158,497
West Point	St. Paul's Church	-	-	-
White Marsh	Abingdon Church	330,682	395,178	496,747
White Post	Meade Memorial Church	-	-	-
Wicomico Church	Wicomico Parish Church	280,000	280,000	280,000
Winchester	Christ Church	543,832	645,976	762,378
Winchester	St. Paul's on-the-Hill	94,727	130,740	130,740
Woodbridge	St. Margaret's Church	179,658	208,418	237,771
Woodstock	Emmanuel Church	81,741	100,716	394,362
Total		53,155,212	71,596,069	88,428,398

EXPENSE

Operating Expense	To the Diocese	Outreach and Development	Total Expense
472,629	18,000	19,277	524,953
386,946	21,613	1,339	508,734
1,412,819	64,993	68,413	1,495,122
515,185	10,404	49,359	590,932
2,208,389	135,000	354,717	2,313,700
124,864	5,000	3,589	154,888
308,722	15,000	7,049	367,799
-	-	-	-
396,860	21,000	20,329	397,510
112,646	3,498	-	113,074
163,733	1,000	-	211,205
-	-	-	-
304,782	6,610	5,000	341,528
361,007	14,250	-	387,642
444,821	3,000	2,557	653,687
120,507	7,975	6,182	133,666
10,851	200	100	10,851
921,985	67,000	20,953	1,024,063
119,560	1,000	-	119,560
620,115	22,200	43,534	651,117
801,715	62,000	-	931,453
1,351,395	100,000	26,500	1,924,837
513,100	50,898	-	731,643
88,044	4,020	1,375	88,044
25,642	2,400	-	25,642
206,634	16,216	24,000	206,634
155,277	14,553	5,550	158,497
-	-	-	-
367,566	29,455	-	421,256
-	-	-	-
280,000	5,000	32,500	285,000
574,477	40,000	12,450	661,177
126,279	2,200	-	126,279
217,387	2,000	-	249,049
155,650	11,400	3,200	390,333
64,638,717	3,688,099	3,039,428	79,589,000

Diocese of Virginia Financial Report

Diocese of Virginia Financial Report

The Diocese of Virginia Financial Report was not received before publication of the Draft Journal of the 228th Annual Convention. It will be included in the final publication of the Journal.

Trustees of the Funds Financial Report

Trustees of the Funds Financial Report

The Trustees of the Funds Financial Report was not received before publication of the Draft Journal of the 228th Annual Convention. It will be included in the final publication of the Journal.

Diocesan Missionary Society Financial Report

Diocesan Missionary Society of Virginia
Financial Statements and
Supplementary Information
December 31, 2022 and 2021



WELLSCOLEMAN

5004 Monument Avenue • Richmond, VA 23230

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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 organization), which comprise the statements of financial position as of December 31, 2022 and 2021, 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, 2022 and 2021, 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 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 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 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.



July 5, 2023

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

STATEMENTS OF FINANCIAL POSITION

December 31, 2022 and 2021

ASSETS		
	<u>2022</u>	<u>2021</u>
Current Assets		
Cash and cash equivalents	\$ 2,110,091	\$ 826,622
Investments	5,236,062	5,569,783
Loans receivable, current portion	1,108,076	553,663
Accrued interest receivable	<u>18,501</u>	<u>23,777</u>
Total current assets	<u>8,472,730</u>	<u>6,973,845</u>
Property and Equipment		
Properties used by active congregations	1,495,094	1,495,094
Properties used by Episcopal campus ministries	2,371,949	2,361,556
Unimproved real estate	<u>1,414,845</u>	<u>1,560,545</u>
Total property and equipment	5,281,888	5,417,195
Less accumulated depreciation	<u>(289,494)</u>	<u>(224,762)</u>
Net property and equipment	<u>4,992,394</u>	<u>5,192,433</u>
Other Assets		
Loans receivable - collateralized	1,307,653	3,022,064
Loans receivable - uncollateralized	<u>790,355</u>	<u>813,413</u>
Total other assets	<u>2,098,008</u>	<u>3,835,477</u>
 Total Assets	 <u>\$ 15,563,132</u>	 <u>\$ 16,001,755</u>

See accompanying notes to financial statements.

LIABILITIES AND NET ASSETS

	<u>2022</u>	<u>2021</u>
Current Liabilities		
Accounts payable	\$ 51,257	\$ 123,299
Notes payable, current portion	138,000	145,000
Security deposit	<u>-</u>	<u>35,000</u>
Total current liabilities	189,257	303,299
Long-Term Liabilities		
Notes payable	<u>439,389</u>	<u>432,389</u>
Total liabilities	<u>628,646</u>	<u>735,688</u>
Net Assets		
Without donor restrictions		
Undesignated	12,594,397	12,436,213
Designated by Board	<u>-</u>	<u>97,205</u>
Total without donor restrictions	<u>12,594,397</u>	<u>12,533,418</u>
With donor restrictions		
Purpose restrictions	153,627	546,187
Perpetual in nature	<u>2,186,462</u>	<u>2,186,462</u>
Total with donor restrictions	<u>2,340,089</u>	<u>2,732,649</u>
Total net assets	<u>14,934,486</u>	<u>15,266,067</u>
Total Liabilities and Net Assets	<u>\$ 15,563,132</u>	<u>\$ 16,001,755</u>

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

STATEMENT OF ACTIVITIES

For the year ended December 31, 2022

	Without	With Donor Restrictions		Total
	Donor Restrictions	Purpose Restrictions	Perpetual in Nature	
Support and Revenue				
Interest income on loans	\$ 152,760	\$ -	\$ -	\$ 152,760
Investment income	13,653	43,562	-	57,215
Realized losses on investments	-	(12,270)	-	(12,270)
Gain on sale of property	94,300	-	-	94,300
Other income	6	-	-	6
Net assets released from restrictions	<u>43,562</u>	<u>(43,562)</u>	<u>-</u>	<u>-</u>
Total support and revenue	<u>304,281</u>	<u>(12,270)</u>	<u>-</u>	<u>292,011</u>
Expenses				
Program	183,802	-	-	183,802
Management and general	<u>59,500</u>	<u>-</u>	<u>-</u>	<u>59,500</u>
Total expenses	<u>243,302</u>	<u>-</u>	<u>-</u>	<u>243,302</u>
Other Income (Expense)				
Unrealized losses on investments	<u>-</u>	<u>(380,290)</u>	<u>-</u>	<u>(380,290)</u>
Change in Net Assets	60,979	(392,560)	-	(331,581)
Net Assets, beginning	<u>12,533,418</u>	<u>546,187</u>	<u>2,186,462</u>	<u>15,266,067</u>
Net Assets, ending	<u>\$ 12,594,397</u>	<u>\$ 153,627</u>	<u>\$ 2,186,462</u>	<u>\$ 14,934,486</u>

See accompanying notes to financial statements.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

STATEMENT OF ACTIVITIES

For the year ended December 31, 2021

	Without Donor Restrictions	With Donor Restrictions		Total
		Purpose Restrictions	Perpetual in Nature	
Support and Revenue				
Interest income on loans	\$ 170,999	\$ -	\$ -	\$ 170,999
Investment income	34,760	44,862	-	79,622
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>11,306</u>	<u>-</u>	<u>261,927</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>
Other Income (Expense)				
Unrealized gains on investments	<u>-</u>	<u>46,102</u>	<u>-</u>	<u>46,102</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 FUNCTIONAL EXPENSES

For the year ended December 31, 2022

	<u>Program</u>	<u>Management and General</u>	<u>Total</u>
Income distribution to Diocese of Virginia	\$ 45,762	\$ -	\$ 45,762
Loan program - interest expense	18,495	-	18,495
Bishop grant	38,591	-	38,591
Depreciation expense	64,732	-	64,732
Other program services	13,683	-	13,683
Administration fees	-	45,000	45,000
Professional fees	2,539	14,500	17,039
	<u>\$ 183,802</u>	<u>\$ 59,500</u>	<u>\$ 243,302</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

STATEMENTS OF CASH FLOWS

For the years ended December 31, 2022 and 2021

	<u>2022</u>	<u>2021</u>
Cash Flows from Operating Activities		
Change in net assets	\$ (331,581)	\$ 84,048
Adjustments to reconcile change in net assets to net cash and cash equivalents provided (used) by operating activities		
Depreciation	64,732	37,529
Unrealized (gain) loss on investments	380,290	(46,102)
Realized (gain) loss on investments	12,270	(11,306)
Gain on sale of property	(94,300)	-
(Increase) decrease in operating assets		
Accrued interest receivable	5,276	3,449
Loans made	(87,172)	(412,828)
Collections on loans receivable	1,270,228	226,397
Increase (decrease) in operating liabilities		
Accounts payable	(72,042)	(136,625)
Repayment of security deposit	(35,000)	-
Net cash and cash equivalents provided (used) by operating activities	<u>1,112,701</u>	<u>(255,438)</u>
Cash Flows from Investing Activities		
Purchase of property and equipment	(10,393)	(592,762)
Purchase of investments	(58,839)	(532,238)
Proceeds from sale of property	240,000	-
Net cash and cash equivalents provided (used) by investing activities	<u>170,768</u>	<u>(1,125,000)</u>
Increase (decrease) in cash and cash equivalents	1,283,469	(1,380,438)
Cash and Cash Equivalents, beginning	<u>826,622</u>	<u>2,207,060</u>
Cash and Cash Equivalents, ending	<u>\$ 2,110,091</u>	<u>\$ 826,622</u>
Supplemental Disclosure of Cash Flow Information		
Cash paid for interest	\$ 18,495	\$ 21,406

See accompanying notes to financial statements.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

NOTES TO FINANCIAL STATEMENTS

December 31, 2022 and 2021

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 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 thirty 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 thirty 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 financial statements at its estimated fair value at the date of donation.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2022 and 2021

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 2022 or 2021.

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, 2022.

Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements. Such estimates also affect the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates and assumptions.

Evaluation of Subsequent Events: Management has evaluated subsequent events through July 5, 2023, which is the date the financial statements were available to be issued.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2022 and 2021

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, 2022 expected to be available within one year to meet the cash needs for general expenditures.

Cash and cash equivalents		\$ 2,110,091
Investments		5,236,062
Loans receivable, current portion		1,108,076
Accrued interest receivable		18,501
Less those unavailable for general expenditures within one year, due to:		
Donor-imposed restrictions:		
Purpose restrictions		(153,627)
Investments held in perpetuity		<u>(2,186,462)</u>
		<u>\$ 6,132,641</u>

4. Investments

Investments are reported at fair value. The fair values at December 31 are as follows:

	<u>2022</u>	<u>2021</u>
Balanced Fund	\$ 965,412	\$ 1,150,009
Short-term Fund	<u>4,270,650</u>	<u>4,419,774</u>
	<u>\$ 5,236,062</u>	<u>\$ 5,569,783</u>

Investment funds are held with Trustees of the Funds of the Episcopal Diocese of Virginia ("TOTF"). Each fund 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. The investment portfolio is maintained through TD Ameritrade.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2022 and 2021

5. Investments Carried at Net Asset Value or its Equivalent

All amounts held by TOTF contain 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.

The table below sets forth a summary of investments that are valued using NAV at December 31, 2022 and 2021. This category includes the following type of investment:

<u>December 31, 2022</u>	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Lock-in Period</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Balanced Fund (a)	\$ 965,412	n/a	n/a	Daily	None
Short-term Fund (b)	\$ 4,270,650	n/a	n/a	Daily	None

<u>December 31, 2021</u>	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Lock-in Period</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Balanced Fund (a)	\$ 1,150,009	n/a	n/a	Daily	None
Short-term Fund (b)	\$ 4,419,774	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>2022</u>	<u>2021</u>
Land	\$ 3,250,160	\$ 3,395,860
Land and development costs	69,779	69,779
Buildings	<u>1,961,949</u>	<u>1,951,556</u>
	5,281,888	5,417,195
Less accumulated depreciation	<u>(289,494)</u>	<u>(224,762)</u>
	<u>\$ 4,992,394</u>	<u>\$ 5,192,433</u>

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2022 and 2021

6. Real Estate - Continued

In 2019, the Society exchanged property used by Episcopal Campus Ministries in Harrisonburg, Virginia for \$300,000 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, 2022, the Society has spent \$1,621,779 on construction costs and the property is now in service. The cost is included in properties used by Episcopal Campus Ministries on the statements of financial position as of December 31, 2022.

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 no longer intends to purchase the property back from the Society, future plans for the property are under discussion by the DMS Board of Trustees. The book value of the land and development costs was \$1,288,404 at December 31, 2022 and 2021 and is included in unimproved real estate on the statements of financial position.

The Society sold a parcel of land that they owned in Stafford County in March 2022 for the gross sales price of \$240,000. The book value of the parcel of land and development costs of the property was \$145,700 resulting in a gain of \$94,300. The Society continues to own another parcel of land in Stafford County which it intends to sell. The book value of the remaining parcel of land and related development costs of the property is \$126,441 at December 31, 2022 and 2021 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, 2022 and 2021 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, 2022 and 2021

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>	
2023	\$ 138,000
2024	205,000
2025	37,245
2026	32,144
2027	165,000
Thereafter	-
	<u>\$ 577,389</u>

8. Net Assets

Net assets with donor restrictions of the Society are as follows:

		<u>December 31, 2022</u>	
		With Donor Restrictions	
		<u>Purpose Restrictions</u>	<u>Perpetual in Nature</u>
Reid Fund for mountain mission work	\$ 83,061	\$ 1,386,408	
Capital needs	70,566	-	
Lending to churches	-	515,991	
Other endowed funds	-	284,063	
	<u>\$ 153,627</u>	<u>\$ 2,186,462</u>	
		<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	-	284,063	
	<u>\$ 546,187</u>	<u>\$ 2,186,462</u>	

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2022 and 2021

8. Net Assets - Continued

The following schedule details the activity of the Board designated funds for the year ended December 31, 2022:

	Balance			Balance
	<u>12/31/2021</u>	<u>Receipts</u>	<u>Disbursements</u>	<u>12/31/2022</u>
Designated by Board				
Canterbury project	\$ 58,614	\$ -	\$ 58,614	\$ -
Bishop's Grant	<u>38,591</u>	<u>-</u>	<u>38,591</u>	<u>-</u>
	<u>\$ 97,205</u>	<u>\$ -</u>	<u>\$ 97,205</u>	<u>\$ -</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 2022 and 2021) 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, 2022 and 2021

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, 2022 or 2021.

Activity in all endowment funds is as follows:

	With Donor Restrictions		Total
	Purpose Restrictions	Perpetual in Nature	
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
Investment return:			
Investment income	43,562	-	43,562
Net realized and unrealized loss	(392,560)	-	(392,560)
Amounts appropriated for mission work	(43,562)	-	(43,562)
Net assets - December 31, 2022	<u>\$ 153,627</u>	<u>\$ 2,186,462</u>	<u>\$ 2,340,089</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 2022 and 2021, salary costs incurred and subsequently reimbursed were \$45,000.

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, 2022 and 2021, the Society approved and paid the Diocese \$38,591 and \$42,500, respectively.

The Society provides loans to organizations within the Diocese. One loan to the Diocese was outstanding as of December 31, 2021, with a balance of \$983,033. The Diocese paid the full amount of the balance during 2022.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2022 and 2021

11. Concentration of Credit Risk

Financial instruments which potentially subject the Society to concentrations of credit risk consist principally of temporary cash investments, investment securities, and loans receivable.

Investment securities are exposed to several risks. It is at least possible that changes in the values of investment securities will occur in the near future, and such changes could materially affect the values reported in these financial statements.

The Society places its cash and cash equivalents on deposit with financial institutions in the United States. The Federal Deposit Insurance Corporation (FDIC) provides insurance coverage for up to \$250,000 for substantially all depository accounts. The Society from time to time may have amounts on deposit in excess of the insured limits; however, the Society has not experienced any losses in such amounts and believes it is not exposed to any significant credit risk to cash.

The Society provides financing to churches and other entities within the Diocese. The loans are typically collateralized by deeds of trust on real estate or by securities.

12. Subsequent Events

In February 2023, St. James the Less Church in Ashland, Virginia redeemed their promissory note of \$100,000 that was set to mature in 2023.

In February 2023, St. Matthew's Church in Richmond, Virginia redeemed their promissory note of \$15,000 that was set to mature in 2023.

In April 2023, St. Margaret's Church, Woodbridge, Virginia, approved refinancing their outstanding note that was set to mature in 2023 for a new 5-year term with an interest rate of 3.75% and a new maturity date of April 1, 2028.

In May 2023, St. John's Church in Richmond, Virginia approved reinvesting their promissory note of \$1,000 that was set to mature in 2023 for another 5-year term with an interest rate of 2.50% paid semiannually.

In May 2023, the Society sold a parcel of land in Fairfax Station for \$100,000.

SUPPLEMENTARY INFORMATION

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
SCHEDULE OF LOANS RECEIVABLE
 For the year ended December 31, 2022

	Balance 12/31/2021	Loans Made	Reduction of Allowance for Doubtful Accounts	Loan Write-offs	Payments Received	Balance 12/31/2022	Interest Earned	Note Maturity Date	Interest Rate
Collateralized by Deeds of Trust:									
Christ Church, Spotsylvania	\$ 223,266	\$ -	\$ -	\$ -	\$ 5,683	\$ 217,583	\$ 8,276	03/31/2026	3.75%
Church of Our Saviour, Montpelier	281,506	-	-	-	7,512	273,994	10,404	10/01/2025	3.75%
Diocese of Virginia - Santa Maria (Blvd Baptist)	983,033	-	-	-	983,033	-	8,410	04/01/2024	2.80%
Meade Memorial Church, Alexandria	67,997	-	-	-	1,718	66,279	2,521	10/01/2026	3.75%
Olivet Episcopal Church	105,108	-	-	-	105,108	-	4,288	10/31/2023	5.50%
St. Andrew's #3, Richmond	23,598	-	-	-	23,598	-	510	06/01/2023	5.50%
St. David's, Aylett	46,059	-	-	-	1,394	44,665	2,044	03/01/2024	4.50%
St. Francis, Coochland	104,901	-	-	-	2,734	102,167	3,870	12/31/2025	3.75%
St. James, Mount Vernon	646,091	-	-	-	11,295	834,796	37,563	06/01/2023	4.50%
Trinity, Charlottesville	48,515	-	-	-	1,637	46,878	2,147	08/01/2023	4.50%
Grace Episcopal, Alexandria	449,103	-	-	-	63,507	385,596	18,596	05/01/2024	4.50%
St. Michael's Arlington	83,722	-	-	-	34,251	49,471	2,906	05/01/2026	3.75%
St. Mark's Richmond	312,828	87,172	-	-	5,699	394,301	13,590	05/01/2027	3.75%
Total collateralized loans	3,575,727	87,172	-	-	1,247,169	2,415,730	115,064		
Uncollateralized Loans:									
St. Peter's in the Woods	652,940	-	-	-	4,490	648,450	29,002	05/01/2026	4.50%
St. Margaret's, Woodbridge	160,473	-	-	-	18,569	141,904	8,684	04/01/2023	5.50%
Total uncollateralized loans	813,413	-	-	-	23,059	790,354	37,686		
Total	\$ 4,389,140	\$ 87,172	\$ -	\$ -	\$ 1,270,228	\$ 3,206,084	\$ 152,760		

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

SCHEDULE OF REAL ESTATE

For the year ended December 31, 2022

<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	\$ 58,495	\$ 141,505
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>1,100,000</u>
		<u>1,495,094</u>	<u>78,495</u>	<u>1,416,599</u>
Properties used by Episcopal Campus Ministries				
01/04/2007	Episcopal Campus Ministries, Fredericksburg	450,170	130,086	320,084
11/15/2019	Episcopal Campus Ministries, Harrisonburg	<u>1,921,779</u>	<u>80,913</u>	<u>1,840,866</u>
		<u>2,371,949</u>	<u>210,999</u>	<u>2,160,950</u>
Unimproved Real Estate				
01/21/1997	England Run North, Land, Stafford County	126,441	-	126,441
06/09/2006	Hanover property	<u>1,288,404</u>	-	<u>1,288,404</u>
		<u>1,414,845</u>	-	<u>1,414,845</u>
		<u>\$ 5,281,888</u>	<u>\$ 289,494</u>	<u>\$ 4,992,394</u>

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
SCHEDULE OF NOTES PAYABLE
 For the year ended December 31, 2022

	Balance 12/31/2021	Additions (Reductions)	Balance 12/31/2022	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%
Gilliat Endowment - Emmanuel, Harrisonburg	50,000	-	50,000	09/28/2027	1.75%
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	01/27/2027	1.75%
Maxine Bishop Fund, St. Paul's, Alexandria	10,000	-	10,000	05/04/2027	1.75%
Maxine Bishop Fund, St. Paul's, Alexandria	10,000	-	10,000	06/23/2027	1.75%
Maxine Bishop Fund, St. Paul's, Alexandria	20,000	-	20,000	07/07/2027	1.75%
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	09/30/2027	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	01/27/2027	1.75%
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%
	\$ 577,389	\$ -	\$ 577,389		

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, 2022

Reid Fund	\$ 1,386,408
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>

2023 Program Budget

As proposed and adopted

DIOCESE OF VIRGINIA 2023 BUDGET
As proposed and as adopted.

Item #	CATEGORY AND PROGRAM	2022		2023		2023 October Draft to Convention	2023 As Approved by Convention
		Amended by Executive Board	Budget Requests to EB	Budget Requests to EB	October Draft to Convention		
INCOME							
1	ANTICIPATED PLEDGE INCOME	3,980,000	4,137,977	4,137,977	4,137,977	4,277,960	
2	FUND INCOME	944,900	948,000	948,000	948,000	948,000	
3	RESERVE RELEASE	-	184,723	184,723	184,723	44,740	
4	RENTS & EXTERNAL TRUSTS	257,400	280,000	280,000	280,000	280,000	
5	HEALTH INSURANCE ADMIN REIMBURSEMENT	110,000	111,000	111,000	111,000	111,000	
6	VIRGINIA EPISCOPALIAN SUPPORT	-	-	-	-	-	
8	TOTAL INCOME	5,292,300	5,661,700	5,661,700	5,661,700	5,661,700	
EXPENSES							
Church Citizenship and Grant Programs							
1	Support of Our Greater Church Community	634,788	626,900	626,900	626,900	626,900	
2	General Convention Representation - Reserve	20,000	20,000	20,000	20,000	20,000	
3	Annual Convention Expense	-	73,700	73,700	73,700	73,700	
4	Shrine Mont Camp Scholarships	95,600	97,500	97,500	97,500	97,500	
5	Clergy Children's Scholarships	50,000	59,000	59,000	59,000	59,000	
6	Clergy Retreat Scholarships	20,000	20,000	20,000	20,000	20,000	
7	Mustard Seed & Small Church Revitalization Grants	62,500	63,000	63,000	63,000	63,000	
8	Province III - Representation & Support	14,811	14,850	14,850	14,850	14,850	
9	Virginia Council of Churches (VCC)	7,000	7,000	7,000	7,000	7,000	
10	Virginia Interfaith Center for Public Policy (VICPP)	10,000	10,000	10,000	10,000	10,000	
11	Committee on Ecumenical & Interfaith Issues	8,820	8,820	8,820	8,820	8,820	
Total - Church Citizenship		923,519	1,000,770	1,000,770	1,000,770	1,000,770	
Percent of Total Budget		17%	18%				

DIocese of Virginia 2023 Budget
As proposed and as adopted.

Item #	CATEGORY AND PROGRAM	2022 Amended by Executive Board	2023		2023 As Approved by Convention
			Budget Requests to EB	October Draft to Convention	
Evangelism and Christian Formation					
12	Formation Staff Cost	180,000	239,000	239,000	239,000
13	Formation Staff Travel	3,880	7,500	7,500	7,500
14	Aging, Committee on	15,150	15,150	15,150	15,150
15	Grants for Evangelism Work in the Diocese	-	-	-	-
16	Grants for Episcopal College Ministries	295,726	310,000	310,000	310,000
17	Committee on Parish Youth Ministries	18,150	18,150	18,150	18,150
18	Ministries in Higher Education, Committee on	500	500	500	500
19	Shrine Mont Camp Program Support	125,000	175,000	175,000	175,000
20	Ministry Development	5,000	5,000	5,000	5,000
21	Fee for Education for Ministry Program	2,750	2,750	2,750	2,750
Total - Evangelism and Christian Formation		646,156	773,050	773,050	773,050
<i>Percent of Total Budget</i>		<i>12%</i>			
Ministries of Human Dignity & Justice					
22	HD&J Staff Costs	245,000	242,000	242,000	242,000
23	Bishop's Minority Scholarship	2,500	2,500	2,500	2,500
24	HD&J Travel	7,500	10,000	10,000	10,000
25	Office of Missional Engagement	21,500	21,500	21,500	21,500
26	Gracelnside	40,000	50,000	50,000	50,000
27	Support - Office of Mission & Outreach	5,000	5,000	5,000	5,000
28	Creation Care Task Force	16,000	16,000	16,000	16,000
29	Mission for Racial Justice & Healing	35,500	35,500	35,500	35,500
30	Triangle of Hope	24,750	24,750	24,750	24,750
31	Latino Task Force	500	1,000	1,000	1,000
32	Mental Health, Committee on	-	-	-	-
33	Prevention of Sexual Misconduct, Committee on	-	-	-	-

DIOCESE OF VIRGINIA 2023 BUDGET
As proposed and as adopted.

Item # CATEGORY AND PROGRAM	2022	2023	2023	2023	2023
	Amended by Executive Board	Budget Requests to EB	October Draft to Convention	As Approved by Convention	
34 Women in Mission & Ministry	-	-	-	-	-
Total - Human Dignity & Justice	398,250	408,250	408,250	408,250	408,250
<i>Percent of Total Budget</i>	<i>8%</i>	<i>7%</i>			
Direct Support of Congregations In the Diocese					
35 DSC Staff Cost	200,000	270,000	270,000	270,000	270,000
36 DSC Staff Travel	3,465	3,465	3,465	3,465	3,465
37 Post-COVID Ministry	-	-	-	-	-
38 Root, Thrive, Soar Cohort	33,000	33,000	33,000	33,000	33,000
39 College for Congregational Development Coaching	15,000	15,000	15,000	15,000	15,000
40 Committee on Congregational Missions (CCM) Allocation for Mission Support	455,647	494,200	494,200	494,200	494,200
<i>All Soul's, Atlee</i>	39,000	38,000	38,000	38,000	38,000
<i>Buck Mountain, Earlysville</i>	-	-	-	-	-
<i>Calvary, Hanover</i>	-	16,000	16,000	16,000	16,000
<i>Christ Church, Lucketts</i>	8,700	10,000	10,000	10,000	10,000
<i>Cristo Rey, Arlington</i>	56,000	67,500	67,500	67,500	67,500
<i>Good Shepherd, Bluemont</i>	13,900	14,400	14,400	14,400	14,400
<i>Good Shepherd, Boonesville</i>	5,000	6,000	6,000	6,000	6,000
<i>Grace Church, Stanardsville</i>	15,000	18,000	18,000	18,000	18,000
<i>Holy Cross Korean Mission, Fairfax</i>	38,000	38,000	38,000	38,000	38,000
<i>Immanuel, King & Queen</i>	1,500	1,500	1,500	1,500	1,500
<i>Incarnation, Mineral</i>	-	-	-	-	-
<i>McIlhany Parish, Albemarle</i>	25,000	25,000	25,000	25,000	25,000
<i>Our Saviour, Montpelier</i>	-	-	-	-	-
<i>San Jose, Arlington</i>	62,000	67,000	67,000	67,000	67,000
<i>San Marcos, Alexandria</i>	-	-	-	-	-

DIOCESE OF VIRGINIA 2023 BUDGET
As proposed and as adopted.

		2022	2023	2023	2023	2023
Item #	CATEGORY AND PROGRAM	Amended by Executive Board	Budget Requests to EB	October Draft to Convention	As Approved by Convention	
	<i>Santa Maria, Falls Church</i>	28,000	28,000	28,000	28,000	28,000
	<i>St. David's, Aylett</i>	10,000	12,000	12,000	12,000	12,000
	<i>St. Francis Korean, McLean</i>	20,000	-	-	-	-
	<i>St. Francis, Manakin Sabot</i>	32,000	32,000	32,000	32,000	32,000
	<i>St. Gabriel's, Leesburg</i>	65,000	70,000	70,000	70,000	70,000
	<i>St. George's, Pine Grove</i>	2,100	4,000	4,000	4,000	4,000
	<i>St. John the Baptist, Ivy</i>	12,347	8,800	8,800	8,800	8,800
	<i>St. Paul's West Point & Grace, Millers Tavern</i>	-	-	-	-	-
	<i>St. Paul's, Ingham</i>	2,100	5,000	5,000	5,000	5,000
	<i>St. Peter's, Richmond</i>	-	15,000	15,000	15,000	15,000
	<i>Varina, Richmond</i>	20,000	18,000	18,000	18,000	18,000
41	Interest on Santa Maria Property Loan	-	-	-	-	-
42	Reserve for Mission Maintenance Projects	20,000	20,000	20,000	20,000	20,000
43	Reserve for Special Needs of Mission Congregations	40,000	40,000	40,000	40,000	40,000
44	Reserve for Transitions	10,000	10,000	10,000	10,000	10,000
45	Small Church Conference/Continuing Education/Committee Expenses	700	700	700	700	700
46	Committee on Stewardship	2,500	2,500	2,500	2,500	2,500
47	Committee on Liturgy & Church Music	-	-	-	-	-
48	Transition Ministry Expenses	2,000	17,000	17,000	17,000	17,000
49	Congregational Development Expenses	5,300	25,300	25,300	25,300	25,300
50	Insurance for Vacant Churches	5,000	5,000	5,000	5,000	5,000
51	Real Estate Tax (Undeveloped Land)	28,800	25,000	25,000	25,000	25,000
	Total - Strengthening Our Churches	821,412	961,165	961,165	961,165	961,165
	<i>Percent of Total Budget</i>	<i>16%</i>	<i>17%</i>			
	Support and Development of the Ministry					
52	Ministry Staff Costs	315,615	270,000	270,000	270,000	270,000
53	Ministry Staff Travel	11,275	11,275	11,275	11,275	11,275

DIOCESE OF VIRGINIA 2023 BUDGET
As proposed and as adopted.

[Email the Budget Working Group at budget@thediocese.net](mailto:budget@thediocese.net)

Item # CATEGORY AND PROGRAM	2022		2023		2023	
	Amended by Executive Board		Budget Requests to EB	October Draft to Convention	As Approved by Convention	2023
54 Commission on Ministry - General Expenses	3,000		3,000	3,000	3,000	3,000
55 Committee on Discernment	5,000		5,000	5,000	5,000	5,000
56 Clergy & Diocesan Conferences	13,500		25,000	25,000	25,000	25,000
57 Committee on Leadership Formation	-		-	-	-	-
58 Committee on the Diaconate	9,000		9,000	9,000	9,000	9,000
59 Committee on the Priesthood	42,550		31,250	31,250	31,250	31,250
60 Committee on the Young Priests Initiative	16,000		21,600	21,600	21,600	21,600
61 Diocesan Board of Examining Chaplains	6,750		7,500	7,500	7,500	7,500
62 Committee on Continuing Clergy Formation	17,450		20,000	20,000	20,000	20,000
Total for Ministry Areas	440,140		403,625	403,625	403,625	403,625
<i>Percent of Total Budget</i>	<i>8%</i>		<i>7%</i>			
Governance, Communications, & Finance						
63 Governance Staff Costs	325,000		340,000	340,000	340,000	340,000
64 Governance Travel	5,375		5,575	5,575	5,575	5,575
65 Standing Committee	5,900		5,900	5,900	5,900	5,900
66 Finance Staff	360,000		378,000	378,000	378,000	378,000
67 Finance Travel	5,590		7,665	7,665	7,665	7,665
68 Executive Board, Deans & Presidents	2,900		2,900	2,900	2,900	2,900
69 Communications Staff Costs	200,000		212,000	212,000	212,000	212,000
70 Communications Travel	5,960		5,960	5,960	5,960	5,960
71 Communication Consulting and Production	12,000		20,000	20,000	20,000	20,000
72 Web Presence	3,460		3,460	3,460	3,460	3,460
73 Other Communications Expenses	9,000		9,000	9,000	9,000	9,000
Total Governance, Communication, & Finance	935,185		990,460	990,460	990,460	990,460
<i>Percent of Total Budget</i>	<i>18%</i>		<i>17%</i>			

DIOCESE OF VIRGINIA 2023 BUDGET
As proposed and as adopted.

Item # CATEGORY AND PROGRAM	2022		2023		2023	
	Amended by Executive Board	Budget Requests to EB	October Draft to Convention	As Approved by Convention	2023	2023
The Episcopate						
74 Bishops	560,000	607,000	607,000	607,000	607,000	
75 Episcopal Office Staff	160,615	153,000	153,000	153,000	153,000	
76 Other Expenses of the Bishops Office	3,000	3,000	3,000	3,000	3,000	
77 Bishops' Travel	29,240	62,200	62,200	62,200	62,200	
78 Bishops' Office Travel	3,160	3,200	3,200	3,200	3,200	
79 Reserve - Lambeth	2,000	2,000	2,000	2,000	2,000	
80 Episcopal Transition Expense & Reserve	16,243	20,000	20,000	20,000	20,000	
Total Episcopate	774,258	850,400	850,400	850,400	850,400	
Percent of Total Budget	15%	15%				
Administration & Operations						
81 Mayo House Staff	145,000	66,000	66,000	66,000	66,000	
82 Mayo House Staff Travel	800	400	400	400	400	
83 Temporary Assistance	-	-	-	-	-	
84 Other Staff Expenses	7,500	7,500	7,500	7,500	7,500	
85 Auto Expense & Reserve	20,000	20,000	20,000	20,000	20,000	
86 Telephone & Cell Phone Expense	18,000	18,000	18,000	18,000	18,000	
87 Office Supplies, Equipment & Services	37,080	37,080	37,080	37,080	37,080	
88 Building Related Expenses & Reserve	80,000	80,000	80,000	80,000	80,000	
89 Audit, Legal & Professional Fees	40,000	40,000	40,000	40,000	40,000	
90 Other Operating Expenses	5,000	5,000	5,000	5,000	5,000	
Total for Administration & Operations	353,380	273,980	273,980	273,980	273,980	
Percent of Total Budget	7%	5%				
TOTAL EXPENSES	5,292,300	5,661,700	5,661,700	5,661,700	5,661,700	
NET SURPLUS (DEFICIT)						

2023 Narrative Budget

As adopted

Narrative Budget

DIOCESE OF VIRGINIA
2023 NARRATIVE
For 2022 Convention Presentation

	2023		
Email the Budget Working Group at budget@thediocese.net			
Item # CATEGORY AND PROGRAM		Adopted Budget	Note
INCOME			
1 ANTICIPATED PLEDGE INCOME	4,277,960		Pursuant to Resolution R1a adopted by our Annual Convention in November of 2021, each congregation should pledge 8% of a rolling three-year average of Line 3 of the parochial reports.
2 FUND INCOME	948,000		These funds are available from endowed funds and restricted monies set aside by earlier donations. This income is generally restricted for specific purposes which are fulfilled through the operating budget.
3 RESERVE RELEASE	44,740		Release from short- and long-term reserve funds to cover shortfall in R1a parish giving.
4 RENTS & EXTERNAL TRUSTS	280,000		Rent on church and residential properties and externally held Dooley, Reid, and Robinson trusts.
5 HEALTH INSURANCE ADMIN REIMBURSEMENT	111,000		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 2023.
6 VIRGINIA EPISCOPALIAN SUPPORT	-		Subscription fees no longer collected.
6 T O T A L I N C O M E	5,661,700		
EXPENSES			
Church Citizenship and Grant Programs			
1 Support of Our Greater Church Community	626,900		Our support of the general Church budget is a reminder 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 2023 pledge of 15% of total diocesan income after a \$200,000 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 Annual Convention Expense	73,700		As part of resolution R1 passed in November of 2021, the cost of our Annual Convention is now part of the annual budget. Clergy and lay delegates will no longer pay a registration fee to attend Convention.
4 Shrine Mont Camp Scholarships	97,500		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.
5 Clergy Children's Scholarships	59,000		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.
6 Clergy Retreat Scholarships	20,000		In 2023 the Executive Board will make this funding available for clergy to take personal retreats.
7 Mustard Seed & Small Church Revitalization Grants	63,000		These grants provide funding to enhance the missions and ministries of congregations in the Diocese via a process administered by the Executive Board.
8 Province III - Representation & Support	14,850		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.
9 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.
10 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 2023, 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.
11 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	1,000,770		

Narrative Budget

**DIOCESE OF VIRGINIA
2023 NARRATIVE
For 2022 Convention Presentation**

Item #	CATEGORY AND PROGRAM	2023 Adopted Budget	Note
Evangelism and Christian Formation			
12	Formation Staff Cost	239,000	This category covers the salary and benefits for the Canon for Formation and Assistant for Christian Formation.
13	Formation Staff Travel	7,500	This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals and other transportation.
14	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.
15	Grants for Evangelism Work in the Diocese	-	Unused grant money from 2021 will be placed in a reserve for future distribution.
16	Grants for Episcopal College Ministries	310,000	Episcopal chaplaincy programs on college campuses within the Diocese of Virginia support our young adults at a critical time in life. The 2023 budget request includes support for an Episcopal presence at George Mason University, James Madison University, the University of Mary Washington and young adults in the Fredericksburg area, the University of Virginia, and Virginia Commonwealth University.
17	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.
18	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.
19	Shrine Mont Camp Program Support	175,000	This line subsidizes the general operating expenses, including salaries for the Camp Director, nurses, and chaplains as well as insurance, and the repair/ replacement of equipment for the camp program. 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. Additional scholarship support is provided through the scholarship endowment fund (see expense line 4).
20	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.
21	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		773,050	
Ministries of Human Dignity & Justice			
22	Human Dignity & Justice Staff Costs	242,000	This category covers the salary and benefits for the Missioner for Racial Justice and Healing and administrative support for this work.
23	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 2023 budget includes this need-based aid for minority students at Episcopal seminaries and in supporting minority lay professionals expand their ministries.
24	Human Dignity & Justice Staff Travel	10,000	This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals, and other transportation.
25	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.
26	Gracelnside	50,000	Formerly the Chaplain Service Prison Ministry, Gracelnside is an ecumenical group which provides chaplains for the men & women who are incarcerated in the Commonwealth and works to restore chaplaincy to the state's juvenile correctional centers. Chaplains conduct worship services, lead Bible studies, coordinate volunteers, and counsel prisoners.
27	External Support - Office of Missional Engagement	5,000	Allocation from the Office of Missional Engagement for our partners in other parts of the Anglican Communion.

Narrative Budget

DIOCESE OF VIRGINIA
2023 NARRATIVE
For 2022 Convention Presentation

Email the Budget Working Group at budget@thediocese.net		2023
Item # CATEGORY AND PROGRAM	Adopted Budget	Note
28 Creation Care Task Force	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.
29 Ministry for Racial Justice & Healing	35,500	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.
30 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 2023 this support will enable pilgrims to travel to Liverpool and the program leaders to rejuvenate the program after a forced hiatus due to COVID.
31 Latino Task Force	1,000	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.
32 Committee on Mental Health	-	Expenses of maintaining the website created by this committee are included in Line 71.
33 Committee on Prevention of Sexual Misconduct	-	Sexual misconduct prevention training program is now online and accessible through the Diocesan website.
34 Women in Mission & Ministry	-	This committee is no longer active and no funds requested for 2023.
Total - Human Dignity & Justice	408,250	
Direct Support of Congregations in the Diocese		
35 DSC Staff Cost	270,000	This category covers the salary and benefits for ministers covering this area and a portion of those of the Canon to the Ordinary.
36 DSC Staff Travel	3,465	This category supports diocesan travel, mileage reimbursements, conference fees, airfare, hotels, meals and other transportation.
37 Post-COVID Ministry	-	Unused funding from 2021 has been placed in a reserve for future distribution.
38 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 three church leadership teams will participate for three years in a major commitment to revitalization, evangelism, formation, and service.
39 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 now offer this support to missions. Funds will cover additional training for trainers and any expenses of coaching and gathering for congregational training.
40 Committee on Congregational Missions (CCM) Allocation for Mission Support	494,200	One of the largest elements of our common work, this item will provide assistance to 26 mission congregations in the Diocese in 2023. 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>	38,000	
<i>Buck Mountain, Earlysville</i>	-	
<i>Calvary, Hanover</i>	16,000	
<i>Christ Church, Lucketts</i>	10,000	
<i>Cristo Rey, Arlington</i>	67,500	
<i>Good Shepherd, Bluemont</i>	14,400	
<i>Good Shepherd, Boonesville</i>	6,000	
<i>Grace Church, Stanardsville</i>	18,000	
<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>	67,000	
<i>San Marcos, Alexandria</i>	-	
<i>Santa Maria, Falls Church</i>	28,000	
<i>St. David's, Aylett</i>	12,000	
<i>St. Francis Korean, McLean</i>	-	
<i>St. Francis, Manakin Sabot</i>	32,000	
<i>St. Gabriel's, Leesburg</i>	70,000	
<i>St. George's, Pine Grove</i>	4,000	
<i>St. John the Baptist, Ivy</i>	8,800	
<i>St. Paul's, West Point & Grace, Millers Tavern</i>	-	
<i>St. Paul's, Ingham</i>	5,000	
<i>St. Peter's, Richmond</i>	15,000	
<i>Varina, Richmond</i>	18,000	

Narrative Budget

DIOCESE OF VIRGINIA
2023 NARRATIVE
For 2022 Convention Presentation

Email the Budget Working Group at budget@thediocese.net		2023
Item # CATEGORY AND PROGRAM	Adopted Budget	Note
41 Interest on Santa Maria Property Loan	-	In March of 2022, this loan was paid in full. There will be no interest expense in 2023.
42 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.
43 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.
44 Reserve for Transitions	10,000	This item provides assistance for congregations with clergy transition cost.
45 Small Church Conference/Continuing Education/ Committee Expenses	700	Leadership development for CCM and materials & supplies for CCM meetings.
46 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. 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.
47 Committee on Liturgy & Church Music	-	At the time of the Executive Board meeting, no request had been received.
48 Transition Ministry Expenses	17,000	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. This year's request includes an increased allocation for consulting to parishes in search along with the typical expenses including 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.
49 Congregational Development Expenses	25,300	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. The increased request includes funding for consulting to parishes in addition to the diocesan contracts with Percept, a demographics database.
50 Insurance for Vacant Churches	5,000	This line item covers property and casualty insurance expenses for vacant church buildings.
51 Real Estate Tax (Undeveloped Land)	25,000	This item covers the real estate taxes on the undeveloped church site properties owned by the Diocese.
Total - Strengthening Our Churches	961,165	
Support and Development of the Ministry		
52 Ministry Staff Costs	270,000	This category covers the salary and benefits for ministers covering this area and a portion of those of the Canon to the Ordinary.
53 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.
54 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."
55 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.
56 Clergy & Diocesan Conferences	25,000	Full funding of the program and expense of our Fall and Spring Conferences at Shrine Mont. Per resolution R1a from November 2021, clergy and lay attendees will no longer pay a registration fee to attend our Fall and Spring Conferences.
57 Committee on Leadership Formation	-	This line item is no longer in use.
58 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.

Narrative Budget

DIOCESE OF VIRGINIA
2023 NARRATIVE
For 2022 Convention Presentation

Email the Budget Working Group at budget@thediocese.net		2023
Item # CATEGORY AND PROGRAM	Adopted Budget	Note
59 Committee on the Priesthood	31,250	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 Mid-Atlantic internships, ongoing support of persons in the ordination process, and providing advice to the Bishop and to the Diocese.
60 Committee on the Young Priests Initiative	21,600	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.
61 Diocesan Board of Examining Chaplains	7,500	Covering the cost of General Ordination Exams for graduating seminarians in 2023.
62 Committee on Continuing Clergy Formation	20,000	Oversight of the work of this committee in developing and administrating 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	403,625	
Governance, Communications, & Finance		
63 Governance Staff Costs	340,000	This category funds the compensation and benefits of three full-time positions: Secretary & Chief of Staff, Administrative Assistant, and Project Manager.
64 Governance Travel	5,575	This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals, and other transportation.
65 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.
66 Finance Staff	378,000	This category funds the compensation and benefits of three full-time positions: Treasurer, Financial Administrator, and Finance Associate.
67 Finance Travel	7,665	This category supports diocesan travel, mileage reimbursements, Episcopal Business Administrators Conference and CPG Benefits Partners Conference registration fees, airfare, hotels, meals, and other transportation.
68 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.
69 Communications Staff Costs	212,000	This category funds the compensation and benefits of full-time staff in support of diocesan communications activities.
70 Communications Travel	5,960	This category supports diocesan travel, mileage reimbursements, Episcopal Communicators conference registration fees, airfare, hotels, meals, and other transportation.
71 Communication Consulting and Production	20,000	External communication strategy & advice and expense associated with producing the online e-Communique or any printed publications required by the Office of the Bishop.
72 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.
73 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	990,460	
The Episcopate		
74 Bishops	607,000	Salaries and benefits for three full-time bishops.
75 Episcopal Office Staff	153,000	This category covers total compensation for two full-time Administrative Assistants.
76 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.
77 Bishops' Travel	62,200	This category supports a return to robust travel within the Diocese for three bishops, including automobile costs, insurance, hotels, meals, and any other transportation. It also supports participation in the life of the wider church such as attendance at the House of Bishops.

Narrative Budget

DIOCESE OF VIRGINIA
2023 NARRATIVE
For 2022 Convention Presentation

Email the Budget Working Group at budget@thediocese.net		2023	
Item #	CATEGORY AND PROGRAM	Adopted Budget	Note
78	Bishops' Office Travel	3,200	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.
79	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.
80	Episcopal Transition Expense & Reserve	20,000	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 incurred in our most recent transition show that an increase in this annual accrual is called for.
Total Episcopate		850,400	
Administration & Operations			
81	Mayo House Staff	66,000	This category funds the staff costs for diocesan operations.
82	Mayo House Staff Travel	400	This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals, and other transportation.
83	Temporary Assistance	-	This line item is no longer in use.
84	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.
85	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.
86	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.
87	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.
88	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 regular custodial care.
89	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.
90	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		273,980	
TOTAL EXPENSES		5,661,700	
NET SURPLUS (DEFICIT)		-	

Record of Adjustments

Congregations Applying for Receiving Adjustments to 2023 Congregational Giving

November 2022

All Souls, Mechanicsville
Aquia, Stafford
Christ Ascension, Richmond
Christ Church, Brandy Station
Christ Church, Glen Allen
Christ Church, Leesburg
Christ Church, Spotsylvania
Church of the Creator, Mechanicsville
Cunningham Chapel Parish, Millwood
Emmanuel, Alexandria
Emmanuel, Richmond
Epiphany, Henrico
Epiphany, Oak Hill
The Fork Church, Doswell
Good Shepherd, Burke
Good Shepherd, Free Union
Leeds, Markham
Little Fork, Rixeyville
Messiah, Fredericksburg
Our Saviour, Montpelier
Pohick, Lorton
St. Aidan's, Alexandria
St. Andrew's, Burke
St. Anne's, Scottsville
St. Christopher's, Springfield
St. David's, Ashburn
St. Francis, Great Falls
St. Gabriel's, Leesburg
St. John's, Arlington
St. John's, Centreville
St. Mark's, Alexandria
St. Mark's, Richmond
St. Mary's, Colonial Beach
St. Mary's, Reedville
St. Mary's, Richmond
St. Matthew's, Richmond
St. Paul's, King George
St. Peter's, Arlington
St. Peter's, Fairfax Station
St. Peter's, Purcellville
St. Philip's, Richmond
St. Stephen's, Richmond
St. Timothy's, Herndon
The Falls Church, Falls Church
Varina, Henrico
Ware, Gloucester

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 Canons are by Canon and appropriate section in Arabic numerals; e.g., 6.1.

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Diocesan-related organizations:

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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

